

SOCIAL SECURITY  
ADMINISTRATION

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MEMORANDUM

Date: April 2, 1997

To: James M. Johnson  
President, AFGE Local 2505

From: District Manager,  
Tulsa, Oklahoma

Subject: Career Development Team Memo

I want to communicate to you my thoughts concerning the March 27, 1997 memo by Connie Cookson concerning career development. I do not recognize this group as a legal entity with authority to represent views of members of the bargaining unit to me. I have not nor will I allow such a group to meet on agency time or in agency space. I will not meet with this group. I want to emphasize to you that I do recognize AFGE's position as the exclusive representative of members of the bargaining unit and agree that we cannot have teams or groups outside the boundaries of our partnership and legal responsibilities.

I do believe that Connie's intent in attempting to form this informal group was honorable. All of the members of the management staff will continue to be available to any individual for career guidance and counseling. While some of the repercussions of this were unfortunate, it did surface for us a need for us to improve our career development activities. I look forward to addressing this together with you.

*Ed*