

American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

Local 2505

Ylita Edd
President



Ralph C. de Juliis
Executive Vice President

July 26, 2007

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.

On or about July 25, 2007, AFGE Local 2505 Executive Vice President Ralph de Juliis visited the Shawnee, OK SSA District Office. During that visit he was handed the attached document.

It is a Shawnee employee's PACS Performance Plan: Non-Managers write up dated 4/12/07.

First, the PACS discussion was April 12. However the employee was not given the write up until early in July. When the write up to sign, the employee handed was told to BACK DATE their signature to April 12.

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

In addition, see the third page. There is a numerical rating for each Individual Element and a numerical Element Average.

By its actions, SSA has violated Article 3 and Article 21.

By giving Shawnee employees a mid-term numerical rating, SSA has given Shawnee employees a leg up when deciding whether to grievance a PACS discussion because it has resulted in a numerical rating which will not give them an award.

That is patently unfair to the rest of the SSA employees in Oklahoma which are represented by AFGE Local 2505.

THE UNION WISHES TO HAVE AN ORAL DISCUSSION OF THIS GRIEVANCE.

The Union requests the following information pursuant to 5 USC 7114(b)(4): ALL PACS discussion write ups, Performance Assistance documents and Opportunity to Perform Successfully documents given to all bargaining unit employees within the jurisdiction of AFGE Local 2505, (i.e., All SSA Field Offices in Oklahoma except for Durant) and all PA and OPS issued.

The Union's particularized need for that information is as follows: We need to which employees were disadvantaged; we need to see the write up language for the elements in which employees were rated 4 and 5 and compare that to the write up language for employees rated 3 in those elements to insure consistency.

Additionally, the Union requests that the PACS discussion write ups NOT be sanitized. Please see the attached letter from SSA (entitled "Giving SSN's to Arb is okay-per SSA"). Quoting from this July 13, 2007 letter from SSA to OHA Council President James Marshall, responding to Union Management Grievance 07-07:

...

A Union Official acting in his representational capacity...are covered by the routine use" and "need to know" exceptions of the Privacy Act...

I am the Union's representative in this matter. The Union requests that the oral presentation in this matter be delayed until after the Union has received and reviewed the requested information.

The remedy the Union seeks is that all PA and OPS documents issued to Oklahoma SSA Field Office employees be rescinded and that all PACS mid-term performance discussion documents for Oklahoma SSA Field Office employees be redone to include individual, numerical element ratings and a numerical summary average.

Sincerely,

Ralph C. de Juliis

Two attachments

cc: AFGE Local 2505 Executive Committee