



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

CHARGE AGAINST AN AGENCY

FOR FLRA USE ONLY

Case No.

Date Filed

Complete instructions are on the back of this form.

1. Charged Activity or Agency

Name: Social Security Administration
Address: 518 E. Lakeview Rd, Stillwater, OK 74075

Tel.#: (405)624-4270 Ext.
Fax#: ()

2. Charging Party (Labor Organization or Individual)

Name: AFGE Local 2505
Address: 4750 So Garnet Rd., Tulsa, OK 74146

Tel.#: 866-931-7110 Ext. 4101
Fax#: (918) 941-2440

3. Charged Activity or Agency Contact Information

Name: TERRY CHAFFIN
Title: District Manager
Address: 518 E. Lakeview Rd, Stillwater, OK 74075

Tel.#: (405) 624-4270 Ext.
Fax#: (405) 624-4225

4. Charging Party Contact Information

Name: Ralph de Juliis
Title: President
Address: 4750 So Garnet Rd., Tulsa, OK 74146

Tel.#: ((866) 931-7110 Ext. 2787
Fax#: (918) 941-2440

5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (5)

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.

During an office visit by the Union on March 4, 2009, the Union discovered that SSA in the Stillwater, OK SSA District Office made several changes in working conditions / terms and conditions of employments without notice to the Union. Those changes are:

1-Not giving SSI CRs an opportunity to have temporary non-competitive 120 day details to a TE position.

2-Allowing employees to start at 6:45 am.

3-Changing the time the office opens to employees from 6:45 to 7:15

4-Allowing employees to take a 30 minute lunch instead of a 45 minute lunch.

5-Canceling the policy under which employees could take a 30 minute lunch instead of a 45 minute lunch 9

6-Changing breakdowns, adjudication time and interviewing for an employee can go from working 40 hours a week to 24 hours a week

Additionally, SSA told employees that if they could unanimously agree, SSA would change the lunch from 45 minutes to 30 minutes. By email dated Friday, March 6, 2009, the Union demanded bargaining. By email dated Friday, March 27, 2009, the Union followed up, reiterating its bargaining demand.

SSA has failed and refused to respond.

By its actions, SSA through its officers and agents have violated 5 USC 7116(a)(1) and (5) by failing to give the Union advanced notice of the above changes. SSA through its officers and agents have violated 5 USC 7116(a)(1) and (5) when it failed and refused to respond to the Union's bargaining demand. SSA through its officers and agents have violated 5 USC 7116(a)(1) and (5) by failing and refusing to bargain with the Union over procedures / appropriate arrangements / impact and implementation related to the above listed management-initiated changed. SSA through its officers and gents have violated 5 USC 7116(a)(1) and (5) by-passed the exclusive representative by dealing directly with unit employees.

7. Have you or anyone else raised this matter in any other procedure? No Yes If yes, where? [see reverse]

8. I DECLARE THAT I HAVE READ THIS CHARGE AND THAT THE STATEMENTS IN IT ARE TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF. I UNDERSTAND THAT MAKING WILLFULLY FALSE STATEMENTS CAN BE PUNISHED BY FINE AND IMPRISONMENT, 18 U.S.C. 1001. THIS CHARGE WAS SERVED ON THE PERSON IDENTIFIED IN BOX #3 BY [check "x" box] Fax 1st Class Mail In Person

Commercial Delivery Certified Mail

Ralph C. de Juliis

Type or Print Your Name

Your Signature

04/10/2009

Date

American Federation of Government Employees

AFFILIATED WITH THE AFL-CIO

Local 2505

Ralph C. de Juliis
President



Carol A. Lewis
Executive Vice President

10 April 2009

TO: Federal Labor Relations Authority
FROM: Ralph C. de Juliis, Representative
RE: ULP: SSA Harrison, Arkansas New Appointment System

I will be the Union's Representative.

UNION WITNESS:

Ralph de Juliis – Cell Phone: 918-781-3096
Mitzi Brooks – 1st Vice President, AFGE Local 2505 - 580-237-1664 ext. 202

Documents:

1. Email – 2 pages – From: Dejuliis, Ralph; Sent: Friday, March 03, 2009 10:09 AM; To: Chaffin, Terry; Subject: Demand to Bargain Multiple Changes
2. Email – 2 pages – From: Dejuliis, Ralph; Sent: Friday, March 27, 2009 10:24 AM; To: Chaffin, Terry; Subject: RE: Demand to Bargain Multiple Changes – Last Follow UP

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

Dejuliis, Ralph

From: Dejuliis, Ralph
Sent: Friday, March 06, 2009 10:09 AM
To: Chaffin, Terry
Subject: Demand to Bargain Multiple Changes

Importance: High

Good Morning, Terry!

After speaking with the employees, the Union discovered that SSA in Stillwater has made several changes (1) over which it gave the Union no advanced notice and opportunity to bargain and (2) which it discussed with the bargaining unit without giving the Union advanced notice of a formal meeting and the opportunity to attend.

The changes the Union discovered are and the Union responses are below:

1-Not giving SSI CRs an opportunity to have temporary non-competitive 120 day details to a TE position.

Response: The Union demands to bargain.

2-Allowing employees to start at 6:45 am.

Response: The Union agrees and waives its right to bargain.

3-Changing the time the office opens to employees from 6:45 to 7:15

Response: The Union does not agree. The Union demands a return to the *status quo ante* and demands to bargain.

4-Allowing employees to take a 30 minute lunch instead of a 45 minute lunch.

Response: The Union agrees and waives its right to bargain.

5-Canceling the policy under which employees could take a 30 minute lunch instead of a 45 minute lunch 9

Response: The Union does not agree. The Union demands a return to the *status quo ante* and demands to bargain.

6-Changing breakdowns, adjudication time and interviewing for an employee can go from working 40 hours a week to 24 hours a week

Response: SSA may make the changes; however, the Union demands post-implementation bargaining.

7-You told employees that if they could unanimously agree, SSA would change the lunch from 45 minutes to 30 minutes. You told me that if the employees agreed, you would give the Union notice.

Response: The Union is dumbfounded that you conduct a staff meeting and poll the employees about changing a term and condition of employment! That is exactly

what UNIONS do!! Your heart is in the right place, even though you by-passed the Union and engaged in direct bargaining with the staff!

The Union can understand, now, how employees thought your contacting RO LMR was contacting the Union because management has confused the employees about which organization, SSA Management or AFGE, represents them and their interests in the work place.

As noted above, AFGE Local 2505 wishes to negotiate. Please have a travel order cut for me pursuant to Article 4. The Union agrees to extend all time frames. Except as noted above, the Union does NOT agree to pre-bargaining implementation of changes. The Union reserves the right to submit any agreement reached, with or without the assistance of the Federal Mediation and Conciliation Services or the Federal Services Impasses Panel, to membership ratification prior to effectuation.

I look forward to productive and successful negotiations!

Ralph de Juliis, President
AFGE Local 2505

Dejuliis, Ralph

From: Dejuliis, Ralph
Sent: Friday, March 27, 2009 10:24 AM
To: Chaffin, Terry
Subject: RE: Demand to Bargain Multiple Changes - Last Follow Up

Attachments: Lowell Spec Units ULP 031108.pdf

Good Morning, Terry!

I will not follow up on this request again. I'll simply file an Unfair Labor Practice with the Federal Labor Relations Authority. Now that there is a new President and a different General Counsel and FLRA members, the Union anticipates a more favorable reception of its charges against SSA for failure to bargain.

In the Boston Region, the FLRA has started issuing complaints against SSA:



Lowell Spec
Units ULP 031108.p

If I don't hear from SSA within the next two weeks, I'll file a ULP.

Ralph de Juliis, President
AFGE Local 2505

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Sent: Friday, March 06, 2009 10:09 AM
To: Chaffin, Terry
Subject: Demand to Bargain Multiple Changes
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I look forward to productive and successful negotiations!

Ralph de Juliis, President
AFGE Local 2505

FAX: (918) 641-2446
Cell: (918) 781-3096

RE: ULP Stillwater, OK – Multiple
changes

6 pages plus cover page

TRANSMISSION REPORT

(FRI) APR 10 2009 16:29

ACCOUNT NAME :
DESTINATION : 912147870156
DEST. NUMBER : 912147670356
F-CODE :
PAGES : 7 sheets
RESULT : OK

DOCUMENT# : 6802058-837
TIME STORED : APR 10 16:27
TIME SENT : APR 10 16:27
DURATION : 1min, 03sec
MODE : ECM