



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. Name and address of charged activity or agency

Social Security Administration
 Region 6
 1200 Main Tower Building
 Dallas, TX. 75202

2. Name and address of charging labor organization or individual

American Federation of Government Employees
 Local 2505
 P.O. Box 221
 Glenpool, OK. 74033-0221

3. Activity or agency contact information

Name: Horace Dickerson
 Title: Regional Commissioner
 Phone: (214) 767-4210

4. Labor organization or individual contact information

Name: James M. Johnson
 Title: President
 Phone: (918) 581-6380

5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (8)

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

On 10/2/97, the above named activity, by its supervisor and/or agent, Edwin Hardesty organized and attempted to conduct a meeting with bargaining unit employees in the Tulsa, OK. District Office concerning bi-lingual working conditions, bi-lingual work issues, public service efforts and goals, and conditions of work, without affording the union adequate prior notice and/or the opportunity to be represented at the meeting.

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 ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT. 18 U.S.C. 1001.

James M. Johnson

Type or print your name

Your signature

10/10/97

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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.

On 10/2/97 the above named activity by its supervisor and/or agent, Edwin Hardesty, attempted to bypass the exclusive representative, AFGE, and attempted to deal directly with bargaining unit employees concerning their terms and conditions of employment by allowing a management sponsored employee group, the Hispanic Affairs Association, to meet and discuss bi-lingual issues, public service efforts and goals, and conditions of work. The union was informed prior to the meeting that it would include both bargaining unit members, and at least one member of management.

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

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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.

On or about 10/2/97 the above named activity by its supervisor and/or agent, Edwin Hardesty, unilaterally implemented changes in terms and conditions of employment by allowing an employee group to meet and discuss, among several topics, bi-lingual work issues and public service efforts in the Tulsa, OK. District Office, without giving the exclusive representative, AFGE, notice and/or the opportunity to bargain over the group's meeting, activity, or results.

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

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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.

Since on or about 10/2/97, the above named activity by its supervisor and/or agent, Edwin Hardesty, failed to provide timely notice to AFGE, the exclusive representative concerning its plan to allow a management sponsored employee group, the Hispanic Affairs Association, to meet and discuss formal conditions of work, bi-lingual issues, and public service efforts in the Tulsa, OK. District Office. On the afternoon of 10/1/97, AFGE had been told that the meeting would not take place due to the consultation between office management and the Labor Relations Officer of SSA's Dallas Region. On the morning of 10/2/97, AFGE was informed that the meeting would take place. While I was in the District Manager's office explaining the Union's objection to letting the meeting take place, it took place, and management did not halt it pending the outcome of discussion with AFGE.

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

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5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (3)

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

On or about 10/2/97, the above named activity by its supervisor and/or agent, Edwin Hardesty, sponsored and assisted a group of bargaining unit employees (the Hispanic Affairs Association or HAA) assembled for the purpose of discussing conditions of employment by furnishing the HAA duty time and SSA space in the Tulsa, OK District Office, while denying equivalent services and facilities, as requested, to AFGE, the exclusive representative.

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

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