

**CONTRACT UPDATE - February 8, 2010****Credit Hours, AWS, and Flextime  
on Chopping Block!**

Too many management officials within Social Security crave power. They want to dominate every aspect of an employee's working life, and now, SSA's bargaining team wants those same managers and supervisors to have even more control.

During recent contract negotiations, agency officials outlined a number of proposals that would adversely affect tens of thousands of bargaining unit employees in field offices, teleservice centers, and ODAR:

- Management would have total discretion over the use of credit hours, and if they don't want you working them, you won't (even if the work needs to be done).
- The agency wants to unilaterally change time and attendance procedures. The Union would have no input on those changes.
- SSA also hopes to expand the number of facilities that are considered "small offices." They have less flextime than large offices, so employees in these suddenly smaller offices could lose a crucial benefit.
- Management wants to reduce the number of offices and

employees who are eligible to work 5-4-9 AWS schedules.

- In teleservice centers, SSA doesn't think the Union should be able to negotiate shift rotation procedures. The agency's bargaining team also believes management should be able to determine the number of employees on each shift in TSCs that have multiple shifts.
- In ODAR, Social Security wants the ability to change procedures for flexing-out during the workday and reduce the number of offices where employees can work 5-4-9 or 4-10.
- In OQP, management has proposed sign-in/sign-out procedures at for flex-lunch.

"These are just some of the changes that SSA wants to make," said the Union's Chief Negotiator, Witold Skwierczynski. "Working conditions since 2001 have continued to deteriorate at Social Security. We don't need more restrictions on what employees can do, and when they can do it."

The agency's chief negotiator is Ken Powell and if you would like to offer your suggestions or comments to him, he can be reached at: [Ken.Powell@ssa.gov](mailto:Ken.Powell@ssa.gov).