

American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

Local 2505

Ralph C. de Juliis
President



Carol A. Lewis
Executive Vice President

25 April 2008

Ms Kathy Marshall, District Manager
Social Security Administration
902 S George Nigh
McAlester, Oklahoma 74501

BY FAX: (918) 423-8399

Dear District Manager Marshall:

By email dated 22 April 2008, McAlester ADM Eldredge sent an email falsely claiming

There has been no change in the policy that you need to speak to a member of Management if you are not coming to work and don't already have leave approved in advance. If you call and get voicemail, it is okay to leave a message but, you need to call back later as well when Management is present.

This also applies to calling in the morning before Management arrives. You can give a heads up to the person that answers but, please call back later and speak with Management.

AFGE Local 2505 Executive Vice President Carol A. Lewis informs me that since she came to the McAlester District Office in 1998, the call-in procedure was to tell whom ever answered the phone that they wanted leave and the employee did NOT have to call back and speak in-person to a member of management.

This is a change in past practice in a terms and condition of employment / working condition.

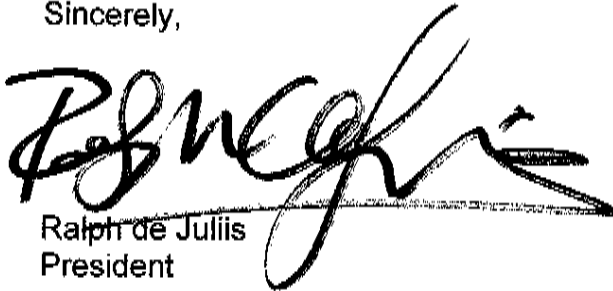
c/o Social Security Administration
4750 South Garnett Road ♦ Tulsa, Oklahoma 74146-5233
VOICE: (918) 641-2409 Ext. 2923 ♦ CELL: (918) 781-3096 ♦ FAX: (918) 641-2446
SSA E-mail: ralph.dejuliis@ssa.gov ♦ Internet E-mail: ralph.de.juliis@sbcglobal.net

Frankly, the Union does not see what the problem is. When ever a member of management is NOT in the office, then some one is the "officer-in-charge." That is the person who should answering the administrative line and giving leave approvals / denials and starting to make the necessary adjustments in VIP and in scheduled interviews and other assignments for the day.

The Union demands that SSA cease and desist from implementing any changes until SSA and AFGE have completed bargaining over appropriate arrangements to deal with the impact and implementation of management's decision to change working conditions / terms and conditions of employment of bargaining unit employees in McAlester. Please be aware that the Union will submit any agreement we reach to the membership for ratification.

I will be the Union's chief negotiator. The Union's 2nd negotiator will be Local 2505 Executive Vice President, Carol A. Lewis. Please have a travel order cut for me.

Sincerely,

A handwritten signature in black ink, appearing to read "Ralph de Jullis". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Ralph de Jullis
President

cc: Local 2505 Executive Board