

American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

Local 2505

Ralph C. de Juliis
President



Carol A. Lewis
Executive Vice President

9 May 2008

Ms Ramona J. Schuenemeyer
Regional Commissioner - Dallas Region
Social Security Administration
1301 Young St., STE 130
Dallas, Texas 75202

BY FAX: (214) 767-4259

Dear Regional Commissioner Schuenemeyer:

By this letter, AFGE Local 2505 files an Article 24, Section 10 Union-Management Grievance.

By email of Sunday, May 04, 2008 sent at 12:57 PM, SSA in the McAlester, OK SSA District Office refused to give the Union's designated representative advanced notice and refused to bargain over appropriate arrangements and impact and implementation of McAlester management's exercise of its rights to assign work. AFGE Local 2505 hereby files a Section 10 Grievance.

This is an on-going, continuing violation. First, McAlester management has failed and refused to deal with the individual (me) to whom SSA was told to provide notice. Second, SSA management has made MANY changes to terms and conditions of employment and working conditions without providing advanced notice and the opportunity to bargain. It is the Union's intent to address all of those failures in this grievance. Those changes include but are not limited to: work load adjustments resulting from the hiring of two new employees; workload adjustments resulting from the promotion of Ben Toman who was ½ of the SSI Post-entitlement unit; changing the back up relief schedule for the McAlester

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.dc.juliis@sbcglobal.net

DO's only SR who is the primary receptionist; picking a Title II CR to be trained as an SSI PE CR; creation of a 120 day detail from GS-11 to GS-12 TE for the only male CR in the McAlester DO without offering that big money opportunity to any of the more senior female CRs in McAlester; by-passing the Union by consulting directly with the McAlester staff about how to deal with the staffing shortage created by the maternity leave of a female McAlester CR, etc.

All of the above changes, individually and *in toto*, constitute changes in terms and conditions of employment which are greater than *de minimis*. SSA's failure to give the Union's designated representative advanced notice and its refusal to bargain and its bargaining directly with the employees in McAlester constitute an Unfair Labor Practice (a violation of 5 USC 7116) and a violation of the AFGE-SSA National Agreement, Article 1, Sections 1 and 2, Article 2, letters A and B, Article 3, Sections 1 and 2, Article 4, Sections 1 and 5, Article 16, Sections 1, 2, 4 and 8 and Article 26, Section 3.

AFGE Local 2505 Executive Vice President, Carol Lewis, will assist me in this matter. Please contact me to arrange for the Union's oral presentation.

This is just the latest in a series of McAlester instances of mismanagement and totally inappropriate mishandling of the Labor-Management Relation. The Union is agreeable to submitting all of our McAlester-related bargaining requests and grievances to Alternative Dispute Resolution, as provided for in Article 40 of the AFGE-SSA National Agreement.

Thank you!

Sincerely,



Ralph E. de Juliis
AFGE Local 2505

Attachment

cc: AFGE Local 2505 Executive Board

TRANSMISSION REPORT

(FRI) MAY 9 2008 14:51

ACCOUNT NAME :
DESTINATION : 912147674259
DEST. NUMBER : 912147674259

DOCUMENT# : 6802058-487
TIME STORED : MAY 9 14:50
TIME SENT : MAY 9 14:50
DURATION : 24sec
MODE : ECM

F-CODE :

PAGES : 2 sheets
RESULT : OK

American Federation of Government Employees
AFFILIATED WITH THE AFL-CIO
Local 2505



Ralph C. de Juliis
President

Carol A. Lewis
Executive Vice President

9 May 2008

Ms Ramona J. Schuenemeyer
Regional Commissioner - Dallas Region
Social Security Administration
1301 Young St., STE 130
Dallas, Texas 75202