

This material is part of a collection that documents the harassment, discrimination, and retaliation perpetrated against Alaska's women research scientists by their supervisor, with full knowledge (and arguably, "tacit approval") of their federal employer, the USDA Agricultural Research Service (ARS)

From: _____
Subject: Re: Good news! (No wonder he's so dejected...)
Date: July 21, 2008 5:06:17 PM GMT-08:00
To: CKBower@cmug.com

yes, one would think. but i've thought that every year since i've been here what with all my grievances, etc.

On Sun, Jul 20, 2008 at 5:03 PM, CK B <CKBower@cmug.com> wrote:
from [PWA Checklist for Preparing 2008 Performance Plans 03.31.2008.doc](#) (sent to us by AP on 3/14/08)

"Each employee whose position is classified as "supervisory" must have a critical element that addresses supervisory responsibilities **AND** a separate critical element that addresses Equal Opportunity/Civil Rights (EO/CR).

Okay, so based on the AD 435 P (Annual Performance Appraisal), AP cannot (and I repeat, even with the dumbest of stupid bosses, he CANNOT) be rated as anything other than "Does not meet fully successful" in the "critical" element of EO/CR. In box 16B (Decision Table), he therefore must receive a rating of Unacceptable for the failed critical element. That means that in October (or whenever we're given our performance appraisals) he will be put on a PIP. (For Christsakes! There are three women scientists filing formal EEO complaints on him! There's absolutely no way he can be rated "Meets fully successful" in that element!) I'm not up on my PIP protocols, but surely that represents the beginning of the end. With recognition of discrimination right there on his performance appraisal, (hey! Can our lawyer get a copy of that?!), he can't just be demoted to an SY, he has to be removed. No really, this isn't pie in the sky fantasy. This time it's "their" rules. He's just upset because he knows he can't escape this time.

Oh, and remember his swan song last November? Well that corresponded with his upcoming appraisal then too, but he somehow managed to talk his way out of it, (after all, only two thirds of the women scientists were charging discrimination, so the Area wasn't overly concerned yet, the idiots).

Anyway, I like it! And I'm celebrating with my free coffee coupon on Monday!

CKB