

# American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

## Local 2505

---

**Ralph C. de Juliis**  
President



---

**Carol A. Lewis**  
Executive Vice President

---

22 January 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 a Section 10 grievance on the failure of SSA to finish the EEO Counseling Report for Letitia R. Morgan of the Shawnee, OK SSA District Office.

Ms Morgan participated in EEO ADR in Oklahoma City on Wednesday, September 5, 2006. I was her representative. The EEO ADR was unsuccessful.

The last sentence in Article 18 reads: "The Parties agree to incorporate the SSA/AFGE EEO-ADR MOU dated January 31, 2002,"

That MOU states, in relevant part in the section entitled EEO Pre-COMPLAINT PROCESS, "The entire ADR process must be complete within ninety (90) days in accordance with 29 CFR 1614 regulations. ... If mediation fails, the complainant will be referred back to the EEO counselor for their EEO pre-complaint closing interview. The counselor will provide an explanation of their statutory rights under EEO as well as their right to election ADR in the formal process."

---

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)


SSA has also violated Article 1, Section 1 and Article 3, Section 2.A by their failure to fulfill its obligations to Ms Morgan under the EEO ADR process by referring her unresolved EEO Complaint back to the EEO Counselor for the completion of the process.

The remedies sought by the Union in this grievance are (1) an EEO-styled posting acknowledging that SSA failed and refused to live up to its contractual and regulatory obligations under the EEO ADR process, (2) SSA's fulfillment of its obligations under regulation and the contract to Ms Letitia R. Morgan in her EEO complaint and (3) SSA's issuance of a check to Ms Letitia R Morgan for \$1,000 for its failure to refer her failed EEO ADR back to the EEO Counselor because that has a "chilling effect" on her exercise of her protected EEO rights.

I will be the Union's representative in this Section 10 grievance.

The Union waives its right to make an oral presentation in this grievance.

Sincerely,



Ralph C. de Juliis  
President

cc: Local 2505 Executive Board

**TRANSMISSION REPORT**

(TUE) JAN 22 2008 15:45

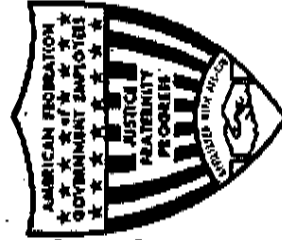
ACCOUNT NAME :  
DESTINATION : 912147674259  
DEST. NUMBER : 912147674259

DOCUMENT# : 6802058-219  
TIME STORED : JAN 22 15:44  
TIME SENT : JAN 22 15:44  
DURATION : 22sec  
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

22 January 2008

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