

"The Spotlight"



01

Performance Ratings and "Forced Distribution"

Forced distribution, often called "stack ranking," requires managers to fit ratings into a predetermined curve, raising concerns about fairness and consistency with merit-based principles. Although managers have not finalized annual performance plans, the Union is actively reviewing this issue for compliance with the Collective Bargaining Agreement (CBA) and applicable law. Per the CBA, the Union will take formal action soon, as appropriate, including possibly filing a grievance and/or other formal action. More information is forthcoming.

02

OJP Townhall

In addition to performance ratings, OJP outlined major developments affecting employees, including workforce policy changes and a proposed restructuring of DOJ grant-making components. As previously reported, the new Schedule Policy/Career designation is now in effect and may shift certain career positions into roles with fewer civil service protections.

DOJ is also advancing a consolidation plan to bring the Office of Community Oriented Policing Services (COPS) and the Office on Violence Against Women (OVW) under a unified structure with OJP. The Union is closely monitoring these developments and will take all appropriate action. More information is forthcoming.

03

OJP Restricts Representation Rights

HRD repeatedly advises employees that they will only permit union representation for grievances or adverse actions. This position contradicts their own September 29, 2025, memorandum, which acknowledges, in part, that employees may select a personal representative, including the Union, and is not limited only to grievances and adverse actions.

The Union considers this a clear restriction of representational rights and interference with the CBA. Due to repeated occurrences, we will file a formal grievance to address both the interference and HRD's failure to follow its own guidance. More information is forthcoming.

04

Reminders & Updates

- Report "999" issues to OJP via the OJP People Platform or ojp@servicenowservices.com.
- We encourage employees to donate leave via the Voluntary Leave Transfer Program (VLTP) for OJP and other federal employees. For assistance, please contact Christine Reinhardt in HRD.
- Contact the Union for assistance with Reasonable Accommodation (RA) requests.
- Should employees need union representation, please contact us for the specific language, per OJP's guidance.
- Join as a dues-paying member via the [UPay Member Link](#) on the Union's website.