



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
NATIONAL VETERANS AFFAIRS COUNCIL #53  
Affiliated with the AFL - CIO  
Mid-Term Bargaining Committee**

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January 16, 2015

Jack G. Hetrick, Network Director  
Department of Veterans Affairs  
Veterans Integrated Service Network 10  
111500 Northlake Drive, Suite 200  
Cincinnati, OH 45249

Subject: VISN 10 Implementation of AcuStaf for Nursing Service

Dear Mr. Hetrick:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain on the implementation of AcuStaf for Nursing Service within VISN 10. Ms. Alma L. Lee, President NVAC will name the Chief Negotiator and team members. Please provide the named bargaining team with any information and/or data concerning the cited subject. The negotiation of this matter should normally begin no later than twenty (20) workdays after the Management chief Negotiator in this matter receives our demand to bargain.

Please cease and desist any implementation until the national bargaining obligation has been met. The named bargaining team may request a briefing over the cited subject above, before sending any proposals. If you have any questions please contact me at (217) 554-4866.

Sincerely,

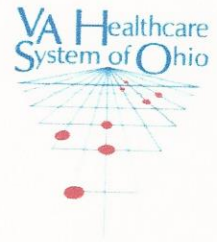
Oscar L. Williams, Jr.  
Chairperson, Mid-Term Bargaining Committee  
2<sup>nd</sup> Executive Vice President  
National VA Council #53

cc: Alma L. Lee, President National VA Council #53  
Willie E. Haywood Jr., 6<sup>th</sup> District Representative NVAC

**AFGE: Good Government We Are Ready**



DEPARTMENT OF VETERANS AFFAIRS  
VETERANS INTEGRATED SERVICE NETWORK 10  
11500 NORTHLAKE DRIVE, SUITE 200  
CINCINNATI, OHIO 45249-1642



January 16, 2015

Oscar L. Williams, Jr.  
2<sup>nd</sup> Executive Vice President  
National VA Council AFGE  
29 S. Lake Street  
Danville, IL 61832

Dear Mr. Williams:

The VA Healthcare System of Ohio has purchased the staffing software, AcuStaf for the purpose of enhancing and improving staff scheduling. At this time, we plan to only implement AcuStaf in Nursing Service. We do understand that currently there is a national demand to bargain and that we cannot implement AcuStaf in other services until such time as our labor obligations are met.

System configuration, file population, labor mapping with DSS, and OI&T interfaces will be created and tested prior to using the product. We plan to provide training to administrators, supervisors, and staff via face-to-face sessions in a computer training room.

The replacement scheduling software is invaluable because:

- a. It better utilizes existing resources, resulting in cost savings;
- b. It accurately maps out labor costs for DSS;
- c. Staff satisfaction is increased by allowing active participation in the scheduling of their shifts and timely/accurate payroll processing.

Staffing Software will also provide more real-time data that will allow:

- a. Clinical Managers and NODs to supervise clinical operations more efficiently;
- b. The staff to participate in the scheduling of their shifts, swapping shifts, and volunteering to work more overtime.
- c. A more equitable and fair process of scheduling staff; and
- d. Timekeepers to have access to an accurate, up to date schedule to ensure timely and accurate processing of time cards.

The proposed timeline for AcuStaf implementation is as follows:

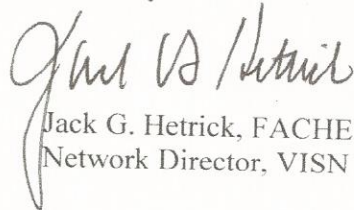
- February 2015: First site visits conducted on Product Introduction and Process Flow Analysis
- February 2015: Second on-site visits conducted on Pilot Unit Training, Timekeeper/Off-Tour Supervisor Training

- March 2015: Third on-site visits conducted at each facility for Full Manager Roll-Out and Timekeeper/Off-Tour Supervisor Training
- April 2015: Fourth on-site visits conducted at each facility for Advanced Manager and Super User Training
- August 2015: Fifth on-site visits conducted at each facility for Manager Staffing Methodology and Executive Analytics

From a VA computer, the scheduling software will allow employees to print their personal schedule, apply for overtime, communicate via email to other staff, and have reminders regarding CPR cards/licenses sent in advance of the expiration date.

If you are interested in a briefing or would like to bargain on this subject, please contact Iola Dews, VISN 10 Human Resource Officer, no later than February 13, 2015. Ms. Dews can be reached at 513-247-4632 or [Iola.Dews@va.gov](mailto:Iola.Dews@va.gov).

Sincerely,



Jack G. Hetrick, FACHE  
Network Director, VISN 10

**RECEIVED**

**JAN 16 2015**

AFGE National VA Council #53  
Mid-Term Bargaining Committee