

# 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 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.

SSA implemented the Automated Leave Slip program in Tulsa via staff meeting on Wednesday, 23 April 2008. SSA has informed representatives of AFGE Local 2505 that it will be implementing in selected offices elsewhere in Oklahoma shortly.

SSA notified me that it would NOT bargain since this has been discussed at the national level for years.

AFGE Local 2505 hereby files a Section 10 Grievance on SSA's refusal to bargain.

In offices such as Tulsa, we are fortunate to have a member of management for whom timekeeping is their main duty. In our other offices,

---

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)

where bargaining unit employees share timekeeper duties, the Union foresees a significant impact because of all the emails generated by this new system and employees keeping track of whom their timekeeper may be on any given day. This new system will relegate one employee alone to the timekeeper duties. That will have more than *de minimis* impact on that employee.

Additionally, today SSA's email system when kaput. Messages were deleted by the Exchange Server for containing profanity; other messages were quarantined as SPAM. With this new system, employees and supervisors and timekeepers could be totally blindsided because of this new systems requirement that SSA's Outlook email system function properly.

Additionally, this Automated Leave Slip program also violates the March 9, 2000 AFGE-SSA General Committee Memorandum of Understanding on Automated Time and Attendance System.

A provision of the MOU provides for "reasons for disapproval." The training did not indicate (1) that the new system fulfils the MOU requirement to "provide management ... a list of employees at work on any given day"; (2) that the new system fulfils the MOU requirement to "provide management ... a leave roster so employees and Union can see where they are positioned on the roster".

The MOU provides for Meetings to take place before and after the rollout to review the progress of the ATAS. Information to be shared includes but is not limited to review of testing by the Division of Integration and Environmental Testing (DIET), the validation plan, matrix, etc. No such data was provided to the Union; no required pre-rollout meeting has occurred; no post rollout meeting has been scheduled.

The MOU provides that "copies of the training material will be forwarded to the Union two (2) weeks prior to the start of the training." THAT did not happen.

SSA, by its actions and inactions listed above, has violated the March 2000 ATAS MOU, has violated 5 U.S.C. 71, and has violated Article 2, Sections 1, 2 and 3; Article 2.A, Section 3, Section 2.A and Article 4, Sections, 1, 3 and 5 of the AFGE-SSA National Agreement.

The Union requests an oral presentation. I will be the Union's Representative.

The remedy the Union seeks is that SSA cease and desist from further implementation of the Automated Leave Slip program until SSA fulfills its NATIONAL LEVEL obligations under the ATAS MOU of March, 2000. The Union further seeks as remedy that SSA rescind its implementation in Tulsa until SSA has fulfilled its obligations under the ATAS MOU of March, 2000 and until such time as SSA and AFGE have completed negotiations over the issues that arise from bargaining unit employees sharing timekeeping duties.

Thank you!

Sincerely,



Ralph C. de Juliis  
AFGE Local 2505

Attachment

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