

DATE:06/05/09

Sent via fax to PM #918-641-2446

Mr. Ralph C. de Juliis
Executive Vice President
AFGE Local 2505
4750 South Garnett Road
Tulsa, OK 74146-5233

Dear Mr. Ralph de Juliis:

This is a response to a union-management grievance, filed on November 21, 2008. Since these issues only pertain to the Enid, OK SSA Office, I was delegated to be the management official to respond to this grievance. You allege three employees were charged leave for arriving late for IVT training on or about October 22, 2008. It is your claim, by these actions, SSA has violated Article 3, Article 10, Appendix A, Section 7.B, Article 18, Article 20 and Article 31.

The remedy requested is that the leave charged to these three employees be restored. The union also seeks reassurance from SSA that none of the three employees or the Enid timekeepers will be charged with willful falsification / certification since it was Enid management, not the employees who modified the form SSA-30. The union also wants Enid SSA management not to require employees to attend IVT sessions that are not mandatory any where else in Oklahoma and to cease from charging leave to employees who are late.

An oral presentation was held on February 3, 2009 in Enid, OK. The people that were present were AFGE Local 2505 1st Vice President Mitzi Brooks, you, and I. The following was presented:

1) It was request management pay closer attention to the Contract and minimizes impact on the flex-band.

Response

Management will continue to balance the commitment to flextime and the need for morning training.

2) Recognize that employees' lives sometimes meet with delays, i.e children to school, traffic, and other interruptions.

Response

Management is fully aware employees' lives can sometimes cause infrequent tardiness and management will continue to determine whether an employee's reason for being tardy justifies excusing the tardiness. Such instances of tardiness are understood to be infrequent.

3) Utilize the newer technologies to facilitate training in compliance with the Contract, i.e. VOD, and/or taping training.

Response

Management has considered the newer technologies available. Flextime is suspended 2-4 times a month. Management does not consider this an excessive and makes an effort to minimize interference with the use of morning flexible band.

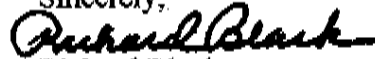
4) There is a lack of uniformity within the area. Enid, OK is only office to have mandated training that day, while the other offices either taped or delayed the training to meet the needs of their employees.

Response

As prescribed by the Contract, management has the right to assign work as deemed appropriately.

Management agrees to reinstate leave that was charged. Management considers this matter resolved and closed.

Sincerely,



Richard Black
District Manager