



This newsletter is a strategic communication tool intended to inform all levels on DENCOM civilian human resources issues and initiatives.

Interim Reviews Due Soon for Most Civilians

Efforts to complete midpoint feedback sessions should now be underway for National Security Personnel System (NSPS) civilians and General Schedule (GS) employees at grades 9 and above. Interim evaluations for both groups are due by 20-June-2010. The rating cycles for GS employees grades 8 and below varies by installation and can be verified through local Civilian Personnel Advisory Centers (CPACs). Guidance for completing interim views for NSPS employees is available online at:

<https://www.dencom.army.mil/nsps/nspstools.asp>. Guidance for GS employees is available at: <http://cpol.army.mil/library/permis/52.html>.

NSPS to GS Suspense Dates Set

Army headquarters has established moratorium dates for personnel actions impacting civilians scheduled to convert back to the General Schedule (GS). The following suspenses apply to employees scheduled to convert to GS on 20-JUN-2010.

Date	Type of Action
21-MAY-2010	Reclassifications/Promotions Reassignments (with pay increase)
28-MAY-2010	Reassignments (without pay increase) Realignments
4-JUN-2010	Awards Extension of Appointments

Understanding "Weingarten" Rights

When a supervisor meets with a bargaining unit member, the employee is entitled to union representation if the following three conditions are met:

1. The meeting is in connection with an investigation.
2. The examination may result in disciplinary action.
3. A unit member requests union representation.

If all conditions are met, supervisors should discontinue the meeting and invite the union to participate. If a union representative chooses to participate s/he may make relevant comments but cannot disrupt the meeting or answer questions posed to the employee. For additional information visit: <http://cpol.army.mil/library/permis/4122.html>.

