

P3A BULLETIN

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July 30, 2009

SDE PSPEs Update

The delay pertaining to the PSPEs process at SDE has been an issue of concern for the P3A bargaining unit particularly since the delay is a clear violation of the P3A contract. This issue was to be one of the major topics at last week's scheduled Labor-Management meeting. Union concerns about staff work being conducted since July 1 without benefit of the collaborative framework provided by the PSPEs are paramount. Task assignments and reporting assignments continue to be ongoing as part of the SDE restructuring process. We did not agree nor would we have agreed to delay the PSPEs process without additional protection and consideration for P3A member rights. Unfortunately, Management was unable to meet on July 20 and no other opportunity to meet was presented, therefore an institutional grievance regarding the PSPEs delay was filed on behalf members on July 21.

We were informed yesterday that HR will be sending PSPEs materials to managers with "new" deadlines. While Management has chosen to change a collaborative process into a unilateral one, P3A members are advised to engage in the process of defining goals and objectives and identifying training, travel and other resources needed for the year while the grievance process continues. We have been asked by Management to be flexible with regard to the department's ongoing restructure and resulting new assignments. We will be seeking Management's flexibility throughout the PSPEs process, particularly as it pertains to the evaluation component of the PSPEs.

If you have additional concerns, please let us know.

July 2, 2009 Pay Adjustment for 2009-10 Furlough Days - Retirees

The furlough pay adjustment which began with the July 2 paycheck was also made in the paychecks of some if not all of the July 1 retirees. CSEA is working on resolution of this issue with the Comptroller's Office.

Paige Farnham
P3A President

Valerie Marino
P3A Secretary