



August 6, 2020

Mr. Eddie Taylor
SSA Chief Spokesperson

Via Email Only

Re: Response to Illegal Implementation of Partial Collective Bargaining Agreement

Dear Mr. Taylor:

We are in receipt of your August 5, 2020 notification that you will illegally implement twenty articles tentatively agreed to during term negotiations. You intend to implement a partial collective bargaining agreement on August 10, 2020, with no specified duration, and with articles directly impacted by nine articles which the FLRA has unequivocally stayed while their legitimacy is determined in federal court. The members of the AALJ have not had the opportunity to vote on the ratification of a completed collective bargaining agreement which is their right.

Further, you have provided no confirmation that there has been agency head review, as required by the ground rules and law. **Please provide the documentation of agency head review.**

The many objections to this course of action are addressed in our May 4, 2020 correspondence which is attached. For example, Article 9 Official Time implementation is stayed and is a material term in six of the 20 tentatively agreed to articles. Article 1 Duration is stayed and implementation of these 20 articles is dictated by Article 1. The implementation of these articles is in violation of the negotiated ground rules.

You also advised us that you will unilaterally implement a new Article 12, Dues Withholding, without it having been negotiated and which you have apparently created out of whole cloth. We do not agree to this. **The union requests to negotiate this more than *de minimis* change in conditions of employment prior to implementation.**

These actions continue to constitute bad faith bargaining and persistent anti-union animus by Commissioner Saul and Deputy Commissioner Black. It is unfortunate the Social Security Administration continues to devote extensive time and resources to eliminating this small union of judges. This does not serve the American public, especially in the face of a pandemic.

Sincerely,

/s/ Melissa McIntosh
President, AALJ, IFPTE-AFL-CIO

cc: Commissioner Andrew Saul, Deputy Commissioner David Black, Deputy Commissioner Theresa Gruber