

1 **Article 29**

2 **Union—Management Meetings**

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4 ~~The Deputy Commissioner for Human Resources or designee and appropriate~~  
5 ~~staff members shall meet with representatives of the American Federation of~~  
6 ~~Government Employees six times a year. These National meetings at SSA~~  
7 ~~headquarters will be scheduled on mutually agreed upon dates and may be~~  
8 ~~attended by a Union representative from each of the six (6) components and the~~  
9 ~~General Committee Spokesperson.~~

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11 ~~These meetings shall be to exchange information and discuss issues dealing~~  
12 ~~with personnel practices and procedures, matters affecting working conditions~~  
13 ~~and other appropriate subjects. Individual grievances, complaints or any other~~  
14 ~~issue in a formal appellate procedure will not be a subject of discussion at these~~  
15 ~~meetings.~~

16  
17 ~~These 1-day meetings will be held during duty hours. The Agency will pay travel~~  
18 ~~and per diem for 5 Union representatives to attend this meeting. All seven Union~~  
19 ~~representatives, who would otherwise be in duty status, will be granted official~~  
20 ~~time in accordance with the provisions in Article 30.~~

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22 ~~Matters proposed for discussion by either party will be forwarded to the other~~  
23 ~~party at least thirty (30) working days prior to these meetings.~~

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25 ~~The same AFGE representatives on travel status (five total) for the National~~  
26 ~~Union-Management Meeting are also authorized an additional day of travel and~~  
27 ~~per diem in order to attend a General Committee meeting which is held the day~~  
28 ~~after the National Union-Management Meeting. Official time for these General~~  
29 ~~Committee meetings will be handled in accordance with Article 30.~~

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31 ~~Lower level committees may be established or retained by the mutual consent of~~  
32 ~~the parties. Either party may end any lower level committee by notifying the~~  
33 ~~other party during the thirty (30) day period following the effective date of the~~  
34 ~~contract. If any lower level committee is retained or established, either party may~~  
35 ~~end any committee once per year during the life of the contract by notifying the~~  
36 ~~other party during the thirty (30) day period prior to the anniversary date of the~~  
37 ~~contract.~~

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39 **Section 1 General Provisions**

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41 **In order to achieve the Agency's mission and goals and to address**  
42 **employees concerns and morale, the following procedures will be used for**  
43 **meetings at all levels:**

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45 **1) The union will have the opportunity for pre-decisional input.**

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47           **2) The Agency will share information with the Union at the earliest**  
48           **opportunity.**

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50           **3) The Union will be provided significant advance notice of**  
51           **proposed changes to enable it to offer ideas and options to**  
52           **enhance the possibility of a successful outcome for Agency**  
53           **initiatives.**

54

55           **4) The Agency will use interest-based problem solving techniques.**

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57           **5) The Agency will provide subject matter experts, if needed, to**  
58           **facilitate discussion of issues.**

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60           **6) Agenda items will be exchanged no later than ten (10) calendar**  
61           **days prior to the meeting including problems of immediate**  
62           **concern, ongoing problems, grievances, Unfair Labor Practices,**  
63           **and any other matter(s). This does not preclude additional**  
64           **agenda items.**

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66           **7) Either party can place issues on the agenda for discussion.**

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68 **8) Facilitation to be provided at these meetings.**

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70 **9) Issues will be discussed in order to reach a satisfactory**  
71 **resolution. If no satisfactory resolution is reached, the issue may**  
72 **be moved to a 3<sup>rd</sup> party.**

73

74 **10)Neither party's rights are waived in the committee process. If**  
75 **appropriate, issues may be sent to mid-term bargaining.**

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77 **11)Minutes of the prior meeting will be read and approved. All action**  
78 **items will be dealt with from the prior meeting.**

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80 **12)Unresolved issues and residual agenda items will be addressed**  
81 **prior to the next meeting via special meeting or conference call.**

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83 **Section 2: National Level Labor/Management Meetings**

84

85 **A. The Commissioner or Principle Deputy Commissioner and**  
86 **appropriate staff members shall meet with representatives of the**  
87 **American Federation of Government Employees (AFGE) on a**  
88 **monthly basis. It is understood that the principle Union and**  
89 **Management officials will be in attendance. These meetings at SSA**

90           **headquarters will be scheduled on mutually agreed upon dates and**  
91           **may be attended by two Union representatives from each of the six**  
92           **(6) components and the General Committee chairperson.**

93

94           **B. The purpose of these meetings shall be to exchange information and**  
95           **discuss issues dealing with personnel practices and procedures,**  
96           **matters affecting working conditions and other appropriate subjects.**

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98           **These 1-day meetings will be held during duty hours and Union**  
99           **representatives in the employ of SSA will be authorized travel, per**  
100           **diem and official time in accordance with this agreement and Federal**  
101           **travel regulations. The meeting will be held on the first Wednesday of**  
102           **each month, unless otherwise decided by mutual consent. All AFGE**  
103           **representatives who are participating in the above meeting will be**  
104           **authorized two additional days of travel: the Tuesday prior to the**  
105           **meeting will be for the Union to prepare for the Wednesday meeting,**  
106           **and the Thursday following the meeting will be for the Union to**  
107           **attend a General Committee meeting. The travel days to attend these**  
108           **meetings will be Monday and Friday.**

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110           **C. Matters proposed for discussion by either party will be forwarded to**  
111           **the other party at least ten (10) working days prior to each meeting.**

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114 **Section 3: Union Component Level Meetings**

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116 **Each component will have a monthly meeting consisting of six (6)**  
117 **Management and six (6) Union participants. It is understood that the**  
118 **principle Union and Management officials will be in attendance. This will**  
119 **be a one (1) day meeting held the 3<sup>rd</sup> Wednesday of each month unless**  
120 **mutually agreed to otherwise. Travel days will be Monday and Thursday**  
121 **with Tuesday as a preparation day. All travel and per diem will be paid by**  
122 **the Agency in accordance with Federal Travel Regulations and this**  
123 **agreement. Under this section, Local 1923 will be entitled to participate in**  
124 **monthly LMR meetings for each SSA Headquarters component. With**  
125 **respect to the DOC, the meeting will be held at Wilkes Barre with the**  
126 **Director and other appropriate management officials. Meetings for ODAR**  
127 **will be held in Falls Church, VA with the Deputy Commissioner, Chief**  
128 **Administrative Law Judge and other appropriate management officials.**

129

130 **Section 4: Other Meetings**

131

132 **OCO and Field Area meetings from the Philadelphia Region will continue**  
133 **under the terms and conditions as previously established by the parties. In**

134 **addition, the parties will continue to conduct semi-annual meetings**  
135 **between PSC Union officials and the ARC/PCO. ODAR Headquarters will**  
136 **have meetings semi-monthly with three (3) Union and three (3)**  
137 **Management officials.**

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139 **Section 5: Regional Level Meetings**

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141 **A. A structure patterned after that described in Section 2 will be**  
142 **followed in each Region. There will be monthly regional level**  
143 **component meetings for FO/TSC, ODAR, OQP and PSC. The**  
144 **Regional Commissioner/Regional Chief ALJ/OQP Regional Director**  
145 **and appropriate regional officials will meet monthly for a one (1) day**  
146 **meeting with the Union's regional officers plus two (2) officials from**  
147 **each local. In those regions where there is only one Local, the**  
148 **Union will be entitled to a minimum of four (4) participants**  
149 **designated by the Union. The Council President, RVP and/or Local**  
150 **PSC President will designate the Union participants. Participants do**  
151 **not necessarily have to be designated from within the region.**  
152 **In addition, one Council officer or designee may participate at the**  
153 **monthly meetings. The meeting will be held on the second**  
154 **Wednesday of each month, unless mutually agreed to otherwise. The**  
155 **Tuesday prior to the meeting will be a Union preparation day for the**  
156 **Wednesday meeting. Travel days will be Monday and Thursday. All**

157 **travel and per diem for the Union participants will be paid by the**  
158 **Agency in accordance with Federal Travel Regulations and this**  
159 **agreement.**

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161 **B. In Operations, quarterly meetings will be conducted which will**  
162 **include participation from all Union components within the region**  
163 **(i.e., FO/TSC and PSC's). There will be a minimum of eight (8) Union**  
164 **participants at each meeting. Meetings will be the Thursday**  
165 **following the meetings referenced in Section 3A. The meetings in**  
166 **the Atlanta Region will include 9 Union participants.**

167

168 **C. Multi-component meetings will be conducted semi-annually between**  
169 **the Agency primary official for each Regional component and the**  
170 **primary Union officials or their designees in each Union regional**  
171 **component. Participants will include representatives from field**  
172 **offices, teleservice centers, Office of Quality Performance, ODAR,**  
173 **the Program Service Centers and regional offices. Meetings will be**  
174 **for one day. The day prior to the meeting will be a Union preparation**  
175 **day. Travel days will be the day before the preparation sessions and**  
176 **the day after the meeting. All travel and per diem for Union**  
177 **participants will be paid by the Agency in accordance with Federal**  
178 **travel regulations and this agreement.**

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182 **Section 6: Local Level Meetings**

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184 **Management and the Union, at the Local level, will meet at the**  
185 **request of the Union in an attempt to resolve problems of immediate**  
186 **concern, including ongoing problems, grievances, Unfair Labor**  
187 **Practices, and any other matter(s). All travel and per diem for Union**  
188 **representatives who attend such meetings will be paid in accordance**  
189 **with Federal Travel Regulations and this agreement.**

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