

Internal Communicator's Group
Meeting Minutes
July 7, 2004

1. **Status of the finalization of the reorganization:** The reorganization was formally approved by the Department on May 26, and promptly forwarded to the Union on May 27. The union requested that FSA bargain over the impact of changes that we are making through the reorganization and formal negotiations were held on June 30 and July 1.
2. **Status of the early-out/buyout authority for ASEDS:** The formal request for early-out/buyout authority was signed by the Secretary and sent to OPM on June 21. Staff from FSA Human Resources, continue to respond to questions and data requests from OPM and we plan to notify employees as soon as we receive approval or disapproval of our request. If approved, we will be required to bargain with the union before early-outs/buyouts can be offered to employees.
3. **Will the early-out/buyout be offered to everyone in ASEDS or only a select group of people/organization/grade level:** Early-out/buyout authority was requested for all ASEDS employees. However, who it can be offered to will depend upon the OPM's approval of our request.
4. **Status of Terri Shaw's visit to Chicago:** Terri still needs to visit New York, Chicago, San Francisco and Seattle. She hopes to complete these trips by the end of September. They have not been scheduled as of yet.

Other Issues:

5. **Are there going to be cash awards this year? If so, when can we expect them?** Haven't gotten an answer to this question yet but the group assumed that cash awards will be related directly to EDPAS ratings from this year.

Next Meeting: August 4, 2004