



NOTICE TO ALL EMPLOYEES



**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
FEDERAL LABOR RELATIONS AUTHORITY**

WE RECOGNIZE our obligation under the Federal Service Labor-Management Relations Statute to complete negotiations with the American Federation of Government Employees, Local 3272, AFL-CIO prior to implementing any changes to employees' conditions of employment.

WE WILL re-institute free dress down days on every other Friday until such time as the Social Security Administration Office, Lansing, Michigan and the American Federation of Government Employees, Local 3272, AFL-CIO complete negotiations over any proposed changes to that dress down day arrangement.

WE WILL NOT, in any like or related manner, interfere with, restrain, or coerce our employees in the exercise of rights assured them by the Federal Service Labor-Management Relations Statute.

Social Security Administration, Lansing, Michigan
(Agency or Activity)

Dated _____ By _____ (Signature) _____ (Title)

**THIS IS AN OFFICIAL NOTICE
THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF
POSTING,
AND MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL**

If employees have any question concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

**Federal Labor Relations Authority
Chicago Regional Office
65 West Monroe, Suite 1150
Chicago, IL 60603
(312) 353-8308
(312) 886-5977 (fax)
Case No. CH-CA-02-0180**



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
CHICAGO REGIONAL OFFICE
55 WEST MONROE, SUITE 1150
CHICAGO, IL 60603-9729
(312)353-6306 FAX:(312)886-5977

Date	4/10/02
Distribution:	
EO	X
DC	X
LP	X
LAC	
AC	
W	Fuelwell
FILE	VLP

March 25, 2002

CH-CA-02-0160
Dress Down
Days.

Edithann Sims, Labor Relations Specialist
Social Security Administration
600 W. Madison - LERT
Chicago, IL 60661

James L. Campana, Chief Steward
AFGE, Local 3272
6239 South Washington Avenue
Lansing, MI 48911-5544

Re: Case No. CH-CA-02-0160

Dear Ms. Sims and Mr. Campana:

Enclosed is a copy of the Settlement Agreement and Notice To All Employees which I have approved in the above-referenced case. It is now appropriate for the parties to commence compliance with the terms and conditions of the Agreement.

The Respondent is to notify the Regional Director and the Charging Party, by **April 19, 2002** of the steps taken to comply with the Settlement Agreement.

Please direct any inquires or requests for assistance to the Regional Director, Chicago Regional Office; 312/353-6306.

Sincerely,

WILLIAM E. WASHINGTON
Regional Director

Enclosures:
Settlement Agreement
Notice to All Employees

MAR 28 2002



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

**SOCIAL SECURITY ADMINISTRATION
LANSING, MICHIGAN**
Charged Party

and

**AMERICAN FEDERATION OF GOVERNMENT
EMPLOYEES, LOCAL 3272, AFL-CIO**
Charging Party

CASE NO. CH-CA-02-0160

SETTLEMENT AGREEMENT

The undersigned Agency and the undersigned Charging Party in settlement of the above matter, and subject to the approval of the Regional Director on behalf of the Federal Labor Relations Authority, **HEREBY AGREE AS FOLLOWS:**

POSTING OF NOTICE - The Agency will post copies of the Notice to All Employees, attached hereto and made a part hereof, for a period of at least sixty (60) days from the date of posting. The Notice when posted will be signed by Regina Allen, Manager, Lansing SSA Office, Lansing, Michigan and posted on all bulletin boards throughout the Activity, SSA Lansing, Michigan, where notices to bargaining unit employees are usually posted.

OTHER ACTION TO BE TAKEN - The Charged Party will re-institute, within five (5) days of being notified that this Settlement Agreement has been approved, the provision for dress down days as set forth in the July 2001 Crisis Agreement thereby re-establishing free dress down days every other Friday; within five (5) days of this Settlement Agreement being approved, notify all employees of the Lansing Michigan SSA Office that free dress down days every other Friday have been re-established; within five (5) days of this Settlement Agreement being approved, notify the Union of any proposed changes to the dress down day provision established in the July 2001 Crisis Agreement and, upon request, bargain to completion with the Union over such changes as required by the Federal Service Labor-Management Relations Statute (the Statute).

COMPLIANCE WITH NOTICE - The Agency will comply with all the terms and provisions of the Notice.

REFUSAL TO ISSUE COMPLAINT - In the event the Charging Party fails or refuses to become a party to this Agreement, and if the Regional Director concludes that it will effectuate the policies of Chapter 71 of Title 5 of the U.S.C., he or she shall decline to issue a Complaint herein and this Agreement shall be between the Agency and the undersigned Regional Director. A review of such action may be obtained pursuant to Section 2423.11(b)(2) of the Regulations of the Federal Labor Relations Authority if an appeal is filed within twenty-five (25) days thereof. This Agreement is contingent upon the General Counsel sustaining the Regional Director's action in the event of an appeal. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in this case.

PERFORMANCE - Performance by Agency of the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Agency of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE - The undersigned (party) (parties) to this Agreement will notify the Regional Director in writing what steps the Agency has taken to comply herewith. Such notification shall be made within five (5) days, and again after sixty (60) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter into this Agreement, after the receipt of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

COMPLIANCE WITH SETTLEMENT AGREEMENT - Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above case.

SOCIAL SECURITY ADMINISTRATION, LANSING, MICHIGAN
(Agency)

By: Regina D. Allen, District Manager March 25, 2002
(Type or Print Name and Title) (Date)

Regina D. Allen /s/
(Signature)

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL
3272, AFL-CIO
(Charging Party)

By: James L. Campene, Chief Steward March 22, 2002
(Type or Print Name and Title) (Date)

James L. Campene /s/
(Signature)

Approved March 25, 2002

By: William E. Washington /s/
Regional Director