

United States of America

For FLRA Use Only

Federal Labor Relations Authority

CHARGE AGAINST AN AGENCY

Case No.

Date Filed

Complete instructions on the back of this form.

1. Charged Activity or Agency		2. Charging Party (Labor Organization or Individual)	
Name:	Social Security Administration	Name:	AFGE Local 2505
Address:	902 S George Nigh, McAlester, OK 74501	Address:	c/o SSA, 4750 S Garnett Rd., Tulsa, OK 74146
Tel. #	918-423-1942	Tel #	918-781-3096
Fax #	918-423-8399	Fax #	918-641-2446
3. Charge Activity or Agency Contact Information		4. Charging Party Contact Information	
Name:	Kathy Marshall	Name:	Ralph de Juliis
Title:	District Manager	Title:	President
Address:	See above	Address:	See above
Tel. #:	See above	Ext.	
Fax #:	See above	Tel. #	See above
		Fax #:	See above

5. Which subsection(s) of 5 U.S.C. 7116(a) have been violated (see reverse) (1), (5) and (8).

6. Tell exactly What the activity (or agency) did. Start with the Date and Location, State who was involved, Include titles.

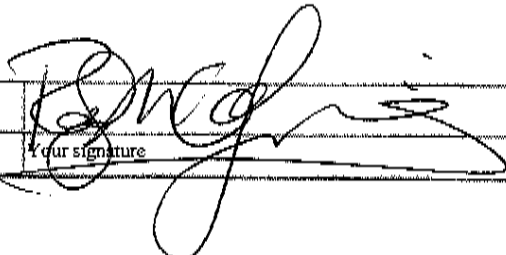
By letter dated April 25, 2008, AFGE Local 2505 demanded that SSA in the McAlester, OK SSA District Office cease and desist from making changes in workflow and work assignments. In that same letter, the Union requested, "pursuant to 5 USC 7114(b)(4) any and all documents that show the work assignments as they currently exist and what SSA proposes the work assignments will be afterward."

As of this filing, SSA has not responded to the Union's request for information.

7. Have you or anyone else raised this matter in any other proceeding? No Yes If yes, where? (see reverse)

8. I declare that I have read this charge and that the statements in it are true to the best of my knowledge and belief. I understand that making willfully false statements on this charge can be punished by fine and imprisonment, 18 U.S.C. 1001. THIS CHARGE WAS SERVED ON THE IDENTIFIED PERSON IN BOX #3 (check "x" box) Fax 1st Class Mail In Person

Commercial Delivery Certified Mail

Ralph de Juliis		1 July 2008
Type or Print your name	Your signature	Date

American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

Local 2505

Ralph C. de Juliis
President



Carol A. Lewis
Executive Vice President

1 July 2008

TO: Federal Labor Relations Authority
FROM: Ralph C. de Juliis, Representative
RE: ULP over SSA failure to provide information per 5 USC 7114(b)(4) – McAlester, OK SSA – Request of 25 April 2008

I will be the Union's Representative.

Documents:

1. Union's 25 April 2008 Bargaining Demand and Information Request

UNION WITNESS:

Ralph de Juliis – Cell Phone: 918-781-3096

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

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

Dear District Manager Marshall:

BY FAX: (918) 423-8399

By email dated 24 April 2008, I found out you had a staff meeting to discuss work flow changes and changes in work assignments. I was notified of neither the formal discussion nor the changes as I demanded in an email dated 28 February 2008. I received a "Read Receipt" from JOK FO McAlester on the same 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.

In order to prepare our bargaining proposals, the Union requests, pursuant to 5 USC 7114(b)(4) any and all documents that show the work assignments as they currently exist and what SSA proposes the work assignments will be afterward.

The Union reserves the right, after polling the McAlester staff, to file grievances against SSA in McAlester if we discover that SSA discussed the changes with the bargaining unit. It is a "by-pass" of the Union to discuss terms and conditions

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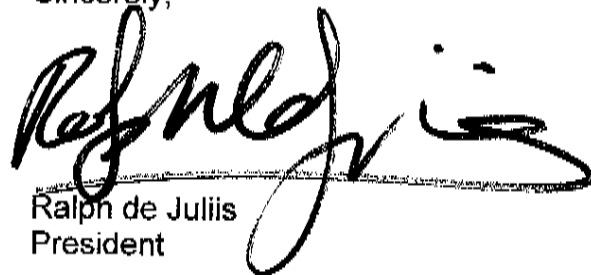
of employment with the bargaining unit. Such meetings are "formal discussion" and the Union has a right and will exercise its right to attend such formal discussions...which we can't do if SSA doesn't give us advanced notice of such meetings.

The Union believes that the parties aim to adopt language that is good for a variety of situations, since people are always coming and going and there are always going to have to be changes.

The Union, once we see what management is proposing, will look for language that let's management exercise its rights and determine what needs to be done, how many people should do it, the appropriate position and grade, what the qualifications of those individuals are to be and then we develop a list each assignment, of the qualified McAlester employees. We would propose language to the effect that the employees on each list can volunteer for the assignments they'd like to do. Selections will be made among the volunteers in order of service comp date. If no one volunteers for a particular assignment or there are too few volunteers, a list will be made of the qualified employees who did not volunteer and the selection(s) will be made in order of INVERSE seniority. The Union will propose language to the effect that assignments will be reviewed as management determines necessary, but no less than once a quarter. In the event that an employee or employees are specialized (e.g., Retirement and Survivors; Disability; Appeals; Aged; PERCS/PEERS; PE; and even sub-specialization), a six month rotation will be effectuated if requested by eligible employees.

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,



Ralph de Juliis
President

cc: Local 2505 Executive Board