

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL COUNCIL OF SSA FIELD OFFICE LOCALS
DALLAS REGION - LOCAL 2505
6128 E. 38TH ST., STE. 200
TULSA, OK. 74135-5800
(918) 581-6380

October 14, 1997

Mr. Ed Hardesty
District Manager
Social Security Administration
6128 38th St., Ste. 200
Tulsa, OK. 74135-5800

Dear Sir:

This is notice and a reminder that the Union retains all contractual and statutory rights of collective bargaining and representation including: the right to prior appropriate and sufficient advance notice of proposals of changes in workplace conditions, the right to appropriate and sufficient advance notice of all formal meetings, the right to bargain over all proposed changes prior to implementation, and the right to pursue impasse procedures as necessary. **At no time has the Union waived its right to bargain.**

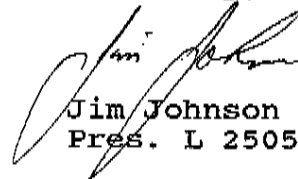
The FLRA explicitly states that whatever the form taken by labor and management to include bargaining unit employees in a pre-decisional involvement process, **the Union retains the right to bargain prior to implementation.** Also, prior to decision making over changes in the conditions of work, the pre-decisional involvement process requires a partnership council that makes several foundational agreements. If a partnership council has not decided upon issues then, "agency and union representatives, or simply one agency leader and one union official," can make the decisions. The regional partnership has not set down limits and you and I are the agency and union officials for our district. We are as of this date **not in agreement as to many foundational aspects including:** the role of the management and supervisors (particularly with respect to relations with the networks), whether or not this office arrangement should continue, if it should continue, the form in which it would continue, and who should make certain decisions.

Our most recent conversations have ended **without agreement** as to the role of the managers and supervisors as facilitators, and whether or not they could even be present when networks make decisions on workplace issues. All that has been agreed to is that management and supervisors would infrequently meet with networks to discuss cultural/social problems, and not to make decisions as to workplace conditions (**bargainable issues**). Unfortunately, this situation is changing as the supervisors schedule more and more meetings. Should these groups engage in conversation over conditions of work or other areas covered by the contract or the Statute, then this activity will be clearly

be outside legitimacy. The Union's position is that all such network meetings which include supervisors and managers should halt immediately. The parties need to set down in writing exactly what is agreed to for such situations. The Union demands that all illicit activities stop, and consider this notice as its standing demand to consult and bargain over any decisions made by the groups.

I or other appropriate union officials are willing to meet with you in order to discuss, consult, and bargain over these changes in the way the networks are operating, but it is crucial that meetings between networks and supervisors and managers halt immediately.

Sincerely,



Jim Johnson
Pres. L 2505

cc: RVP Smith
EVP Edd
DVP Bollinger
LRO Callahan

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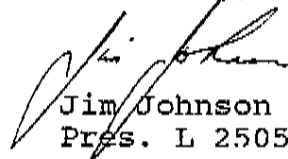
October 15, 1997

Mr. Ed Hardesty
District Manager
Social Security Administration
6128 E. 38th St., Ste. 200
Tulsa, OK. 74135-5800

Dear Mr. Hardesty:

Since the union and management are still in disagreement over certain foundational issues concerning the network arrangement (especially the role of supervisors and management), you and I should meet to discuss and reach agreement soon. I would expect to include a mutually agreed to facilitator from the Dallas region's cadre of trained facilitators. Until we are able to meet and reach agreement, it is the Union's position that all meetings, and changes in operations, halt. I hope that we can resolve our areas of interest.

Sincerely,


Jim Johnson
Pres. L 2505

cc: RVP Smith
EVP Edd
DVP Bollinger
RR Cruz
LRO Callahan