



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

CHARGE AGAINST AN AGENCY

FOR FLRA USE ONLY

Case No.

DA-CA-70464

Date Filed

4-7-97

Complete instructions are on the back of this form.

1. Name and address of charged activity or agency

Horace Dickerson
Regional Commissioner
Social Security Administration
1200 Main Tower Building
Dallas, TX. 75202

2. Name and address of charging labor organization or individual

James M. Johnson
President
AFGE Local 2505
P.O. Box 221
Glenpool, OK. 74033-0221

3. Activity or agency contact information

Name: Horace Dickerson
Title: Regional Commissioner
Phone: (214) 767-4210

4. Labor organization or individual contact information

Name: James M. Johnson
Title: President
Phone: (918) 581-6380

5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (a)(1)

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.

On or about 3/27/97 the above named activity by its management in the Moore, OK. office interfered with, restrained, and coerced employees in the exercise of their rights assured by the Statute by pulling union communication from the union bulletin board without permission from the union.

RECORDED
1997 APR - 1 P 2:04
FLRA-DALLAS

7. Have you or anyone else raised this matter in any other procedure? 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.

James M. Johnson

Type or print your name

Your signature

4/3/97
Date



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6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.

On or about 3/27/97 the above named activity by its management in the Moore, OK. office interfered with, restrained, and coerced employees in the exercise of their rights assured by the Statute by confiscating legitimate union communication and keeping it from distribution.

RECEIVED
 APR -7 P 4:05
 FLRA-DALLAS

7. Have you or anyone else raised this matter in any other procedure? 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.

James M. Johnson
Type or print your name

James M. Johnson
Your signature

4/3/97
Date



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
CHARGE AGAINST AN AGENCY

FOR FLRA USE ONLY

Case No.

DA-CA-70462

Date Filed

4-2-97

Complete instructions are on the back of this form.

1. Name and address of charged activity or agency

Horace Dickerson
 Regional Commissioner
 Social Security Administration
 1200 Main Tower Building
 Dallas, TX. 75202

2. Name and address of charging labor organization or individual

James M. Johnson
 President
 AFGE Local 2505
 P.O. Box 221
 Glenpool, OK. 74033-0221

3. Activity or agency contact information

Name: Horace Dickerson
 Title: Regional Commissioner
 Phone: (214) 767-4210

4. Labor organization or individual contact information

Name: James M. Johnson
 Title: President
 Phone: (918) 581-6380

5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? (See reverse) (1) and (a)(1)

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.

On or about 3/26/97 the above named activity, by its agents, interfered with, restrained, and coerced employees in the exercise of their rights assured by the Statute by issuing an E-mail communication directing its management that legitimate and proper union communication should not be allowed distribution or posting for the employees. This E-mail communication intimidated union officials from carrying out their duties, and employees from seeking guidance about certain legal rights.

RECEIVED
 FLRA-DALLAS
 1997 APR -7 P 4: 05

7. Have you or anyone else raised this matter in any other procedure? 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.

James M. Johnson

Type or print your name

James M. Johnson
 Your signature

4/3/97

Date



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
CHARGE AGAINST AN AGENCY

FOR FLRA USE ONLY

Case No.

DA CA 70463

Date Filed

4-7-97

Complete instructions are on the back of this form.

1. Name and address of charged activity or agency

Horace Dickerson
 Regional Commissioner
 Social Security Administration
 1200 Main Tower Building
 Dallas, TX. 75202

2. Name and address of charging labor organization or individual

James M. Johnson
 President
 AFGE Local 2505
 P.O. Box 221
 Glenpool, OK. 74033-0221

3. Activity or agency contact information

Name: Horace Dickerson
 Title: Regional Commissioner
 Phone: (214) 767-4210

4. Labor organization or individual contact information

Name: James M. Johnson
 Title: President
 Phone: (918) 581-6380

5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (a)(1)

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.

On or about 3/27/97 the above named activity by its management in the Moore, OK. office interfered with, restrained, and coerced employees in the exercise of their rights assured* by the Statute by opening clearly marked union mail without the consent of any union official. The envelope was clearly marked to indicate that it contained union or LMR materials not to be opened accept by the appropriate party.

RECEIVED
 1997 APR -7 P 5:04
 FLRA-DALLAS

7. Have you or anyone else raised this matter in any other procedure? 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.

James M. Johnson

Type or print your name

Your signature

Date

4/3/97

BY FAX AND REGULAR MAIL

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL COUNCIL OF SSA FIELD OFFICE LOCALS
DALLAS REGION - LOCAL 2505
6128 E. 38TH ST., STE. 200
TULSA, OK. 74135-5800
(918) 581-6380

April 2, 1997

Mr. Horace Dickerson,
Regional Commissioner
Social Security Administration
1200 Main Tower Building
Dallas, TX. 75202

Dear Sir:

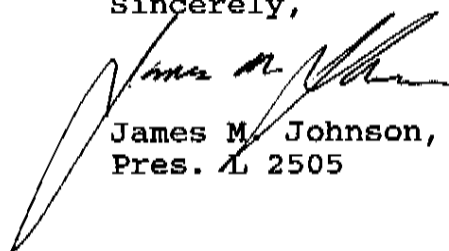
Based upon information received (via E-Mail) from RO, several FO managers throughout the region have confiscated or removed Union publications dealing with OIG investigations. These incidents are ULP's and grievances as clear violations of the National Agreement and 5 USC 71. In conformity with law, statute, practice, and the National Agreement, management has no right at any time, whatsoever, to interfere with Union communication. Should it feel that Union communication is inappropriate, it should file a grievance, and obey the law, its processes, and its spirit. Pursuant to 5 USC 7114(b)(4), I am requesting that you provide me the following information with 15 working days of receipt of this letter:

1. Copies of all agency rules, regulations, laws, and standards (including the Standards of Conduct) used by SSA to justify its actions in this matter.
2. Copies of all communications from Central Office, the Dallas regional office, or any other source, ordering, directing, suggesting, or hinting that managers or staffers can or should take action on the matters in question.
3. Documentation of any alleged past practices in the region which concern management's actions in this or similar matters.
4. Copies of all directives, instructions, guidelines, or their equivalents issued at any level of the agency which a member of management uses to determine the appropriateness, legality, offensiveness, or accuracy of any Union communication (particularly written), whether issued by the Union or by any individual or entity.

The particularized need for this information is: (1) to uphold employee and union rights, (2) to protect the National Agreement, law, statute, and the rights granted under their existence, (3) to help the Union determine the proper course of action, litigation, or bargaining in order to meet its obligations and serve the employees and the public, (4) to further clarify additional requests as per 5 USC 7114(b)(4), (5) to maintain and protect equity for employees, (6) to protect the interests of the public, and, (7) to maintain the integrity of the program.

Additional requests for information via 5 USC 7114(b)(4) may follow. Should you have concerns about confidentiality please contact me, although I believe that nothing I have asked for would be within that category of concern. Also, should you need clarification or additional time to respond, contact me.

Sincerely,



James M. Johnson,
Pres. L 2505

cc: RVP Smith
LRO Callahan

[9] From: ||DAL LABOR REL at -S2D6 3/26/97 3:18PM (2284 bytes: 15 ln)
To: #DAL Area Systems Coordinators at -S2D6, #||DAL AREA IV at -S2D6,
#||DAL AREA VI at -S2D6, |AR FO LITTLE ROCK at -S2D641Z06, |LA FO ALEXANDRIA
at -S2D648Z01, |LA FO NEW ORLEANS at -S2D646Z07, |NM FO ALBUQUERQUE TSC at
-S2D64C, |NM FO ALBUQUERQUE TSC--FAS at -S2D64C, |NM FO ALBUQUERQUE TSC--Sec D
at -S2D64C-2, |TX FO DALLAS FAIR PARK at -S2D645Z021, |TX FO DALLAS NORTH at
-S2D645Z02, |TX FO DALLAS WEST at -S2D645Z141, |TX FO FORT WORTH at
-S2D645Z03, |TX FO HOUSTON DOWNTOWN at -S2D643Z13, |TX FO HOUSTON SOUTHWEST at
-S2D643Z06, |TX FO MCALLEN at -S2D644Z14, |TX FO SAN ANTONIO DOWNTOWN at
-S2D644Z12, |TX FO SAN ANTONIO SOUTH at -S2D644Z19, ||DAL AREA I at -S2D6,
||DAL AREA II at -S2D6, ||DAL AREA III at -S2D6, ||DAL AREA V at -S2D6,
||DAL Regional Operations at -S2D6, ||DAL TSC DIRECTOR at -S2D6
To mailing list: #DAL AFGE at --DALLAS
cc: Billy L. Williams, Andi* Griffith, Marlene Jones, Delores Shaw, Jan Powell,
Dana Callahan at -S2D8
Subject: Flyer Being Distributed by AFGE

----- Message contents -----

It has come to our attention that AFGE is planning to distribute, and in one case has already distributed, a flyer regarding OIG investigations. The flyer is entitled "KNOW YOUR RIGHTS! EMPLOYEES BEWARE OF OIG INVESTIGATIONS". It is Management's position that this flyer maligns the character of government employees (OIG employees and our own management employees) and should not be distributed on government property or on duty time. It should not be posted on bulletin boards in your office.

FAX COVER SHEET

**FROM: AFGE COUNCIL 220
SOCIAL SECURITY FIELD OPERATIONS LOCALS**

ATTACHED ARE TWO ITEMS: AN EMPLOYEE ALERT! UPDATE ON OIG ACTIVITY AND A SHEET OF OIG MAN CUT OUTS.

THE POSTING: THE POSTING CONTAINS NOTHING THAT SHOULD MALIGN THE CHARACTER OF ANY INDIVIDUAL EMPLOYEE OR ANY AGGREGATION OF FEDERAL EMPLOYEES. IT IS NOT AN ATTACK UPON ANY INDIVIDUAL. THE MATERIAL DOES NOT MALIGN THE CHARACTER OF ANY FEDERAL EMPLOYEE.

THIS POSTING DOES NOT VIOLATE THE CONTRACT NOR WOULD IT CAUSE ANY EMPLOYEE TO ENGAGE IN CONDUCT THAT WOULD VIOLATE THE STANDARDS OF CONDUCT. THERE SHOULD BE NO REASON THAT SSA MANAGEMENT COULD USE TO EITHER TAKE DOWN THE POSTING OR ASK THE UNION REP TO TAKE IT DOWN. THAT DOES NOT MEAN THAT MANAGEMENT IS NOT GOING TO TAKE IT DOWN OR TRY TO COERCE THE UNION REP TO TAKE IT DOWN.

UNION REPS SHOULD NOT REFUSE A DIRECT ORDER TO TAKE THE POSTING DOWN.

THE CUT OUTS: THIS IS SOMETHING EMPLOYEES CAN POST AT THEIR DUTY STATION OR ON THEIR PHONE NEXT TO THE OIG HOTLINE STICKER. THIS SHOULD SERVE AS A CONSTANT REMINDER OF THE OIG THREAT, BUT ITS FUN TOO!

DISTRIBUTION OF THE POSTING AND THE CUT OUTS SHOULD BE IN ACCORDANCE WITH ARTICLE 12 SECTION 2 A OF THE CONTRACT, I.E., "...DURING THE NONDUTY TIME OF UNION REPS WHO ARE DISTRIBUTING AND THE EMPLOYEES RECEIVING THE MATERIALS".

IF MANAGEMENT TRIES TO STOP REPS FROM DISTRIBUTING THE MATERIAL, PASS IT OUT AT LUNCH OR BEFORE OR AFTER WORK OUTSIDE THE BUILDING ON OFF-DUTY TIME. IF THEY TRY THIS TOTAL CENSORSHIP APPROACH, A SECTION 10 GRIEVANCE WOULD BE APPROPRIATE.

IF YOU HAVE ANY QUESTIONS, CALL: CHARLIE ESTUDILLO (707) 5763-9319

APRIL 1997

OIG MAN AIMS
AT SSA EMPLOYEES

**AFGE COUNCIL 220
SSA FIELD OFFICES LOCALS**

EMPLOYEE ALERT! UPDATE ON OIG ACTIVITY

SSA TRIES TO STOP POSTING OF UNION'S OIG INFO:

SSA CENTRAL OFFICE HAS DIRECTED LOCAL MANAGERS NOT TO ALLOW UNION REPRESENTATIVES TO DISTRIBUTE THE OIG INFO ABOUT EMPLOYEES' RIGHTS IN THE OFFICE AND TO "ASK" REPS TO TAKE THE POSTINGS DOWN. SOME MANAGERS TOOK THE POSTINGS DOWN FROM UNION BULLETIN BOARDS. WE WILL KEEP YOU INFORMED OF CHANGES IN THE OIG SITUATION - EVEN IF WE HAVE TO HAND IT OUT IN FRONT OF THE OFFICE. HERE ARE SOME RECENT UPDATES:



OIG AGENTS HAVE A SSA EMPLOYEE "BODY COUNT":

OIG AGENTS HAVE AN INDIVIDUAL PERFORMANCE GOAL OF 10 "INVESTIGATIVE OUTCOMES" EACH PER YEAR. OUTCOMES ARE EMPLOYEE ADVERSE ACTIONS OR TERMINATIONS, SUCCESSFUL CRIMINAL CONVICTIONS BY THE US ATTORNEY, CIVIL AND MONETARY SETTLEMENTS, OR ANY COMBINATION THEREOF. AN ADVERSE ACTION BROUGHT AGAINST AN EMPLOYEE COUNTS THE SAME AS A WIN IN CRIMINAL COURT AGAINST A CLAIMANT.

OIG MAN

ATTACHED IS A MEMO FROM THE SSA-OIG DECLARING HIGHER "PERFORMANCE GOALS WITH WHICH TO BENCHMARK THE INDIVIDUAL PERFORMANCE OF ITS AGENTS" TO 10 OUTCOMES PER AGENT FOR FY 97, INCREASING TO 15 OUTCOMES BY MID-FY 98. THIS RAISES THE NUMBERS OF "OUTCOMES" FROM PAST YEARS, PROJECTING 1060 OUTCOMES FOR FY 97 (1590 BY MID FY98). THE GREAT MAJORITY OF THESE WILL BE SSA EMPLOYEES. THE E-MAIL MESSAGE ATTACHED EXPLAINS THAT THESE ARE "BASIC EXPECTATIONS" (I.E., MINIMUM EXPECTATIONS) AND STATES "WE HAVE TO MEET THESE GOALS TO JUSTIFY THE SIZE OF THE OFFICE OF INVESTIGATIONS".

YOU ARE THE BIG ITEM ON THE OIG MENU!

GETTING A CRIMINAL CONVICTION CAN TAKE YEARS. HUNDREDS OF INVESTIGATIVE HOURS CAN RESULT IN THE US ATTORNEY REFUSING TO TAKE THE CASE OR LOSING THE CASE IN COURT: THIS MEANS THE AGENT DOES NOT GET A CASE OUTCOME. **NOW THE OIG IS NOW LOOKING AT OFFICE PHONE BILLS TO FIND PERSONAL PHONE CALLS MADE BY EMPLOYEES.** THE "SUCCESS" OF THE SSA-OIG WILL BE DETERMINED ON HOW MANY ADVERSE ACTIONS AGAINST EMPLOYEES THEY CAN GET. YOU ARE THE EASY TARGET! WHERE ARE THE CLAIMANT FRAUD REFERRALS YOU HAVE MADE? OIG IS TARGETING EMPLOYEES INSTEAD OF FRAUDULENT CLAIMANTS.

OIG AGENT DENIES SSA EMPLOYEE HER RIGHT TO AN ATTORNEY

IN AN INVESTIGATION LAST WEEK, OIG AGENTS TOLD AN EMPLOYEE SHE DID NOT HAVE THE RIGHT TO AN ATTORNEY. HER MANAGER ORDERED HER TO ANSWER. SHE STATED THAT SHE WOULD NOT DISOBEY AN ORDER BUT WANTED HER ATTORNEY. OIG BACKED OFF. SSA IS VIOLATING THE CONTRACT AND YOUR STATUTORY RIGHTS WHEN THEY DENY UNION REPRESENTATION. NOW THEY WANT TO TOTALLY DISARM AN EMPLOYEE'S RIGHT TO RESPOND BY DENYING AN ATTORNEY. THE CRIMINAL POPULATION WE SERVE HAS MORE LEGAL RIGHTS THAN SSA AND OIG WILL ALLOW YOU.

OIG MAN CUT OUTS
TRADE THEM
GIVE THEM TO YOUR FRIENDS
POST THEM AT YOUR DUTY STATION

OIG MAN
I'M LOOKIN AT YOU, KID



OIG MAN
I'M LOOKIN AT YOU, KID



OIG MAN
I'M LOOKIN AT YOU, KID



OIG MAN
I'M LOOKIN AT YOU, KID

