



# IBEW 2213 NEWSBEAT

August 24th 2018

## **LETTER 122 MONITORING!!!!**

Effective August 3, 2003, the modifications to evaluative observation practices for Representatives in all Lines of Business are as follows:

- 1. The Company will provide face-to-face feedback on observations by the close of the next business day on which both the Representative and the team leader who conducted the observation are on the job and are working at a common work location for their full tours.**
- 2. Evaluative observing will take place only during the first 7.5 paid hours of a schedule. If the Company determines that a Representative's performance is substantially different during periods of diagnostic evaluation, as compared to periods of evaluative observation, evaluative observations may be conducted on that Representative beyond the first 7.5 hours.**
- 3. On an annual basis, evaluative observations will be limited in frequency as follows except as provided in paragraph 7 below:  
30 observations for Representatives who received an overall rating of "Exceeds Requirements" on their most recent annual evaluation under the Associate Appraisal Plan;  
40 observations for Representatives who received an overall rating of "Meets All" on their most recent annual evaluation under the Associate Appraisal Plan; and  
60 observations for Representatives who received an overall rating of "Needs Improvement", "Does Not Meet", or "Not Rated" on their most recent annual evaluation under the Associate Appraisal Plan.**
- 4. After the first quarter of the calendar year, the number of observations can be increased up to six per month for representatives who do not meet their cumulative year to date performance standards. Once the representatives meet their year to date cumulative performance standard, then up to 5 evaluative observations per month may be taken until the end of the calendar year.**
- 5. It is expressly understood that these modifications do not apply to diagnostic evaluations, which are not appraisal-impacting.**

**AS ALWAYS, IF YOU HAVE ANY QUESTIONS ABOUT THE ABOVE RULES FOR EVALUATIVE OBSERVATIONS PLEASE REACH OUT TO A STEWARD!!!!**

IN SOLIDARITY