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 Volume One Marie Penington, Editor February 1990

LOCAL MEETING

The last meeting of Local 2505 was held January 28, 1990 at McDonald's Resturant at Stroud Ok.

Members present at the meeting discussed current grievances pending and a new union benefit called UnionRATE Savings Program. President Sy Overturf gave a report on the Commissions meeting. The new officers for the year 1990-1991 were installed by NVP Emeritus Sam Penington.

The officers of Local 2505 for 1990-1991 are Sy Overturf, President, Robert Smith, Executive Vice President and Marie Penington, Secretary/Treasurer.

Meeting was adjurned.

JOINT STATEMENT OF SSA COMMISSIONER GWENDOLYN KING AND AFGE NATIONAL PRESIDENT JOHN N STURDIVANT AT AFGE-SSA CONTRACT SIGNING

Traditionally, the signing of a contract between management and a labor union represents the culmination of the collective bargaining process. It is typically the end of what is often a long, hard-fought battle where each party did its best to promote its own agenda. It is usually the best each party can achieve.

This is not the case today. This contract is but the cornerstone of a new relationship that we are certain will lead to greater gains and higher morale for SSA employees, a more efficient agency, and programs that are more responsive to the beneficiaries who depend upon them.

Today, the parties set aside their traditional differences and focus on the needs of SSA beneficiaries and the improved delivery of SSA's services.

Both AFGE and SSA management recognize that employee morale is a vital element of an agency committed to those it serves. The contract we sign today is the foundation for further labor-management discussions, debates and eventually compromises, which will enhance our joint commitment to that end.

Further, this contract will be implemented and enforced with a measure of reasonableness and compassion on both sides.

It is clear, therefore, that this contract is not an end but a beginning, the signaling of a cooperative relationship between AFGE and management that we are certain will benefit both parties, but most of all, those who rely on SSA's vital programs.

COMMISSIONER'S MEETING REPORT

Under Article 29 of the National Agreement between AFGE and SSA, AFGE representatives from each of the six SSA components are to meet with the commissioner and her staff at least three times per year. The first meeting with Comm. King was held on January 25, 1990. There was a previous one scheduled in mid-October 1989, but, unknown to the Commissioner, certain of her subordinates took it upon themselves to cancel it. She made certain comments that should be of general interest to all employees.

The Commissioner said that certain TSC's still have up to 70% busy rate at certain times during each month, and there is some political pressure to increase staff. However, status quo will be maintained until she has had the opportunity to assess the situation. She expressed the view that there has been one benefit from the 800 number debacle. This was the first time that there has been a means for measuring the volume of people requesting SSA's services.

The Commissioner said that her primary focus for the foreseeable future will be allocating more resources to the Field Offices. Based on current attrition rates, there will be no significant hiring until in mid-summer. She said that she had virtually exhausted her political capitol when she prevented OMB from proposing additional reductions in staff. (There were initial OMB proposals to reduce staff to 58,200). Union assistance was solicited in lobbying for more staff.

Doggette said that with each round of staff reduction, he expected to start seeing reports that indicate that work is not getting done. However, Field Office management continue to submit reports that indicate their work loads are in good shape. These kinds of reports create serious problems in making a case for more staff.* The Commissioner said that she sees these reports of four minute claimant waiting times, but when she visits field offices she observes that people are waiting much longer. Therefore, she no longer believes these management reports.

* EDITORIAL COMMENT: This supports the Union's warnings that employees who participate in statistical manipulations and work uncompensated overtime are only hurting themselves and their co-workers while helping management to get performance ratings and merit pay that they do not deserve.

MORE ON THE LUMP SUM

As you probably know, the IRS has ruled that, except for a small percentage the Lump Sum is fully taxable. This ruling is being challenged in a lawsuit filed in late December 1989. The plaintiff is a retired FBI agent who is seeking \$18,000 in refund and interest. The case is encaptioned Shimota V. United States and was filed in the U.S. Court of Claims, Washington, D.C.

Anyone who as attempted to determine whether or not it is to his/her advantage to take the Lump Sum knows that the loss in income tax is a major consideration. It could well be the critical factor in your decision. Evidently, the language and legislative history of the statute is such that it could be a toss-up as to which way the Court will go. If retirement is in your foreseeable future or if you have retired and took the Lump Sum, you will probably want to keep an eye on this case. Remember the case captioned Shimota V. United States. (You should not forget that.)

AFL-CIO AND SOLIDARITY - THE REAL STORY

If you were watching "Roseanne" or the Miami -Notre Dame football game during Thanksgiving week, you were probably surprised to see the Polish Solidarity leader, Lec Walesa, appear on your TV screen in a spot sponsored by the AFL-CIO. Walesa's Polish words translated into "Please continue your support for us in Poland and support unions in the United States. Say yes to unions." While he was campaigning for support of the reform movement in Poland, he was also repaying a debt to the AFL-CIO.

Perhaps, you will recall that Solidarity appeared in the early 1980's only to be crushed by Poland's Communist government. Solidarity appeared to have ceased to exist, but it arose again and started the movement that led to the unraveling of Communism in Eastern Europe. Now the truth can be told. Solidarity was kept alive by support from the AFL-CIO. This effort was the brainchild of AFL-CIO President, Lane Kirkland. His support of Solidarity was consistent with his policy of assisting free and democratic trade unions and not doing business with Communist dominated organizations that masquerade under the banner of unions.

The AFL-CIO's support for Solidarity is a story of how union bureaucrats became secret agents. Large sums of money were smuggled in by visitors, coded messages were published in personal columns of Poland's newspapers, printing press and electronic equipment from Radio Shack were illegally shipped in by trucks and mini-vans. The AFL-CIO is now working with fledging labor groups in Hungary, Bulgaria and Lithuania, and it recently lobbied, unsuccessfully, to send a delegation to meet with the coal mine strikers in Soviet Siberia.

The AFL-CIO had a much broader role than just organizing workers for collective bargaining. Its involvement was a vital ingredient in accomplishing a U.S. policy objective that was impossible by military means. NATO military strength was essential in deterring the offensive oriented Warsaw Pact forces from invading Western Europe. However, a NATO initiated military action to destroy the Warsaw Pact threat was out of the question. The U.S. policy to eliminate the threat from the East had to wait for some non-military process that would undermine the infrastructure on which the Warsaw Pact's military power was based. Without AFL-CIO's vital contributions that kept Solidarity alive during its dark days, there would have been no linchpin to trigger the rapid collapse of Communist regimes in Eastern Europe. Therefore, the AFL-CIO must be given a substantial amount of credit for making this aspect of the U.S. policy more successful than even the most optimistic could have ever predicted.

Anyone who wishes to contribute to your newsletter, please submit your articles to Marie by mailing them to her at R R 2 Bx 236, Crescent Ok 73028. Will accept almost anything from articles relating to our jobs to your latest humor. Credit will be given if you so indicate on your artice.

PROBLEM: A situation that is usually caused by someone who is trying to do something important.

THE PLAN

In the beginning was THE PLAN. And then came the assumptions; and the assumptions were without form, and darkness was upon the face of the workers; and they spoke unto their group leaders, saying: "THE PLAN is a crock of _____ and it stinks!"

And the group leaders went unto their section leaders and said: "It is a pail of dung and none may abide the odor thereof."

And the section leaders went unto their managers and said unto them: "It is a container of excrement and it is very strong, such that none can abide by it."

And the managers went unto their director and said unto him: "It is a vessel of fertilizer and none may abide its strength."

And the director went unto the executive director and said, "It contains that which aids plant growth and it is very strong."

And the executive director went unto the vice president and said unto him: "It promotes growth and is very powerful."

And the vice president went unto the president and said unto him: "This powerful new plan will actively promote the growth and efficiency of the department and this area in particular."

And the president looked upon THE PLAN and saw that it was good, and THE PLAN became policy.

Devil's Dictionary

MONEY, n. A blessing that is of no advantage to us excepting when we part with it. An evidence of culture and a passport to polite society. Supportable property.

MORE ON THE N20 ISSUE

It has been reported to the Local President that some employees responded to the December 13, 1989 Union memo entitled "Clearing The CORC" with skepticism. After seeing the Commissioner's video on this subject and subsequent events, it would seem that the "Doubting Thomases" should now be converted to true believers. One of the Union's functions is to provide employees with information that they may not receive through Agency sources. Unfortunately, at times this involves facts that one may prefer not to hear.

In event you may feel that the Commissioner over reacted to this report, consider the following facts. This report was withheld from her by the management officials who had the responsibility of keeping her informed. It was leaked by an employee to Senator Pryor, and she was confronted with it during an appearance before the Senate Select Committee On Aging. The Commissioner was faced with two immediate major problems. The first one was to prevent legislation that would mandate certain specific procedures. Second, this is the kind of thing that class action suites are made of. She needed to take necessary action to preempt such a suite. Otherwise, a federal judge may have been looking over your shoulder while you are doing your job.

UnionRATE Savings Program

UnionRATE Savings Program* - A New Member Benefit (A Benefit That Members Can Take To The Bank)

The primary purpose of the UnionRATE Program is to provide Union members with the opportunity to receive higher interest rates on funds that they would, otherwise, have deposited in checking accounts and/or passbook type savings accounts. The UnionRATE deposits are insured by the Federal Deposit Insurance Corp (FDIC) up to \$100,000; therefore, you will incur no risk in return for the increased yield on your deposits.

The UnionRATE interest rates are based on money market rates. These rates will always equal or exceed the Bank Rate Monitor Index (BRMI). The BRMI is the average of money market deposit account interest rates paid by the nation's top 100 banks. Some of the UnionRATE Program features are as follows:

1. There is no minimum balance requirement.
2. There are no charges or penalties for withdrawals.
3. A toll-free number is available to effecuate transactions or obtain information about your account.
4. There is easy and quick access to your funds. You can write checks or request, via toll-free phone calls, for money to be wired to your local bank account or sent by check to yourself.
5. Interest is computed dailey and accrued to your account. This gives a higher effective yield and you retain interest earned until the withdrawal dates.

The current UnionRATE interest rates can be obtained by using the toll-free number in the brochure. The rates in effect on February 12, 1990 were as shown below. The yield exceeds the rate because of monthly compounding.

Daily Balance	Interest rates	Annual yield
up to \$5000	6.3%	6.49%
\$5000 - \$10,000	6.55 %	6.75%
\$10,00 and over	6.8%	7.2%

If you want more complete information, brochures are now available that can be obtained from either Sy Overturf, President or Marie Penington, Sec/Treas. Also, the brochure has a toll-free phone number that you can use if you have additional questions.

*The UnionRATE Savings Program was negotiated by the AFL-CIO for the members of its affilate unions. In order to comply with the applicable legal requirements in certain states, the UnionRATE Savings Program is offered through Prudential Mutual Fund Distributor, Inc. a registered broker-dealer and member of the National Association of Securities Dealers, Inc.

**REQUEST AND AUTHORIZATION FOR VOLUNTARY ALLOTMENT
OF COMPENSATION FOR PAYMENT OF EMPLOYEE ORGANIZATION DUES**



PRIVACY ACT STATEMENT

Section 5525 of Title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.

This record may be disclosed outside your agency to: 1) the Department of Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation; 5) an organization which is a designated collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.

Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.

NAME OF EMPLOYEE (Print, Last Name, First, Middle)

IDENTIFICATION NO. (Social Security or Other)

HOME ADDRESS (Street and Number)

(City and State)

AGENCY (Include Bureau, Division, Branch or other Designation)

SECTION A—FOR USE BY EMPLOYEE ORGANIZATION

NAME OF EMPLOYEE ORGANIZATION (Indicate local, branch, lodge or other appropriate identification)

American Federation of Government Employees

I hereby certify that the regular dues of this organization for the above named member are currently established at \$_____ per (biweekly pay period) (calendar month). (*Strike out whichever period not appropriate, based on arrangements with the employee's agency.*)

SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL

DATE

SECTION B—AUTHORIZATION BY EMPLOYEE

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the AFGE Local 2505

(Name of Employee Organization)

and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named employee organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll office of my employing agency; and that, if for a monthly deduction, it will become effective the first full pay period of the calendar month following its receipt in the payroll office of my employing agency. I further understand that revocation forms, Standard Form No. 1188, Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues, are available from my employing agency and that I may file a revocation form or other written revocation request with the payroll office of my employing agency. Such revocation will not be effective however until the first full pay period following one year from the date the first deduction was made by the payroll office provided the form or request is received in a timely fashion. Thereafter, such revocation will not be effective until the first full pay period following any successive anniversary date provided the form or request is received no later than such anniversary date and no earlier than 30 days before such anniversary date. I further request and authorize the agency to provide the above organization a copy of the above order and any subsequent updating of my address upon request of the above organization. Dues, contributions or gifts to AFGE or its Locals are not deductible as charitable contributions for federal income tax purposes.

SIGNATURE OF EMPLOYEE

DATE

REPRODUCED BY MEMBERS OF OPEIU LOCAL 2

