

### **The Recourse Process & You**

The year end ratings have been posted as of February 5th. You now have 45 days, or until March 21st to document your concerns and rationale into the PES system and begin the Recourse Process. If you believe one or more of your Core Requirement ratings did not reflect a fair assessment of your performance for FY 09, you need to file Recourse. Please remember that your Core Requirement rating is based on the goals you and your evaluate (POOM) discussed and placed into the PES system for "Leadership & Communication" and for "Fiscal Responsibility". Your goals were based on your "behaviors" in these two categories, and not on a numeric value set by your POOM. Important points to follow;

- Recourse Process must be initiated in PES by the employee.
- Forms will be available for employees in non-computer offices.
- Challenge is for Core Requirement Rating only.
- Request is for a change to your Core Requirement Rating.
- Document your justification for the requested Core Requirement Rating.

**Send a copy of your completed Recourse Process to your District Vice President or directly to me, your New York Chapter President.** I have been instructed by our National President, Bob Rapoza, to forward the copies to his office. This is to demonstrate a collective and comprehensive justification that the PFP process needs to be looked at, and did not provide for a fair assessment of **your** efforts for FY 09.

*Let us do together, what we can not do alone!*