



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

LOCAL 1916

AFFILIATED WITH THE AFL-CIO

P.O. BOX 231
SOUTH PARK, PA 15129



May 15, 2018

Heather Moody
Director, Labor Relations
U.S. Department of Energy
National Energy Technology Laboratory
626 Cochran's Mill Road
Pittsburgh, PA 15236-0940

Re: Performance Improvement Plan addressed to Franklin Shaffer, 01-May-2018

Dear Ms. Moody:

We are in receipt of Performance Improvement Plan (PIP) indicated above for Frank Shaffer. In accordance with our Collective Bargaining Agreement, Article 18, Mr. Breault failed to provide any of the information contained in the PIP in advance, nor had he indicated to Mr. Shaffer before the meeting on April 30, 2018, there was any issue with his performance. Mr. Breault did admit, in fact, during this meeting that was the first time that Mr. Shaffer was being informed of any purported unacceptable performance.

Additionally, Mr. Shaffer only electronically signed his 2018 performance appraisal plan on April 17, 2018. However, there was no discussion held by Mr. Breault with Mr. Shaffer regarding the performance plan, or the critical elements and how each would be rated, which were significantly changed from the prior rating period.

In accordance with Article 25, Section E(5) specifically, management has not provided any verbal or written performance counseling prior to issuing the PIP; therefore, AFGE Local 1916 is filing a grievance against Mr. Breault for failing to comply with the terms of our CBA and is requesting any additional actions against Mr. Shaffer be held in abeyance until such time as this grievance is resolved.

Yours truly,

Frances M. Wright
President