

NON-STANDARD GRIEVANCE FORM SSA-2048-U3		<i>(Use additional pages for any section of this form, if necessary)</i>	
NAME OF EMPLOYEE: CONNIE STIDHAM		OFFICE TELEPHONE: (405) 273-1023	
OFFICE LOCATION: SHAWNEE, OK	POSITION: SR	GRADE: GS-8	
REPRESENTED BY: AFGE Local 2505	REPRESENTATIVE NAME: RALPH C. de JULIIS	REP TELEPHONE: 918-641-2409 ext. 2923	

DESCRIPTION OF GRIEVANCE: What article(s) of the Agreement are involved?

See attached EEO Counseling Final Report sent by certified mail on 10/12/2007, received 10/13/2007.

The Final EEO Counseling Report was issued WITHOUT a "pre-complaint closing interview" as required by Article 18, the last line which reads: "The Parties agree to incorporate the SSA/AFGE EEO-ADR MOU dated January 31, 2002. That MOU, in the Section entitled, EEO Pre-COMPLAINT PROCESS, next to last sentence of the last paragraph of that section reads: "If mediation fails, the complainant will be referred back to the EEO Counselor for their EEO pre-complaint closing interview."

By failing to provide me with my final pre-complaint closing interview, SSA has impermissibly attempted to interfere with and to abridge my contractual rights in the EEO process.

Because of my race (white) and sex (female) and age (55), I was not selected for the CR vacancy filled on 7-12-07 in Shawnee under Vacancy Announcement # 102-07.

SSA originally announced TWO CR vacancies in Shawnee under VA # 91-07. However, when Cameron Riggs informed Shawnee DM Mike Griffin that he (Cameron Riggs) would be a couple of weeks short of meeting the time-in-grade requirements, SSA cancelled 91-07. When SSA re-announced the Shawnee CR job in 102-07, SSA ONLY announced one vacancy. Even though SSA only announced one opening in 107-91, SSA promoted TWO, young African-Americans SRs to CR in Shawnee under 107-91.

SSA has violated Article 1, Section 1, Article 3, Section 2.A and 10, Article 18, Section I and the EEO ADR MOU as incorporated into the National Agreement in Article 18, and Article 26, Section 1, 10 and 11.

Ad #16, 1, 2

RELIEF SOUGHT:

(1) A written apology from SSA for its violation of my rights under the EEO ADR MOU (2) \$5,000 in non-pecuniary monetary damages and (3) promotion to a CR vacancy in Shawnee effective the same date as the promotion of the selectees, 7/22/07 (4) back pay (5) interest and (6) the same rights (seniority, assignment of work, leave roster, etc) as the other two selectees who were promoted on 7/22/07.

I hereby authorize my representative to examine any appropriate official document, personnel record, or medical information which may be related to the grievance.

EMPLOYEE SIGNATURE: <i>Connie Stidham</i>	DATE: 10/29/2007		
STEP 1 SUBMITTED			
SUPERVISOR:	TELEPHONE:	ORAL PRESENTATION REQUESTED? (Y/N) YES	DATE RECEIVED

Dejuliis, Ralph

From: Davis, Connie L. FO Shawnee
Sent: Tuesday, April 29, 2008 9:35 AM
To: Dejuliis, Ralph
Subject: FW: Notice of Selection

Well finally they made the announcement!!!!

Thanks again for all your help.

From: Griffin, Mike
Sent: Tuesday, April 29, 2008 9:25 AM
To: #DA OK 796 All
Cc: Williams, La Verna; Jones, Janis
Subject: Notice of Selection

Please join me in congratulating Connie Davis on her selection as a CR in Shawnee. I am confident that Connie will make an excellent Title XVI CR.

Her promotion is effective on May 11th. Connie will attend CORE training in the Oklahoma City office beginning May 13th. She will attend BASIC Title XVI class via IVT in the Moore office beginning June 17th.

Again, congratulations and continued success to Connie!

Mike