

# American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

## Local 2505

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**Ralph C. de Juliis**  
President

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**Carol A. Lewis**  
Executive Vice President

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30 April 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 letter dated 25 April, 2008, AFGE Local 2505 demanded to bargain a change in the McAlester Call In Policy. (Attached) I have been informed by the Union that I do not have authority to demand such bargaining (see Article 7) because it would change the contract in Article 31, Section 5, Unanticipated Use of Leave, which reads in relevant part:

Contact will be made with the employee's immediate supervisor or other designated official. In the event that neither are available employees may utilize voice mail, where it exists, to notify the supervisor or designated official of their need for leave, the type of leave requested and a phone number where the employee can be reached.

AFGE Local 2505 hereby withdraws its dated 25 April, 2008 bargaining demand and files a Section 10 grievance that the changed call-in policy in the McAlester SSA District Office violates Article 31, Section 5.

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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](mailto:ralph.dejuliis@ssa.gov) ♦ Internet E-mail: [ralph.de.juliis@sbcglobal.net](mailto:ralph.de.juliis@sbcglobal.net)

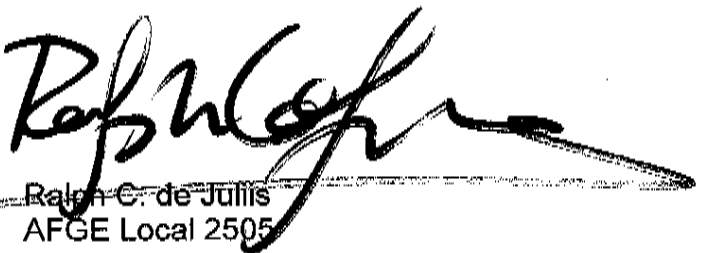
The Union will make an oral presentation on this grievance. I will be the Union's representative and will be assisted in the presentation by AFGE Local 2505 Executive Vice President Carol A. Lewis.

Please contact me to arrange the time and date for the Union's oral presentation.

As remedy, the Union seeks the SSA cease and desist from this violation of the AFGE-SSA National Agreement and that SSA make whole any McAlester employee who have been adversely impacted by SSA's contractual violation.

Thank you!

Sincerely,



Ralph C. deJulis  
AFGE Local 2505

Attachment

cc: AFGE Local 2505 Executive Board  
AFGE-SSA General Committee  
AFGE Council 220 Executive Committee

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Executive Vice President

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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.

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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 2<sup>nd</sup> 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

TRANSMISSION REPORT

(WED) APR 30 2008 16:12

ACCOUNT NAME :  
DESTINATION : 912147674259  
DEST. NUMBER : 912147674259

DOCUMENT# : 6802058-068  
TIME STORED : APR 30 16:11  
TIME SENT : APR 30 16:12  
DURATION : 38sec  
MODE : ECM

PAGES : 4 sheets  
RESULT : OK

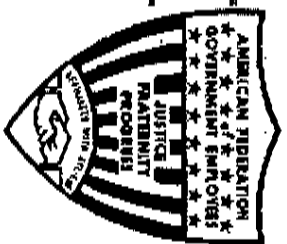
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