



Homeland Security

March 7, 2007

Mr. John Gage
National President
American Federation of Government Employees
80 F. Street, NW
Washington, DC 20001

Dear Mr. Gage,

In accordance with the national consultation requirements granted to your organization under 5 U.S.C. 7113(b), the Department is proposing to extend coverage under Subpart D of 5 C.F.R. Part 9701 (Performance Management) to all bargaining unit members. Subpart D will apply to bargaining unit members as soon as practicable, and will be phased-in component by component, consistent with laws, rules, regulations, and applicable collective bargaining agreements and obligations.

Enclosed please find a draft notice that a component will furnish to an affected labor organization pursuant to 5 C.F.R. 9701.102 (b)(4).

If you have any questions concerning this matter, please call or e-mail me at (202) 357-8220, robert.stamerra@dhs.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Stamerra", with a long horizontal flourish extending to the right.

Robert Stamerra
Senior Labor Relations Policy Advisor

Enclosure: draft notice to labor organizations



Homeland Security

DRAFT

Date xx/xx/xx

MEMORANDUM FOR: Labor Organizations Representing DHS Employees

FROM: Marta Brito Pérez
Chief Human Capital Officer

SUBJECT: Performance Management

Pursuant to 5 C.F.R. 9701.102(b)(4), the Department of Homeland Security is hereby notifying affected labor organizations that it intends to apply Subpart D (Performance Management) of 5 C.F.R. 9701, to eligible DHS employees. Subpart D will apply to eligible bargaining unit employees in affected DHS components as soon as practicable, consistent with law, rules, regulations, and applicable collective bargaining agreements and obligations.

Subpart D has already been implemented on the dates specified for managers and supervisors in the following components:

April 1, 2006	Immigration and Customs Enforcement (ICE)
April 1, 2006	United States Coast Guard (USCG)
April 1, 2006	Federal Law Enforcement Training Center (FLETC)
October 1, 2006	Citizenship and Immigration Services (CIS)
October 1, 2006	DHS Headquarters (includes all non-bargaining employees)
October 1, 2006	Customs and Border Protection (CBP)

Any questions should be directed to the appropriate management official(s) in the affected component.