



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

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Philadelphia, PA 19104

March 26, 2014

Susan Bowers, Network Director
Veterans Integrated Service Network (VISN 18)
6950 East Williams Field Road
Mesa, AZ 85212

Subject: VISN 18 – Implementation of AcuStaf Scheduling Software for Nursing Staff

Dear Ms. Bowers:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain on VISN 18 implementation of AcuStaf as cited above within the Department. Ms. Alma L. Lee will be naming the Union's chief negotiator and negotiating team. Please provide the named bargaining team with any information and/or data concerning the cited subject. The negotiations of this matter should normally begin no later than twenty (20) workdays after the Management's chief negotiator in this matter receives our demand to bargain.

Please cease and desist any implementation until the 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
2nd Executive Vice President
National VA Council #53

cc: Alma L. Lee, President National VA Council #53
Jeff Sladek, 13th District Representative NVAC

AFGE: Good Government We Are Ready

Department of
Veterans Affairs

Memorandum

Date: March 25, 2014

From: Network Director, VA Southwest Health Care Network (10N18/494)

Subj: AFGE Notification to Implement AcuStaf Scheduling Software

To: Mr. Oscar Williams, 2nd Vice President, AFGE, NVAC Council #53, Chairman NVAC Midterm Bargaining Committee

1. In accordance with Article 47 of the VA/AFGE Master Agreement and VHA/NVAC Council #53 Memorandum of Understanding "VHA Facilities Implementation of the Employee Self Scheduling Software Systems," paragraph 5, this is to inform you that VISN 18 intends to implement the AcuStaf scheduling software. Implementation is planned to begin June 2014.
2. The purpose of this change is to comply with VHA Directive 2010-034, Staffing Methodology, which mandates implementing an evidenced-based staffing methodology for nursing and reporting.
3. Who is impacted? The targeted users in VISN 18 will be in Nursing Services in facilities at the following locations Albuquerque, NM, Big Spring, TX, El Paso, TX, Prescott AZ, Phoenix, AZ, and Tucson, AZ, and associated Community Based Outpatient Clinics (CBOCs). AFGE bargaining unit employees in the following positions will be affected: Registered Nurses, Licensed Vocational Nurses or Licensed Practical Nurses, Nursing Assistants, Health Technicians, Time Clerks, and other administrative staff assigned to Nursing Services. Targeted users in the facility in Amarillo, TX and associated CBOCs do not include the Registered Nurses as they are represented by another bargaining unit. AFGE bargaining unit employees in the following positions will be affected at Amarillo, TX and associated CBOCs: Licensed Vocational Nurses or Licensed Practical Nurses, Nursing Assistants, Health Technicians, Time Clerks, and other administrative staff assigned to Nursing Services.
4. How will staff be affected? The change will allow employees to request changes to their duty schedules, and shifts; make requests for overtime; and receive alerts of impending expirations to CPR cards/licenses at 30/60/90 day periods in advance of the expiration dates.
5. The implementation plan: AcuStaf project managers and facility implementation teams will develop a thorough marketing and education plan. The plan will afford staff time to learn the system functionality and adjust to new processes. The tentative schedule is:
 - a. Virtual session (Overview) in early June 2014;
 - b. July 2014 (Product Introduction and Analysis);
 - c. August 2014 (Pilot Unit Roll-Out, Timekeeper/Off Tour Supervisor Introduction);
 - d. September 2014 for full roll-out (Timekeeper/Off Tour Supervisor Roll-out);
 - e. November/December 2014 (Advanced User Training, Electronic Self-Scheduling Into);
 - f. April 2015 (Staffing Methodology Training, Reports).
6. Staffing Resources: Each facility will appoint an implementation team and leader to guide the implementation process. This implementation team will involve members of the Bargaining Unit.

SUBJ: AFGE Notification to Implement AcuStaf Scheduling Software

7. Clinical questions regarding this notice may be directed to Kathryn Bucher, Associate Director, Patient Care Services/Nurse Executive, New Mexico VA Healthcare System at (505) 767-6040 or Kathryn.Bucher@va.gov.

8. All other questions or proposals regarding this notice may be directed to Stephanie Peshlakai-Carrillo, VISN 18 Human Resources Employee Relations Liaison at (480) 397-2766 or Stephanie.Peshlakai-Carrillo@va.gov.

9. In accordance with Article 47, if a response to this notice is not received by the close of business on April 23, 2014, we will assume concurrence with this software deployment.


Susan P. Bowers

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BY: 
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