

File

American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

Local 2505

Ralph C. de Juliis
President



Carol A. Lewis
Executive Vice President

18 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.

This grievance is the result of the April 15, 2008 refusal to Moore, SSA OK District Manager Dennis Purifoy to negotiate over the decision of the Moore OK Field Office to no longer permit AWS employees to earn a credit hour or an hour of comp time OFF THE BOOKS to make up for the hour of leave they have to take when a Federal Holiday falls on one of their 9 hour days.

SSA has violated Article 1, Sections 1 and 2, Article 2.A, Article 3, Section 2 and Article 10, Sections 1, 3 and 4.

Please note that Mr. Purifoy's 4/15/08 email FALSELY CLAIMS that his email is "to notify you that the Moore FO will immediately come into compliance with the Contract..." In fact, SSA did NOT give the Union or employees any advanced notice. The first the employees knew was when they tried to work an extra hour after the Presidents' Day Holiday February 18 and were denied.

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

SSA messed up; won't fess up; and is attempting to perpetrate a lie to cover its tracks. How are we ever going to have a professional, albeit contentious, relationship if SSA is always going to LIE and then deny that it is LYING? Clearly, this email demonstrates to me that SSA has absolutely no respect for its labor-management obligations, in general, and for AFGE Local 2505, in particular.

One of the great lines from our past partnership training was "A half-truth is a whole lie." When SSA acts in such a deceitful, duplicitous and mendacious fashion, it is very difficult to agree to disagree and quite easy to be disagreeable in both our disagreements and agreements.

We really need to talk; and, frankly, talking on a regular, formal basis would be good. In the meantime: The Union wishes an oral presentation of this matter. I will be the Union's representative on this matter. I will be assisted in the oral presentation by Local 2505 2nd Vice President, Mary Roberts.

The remedy we seek is EITHER bargaining or permitting AWS employees the option of signing for an hour of leave or earning an hour of compensatory time to make up for the hour of leave they have to take when a Federal Holiday falls on one of their 9 hour days.

Thank you!

Sincerely,

A handwritten signature in black ink, appearing to read "Ralph C. de Juljis", with a long horizontal flourish extending to the right.

Ralph C. de Juljis
AFGE Local 2505

Attachment

cc: AFGE Local 2505 Executive Board

Dejuliis, Ralph

From: Purifoy, Dennis
Sent: Tuesday, April 15, 2008 10:13 AM
To: Dejuliis, Ralph
Cc: Bollinger, Judy; Neal, Sandra; Radford, Gail; Hogan, Eric
Subject: RE: Notice of Change to Union Designee

Mr. de Juliis:

This is to notify you that the Moore FO will immediately come into compliance with the Contract regarding 5/4/9 schedules and holidays. We will not bargain this issue as it is covered by the Contract.

Employees on 5/4/9 schedules have only the following options to account for a holiday (A-10, Section 4, B).

1. Use 1 hour of leave for the holiday, or
2. Use an earned credit hour.
3. Move their 8 hour day to the holiday.

As you are aware, A-10, Section 2, I, clearly states that employees on 5/4/9 schedules, 4/40 schedules and who are on fixed shifts are not eligible to work credit hours. The contract speaks to the use of an earned credit hour, but this does not permit employees to work credit hours while on the 5/4/9 schedule. This provision allows for those employees who previously earned credit hours while on a flexible work schedule to use them. Your option #3 below would be up to each employee.

Again, we are coming into compliance with the Contract, and we will not bargain this issue as it is covered by the Contract.

Let me know if you wish to discuss or have any questions.

Thank you.

Dennis Purifoy

From: Purifoy, Dennis
Sent: Thursday, February 28, 2008 1:57 PM
To: Dejuliis, Ralph
Cc: Bollinger, Judy
Subject: RE: Notice of Change to Union Designee

Mr. DeJuliis - We will respond to your email after we've had a chance to check on a couple of things.

Thank you.

Dennis Purifoy

From: Dejuliis, Ralph
Sent: Thursday, February 28, 2008 10:07 AM
To: JOK FO Moore; Purifoy, Dennis; Neal, Sandra
Subject: Notice of Change to Union Designee

Good Morning, All!

I understand that Moore will no longer allow AWS employees to earn credit hours so they will not have to sign for an hour of annual leave when a Federal Holiday falls on one of their 9 hour days.

The Union would like to bargain impact and impact / appropriate arrangement.

Just a couple of thoughts that could LEGALLY achieve the same results and make everyone happy:

(1) Management could offer AWS employees an hour of comp time that they would use on to cover the 9th hour on Federal Holidays which fall on a nine hour day.

(2) Management could exercise its rights under Article 10, Appendix A, Section 6 and SUSPEND 5/4/9. So doing for a day, would put the CWS person on regular flex for a day on which they could legitimately earn a credit hour or two to cover the 9th hour on Federal Holidays which fall on a nine hour day.

(3) Management could remind AWS employees they can go OFF of AWS for the last month of each six month AWS period (See Article 10, Appendix A, Section 5.B) which would be March and October during. The employees can continue to work 9 hours a day BUT they would be earning an hour a day of credit hours. So doing would allow them to accumulate 20 hours of credit hours which would they could carry over when they resumed their 5/4/98 schedule. Then, they'd have enough carried over credit hours to cover the hour of leave that needs to be accounted for on Federal Holidays that fall on one of their 9 hours days.

Anyway, I see many contractual ways to address the issue which keeps the time and attendance kosher and accommodates the desires of Local Management to keep Moore employees happy and productive and satisfies the desires of the employees.

Please contact me at your earliest convenience!!

Thank you!!

Ralph de Juliis, President
AFGE Local 2505

TRANSMISSION REPORT

(FR) APR 18 2008 12:59

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