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**From:** Witold Skwierczynski [mailto:Witold1@attglobal.net]  
**Sent:** Thursday, September 24, 2009 1:47 PM  
**To:** Wells, Reginald  
**Cc:** Beever, Milt; Astrue, Michael J.  
**Subject:** Your Commitment to Not change the 2005 contract during bargaining

Mr. Wells:

On June 5, 2009 you sent the attached message to all SSA employees regarding the forthcoming contract negotiations between AFGE and SSA. In this message you stated that SSA is committed to productive labor-management relationship with AFGE and a stable environment for all employees. You informed SSA employees that “all provisions in the current SSA/AFGE national Agreement will remain in effect until we have concluded the collective bargaining agreement”.

On September 8, 2009 AFGE received the attached notice from Milt Beever that SSA would be implementing The Internal Vacancies on-Line (IVOL) system. This system fundamentally and unilaterally changes various provisions of Article 26 of the contract regarding merit promotion. Arbitrator Charles Feigenbaum issued the attached award on August 10, 2009 ruling that SSA violated the contract by eliminating paper applications for merit promotion, eliminating promotion panels and changing the rating and ranking process. He ordered SSA to restore the previous merit promotion application and scoring system.

Rather than abide by the arbitration award, Mr. Beever has given the Union notice that SSA will be changing the contract to implement the IVOL online application system.

You informed employees just 3 months ago that all provisions of the contract would remain in place until an agreement is reached on a new contract. Now Mr. Beever is giving AFGE notice that SSA will change contractual provisions. This contradicts your commitment.

Before AFGE informs bargaining unit employees about the value of your commitments, the possibility exists that you may not know that Mr. Beever has taken action to break your commitments to the employees. Please take action to rescind the notice of change regarding IVOL or we have no option but to inform all SSA bargaining unit employees about the value and believability of SSA’s “commitments”.

Please respond no later than September 28, 2009.

Witold Skwierczynski

AFGE/SSA General Committee