



SSA Contract Bargaining Begins

SSA Management Moves to Gut Contract!

Your Union, the American Federation of Government Employees (AFGE), is beginning contract negotiations with management at Social Security. As bargaining starts, SSA management has made a move that will dramatically affect all of us. Here's what they have proposed:

- ◆ Terminating all articles of the contract.
- ◆ Terminating all negotiated mid-term agreements for the last 14 years.
- ◆ A gag order on Union negotiators during contract bargaining process.

What does this mean? We will continue to follow our 2012 contract until a new contract is negotiated, but the agency has decided to throw out the entire contract! This means that the Union will have to fight to keep every article and every provision that protects and benefits **YOU!**

How does this affect you? Most employees are unfamiliar with our contract. But everything about your working conditions is in your contract. (http://sharepoint.ba.ssa.gov/ssa/LRER/Shared%20Documents/2012_AFGEC_Contract.aspx)

Just to name a few important issues, this includes:

- ◇ The appraisal system;
- ◇ awards provisions;
- ◇ work hours, which includes flextime, shifts, CWS/AWS, and credit hours;
- ◇ The promotion system;
- ◇ Telework;
- ◇ Leave;
- ◇ Transit Subsidies
- ◇ Vision reimbursements

Mid-term negotiations over local, regional or national changes address many issues that affect your day to day working conditions. Such as:

- ★ Ergonomic Furniture
- ★ Leadership programs
- ★ Office Moves or renovations
- ★ Work processes and office hours

The contract negotiation process is a long and arduous one and can take years to complete and right now, SSA management has decided to take away every right that has ever been negotiated. .

During the contract process, AFGE will be updating you about the progress and things **you** can do to help the process, but SSA has proposed a gag order so that AFGE cannot communicate to you. They do not want you to know what they plan to eliminate from the next contract!

If you feel that the Agency is starting off on the wrong foot, if you are offended by the agencies proposals and wanting to keep employees in the dark, then please send a message to Commissioner Berryhill (Nancy.Berryhill@ssa.gov) and let her know that your hard work should count for something and you deserve respect that only a better contract can provide!