



## "The Holiday Spotlight"

### 01

#### Performance Evaluations

Since the November 18th town hall, recent Board discussions, and ongoing conversations with employees, our concerns have only deepened. A widespread pattern of inflated "Successful" ratings can create a misleading narrative of organizational underperformance. We are also deeply concerned that OJP leadership did not meaningfully advocate for employees in the implementation of OPM's guidance. Per the November 2025 bulletin, the Union plans to file a formal action based on additional information we recently received. We ask that employees provide any comments or concerns to include with the action.

### 02

#### OAAM Status Update

As noted in several Spotlights, the Union summarized the adverse working conditions at OAAM. Based on employee reports and Union review, these concerns included informal admonishment of employees outside of established supervisory and performance-management processes, micromanaging work and projects, and requiring employees to work on the 7th floor. As the Union prepared to file another formal action per the Collective Bargaining Agreement (CBA), OJP reassigned the former Director to OCFO. The Union believes that our previous filing contributed to the reassignment.

### 03

#### NOFO Status Update

OJP has posted 36 of its 118 FY 2025 Notices of Funding Opportunity (NOFOs), or just 30%. While OJP has indicated that remaining NOFOs are awaiting approval from the Office of the Deputy Attorney General (ODAG) and the Office of Management and Budget (OMB), this approval process and level of delay are unprecedented. These prolonged delays are adversely affecting the field's ability to plan and compete for funding, while simultaneously placing significant strain on employees who are managing uncertainty, shifting timelines, and increased workloads. On top of it all, OJP must plan for FY 26 NOFOs. The Union continues to monitor these delays and their impact on Bargaining Unit Employees. More information is forthcoming.

### 04

#### Reminders & Updates

- Complete the General Privacy Training in LearnDOJ, due by December 15th.
- Report building issues to OJP Service Calls at [OJPServiceCalls@ojp.usdoj.gov](mailto:OJPServiceCalls@ojp.usdoj.gov).
- We encourage employees to donate leave through the Voluntary Leave Transfer Program (VLTP) for OJP and other federal employees. For assistance, please contact Christine Reinhardt in HRD.
- Check out the Union's website ([afscmeflocal2830dc.org](http://afscmeflocal2830dc.org)) for the latest news and resources.
- Request appointments and upload attachments to the Union via the AFSCME Local 2830 Contact Form. All submissions are confidential.