



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

Oscar L. Williams Jr., Chair
2nd Exec. V-President
29 Lake Street
Danville, IL 61832-6101

Bill Wetmore, Member
3rd Exec. V-President
2319 Alava Court
Waldorf, MD 20603

Willie Haywood, Member
6th Dist. Rep., NVAC
17705 Garden Blvd.
Cleveland, OH 44128

Jeff Sladek, Member
13th Dist. Rep., NVAC
VAMC 3601 S. 6th Ave.
Tucson, AZ 85723

September 2, 2014

Charlene Ehret, Director
James H. Quillen VA Medical Center
Lamont and Sydney Streets
Mountain Home, TN 37684

Subject: VISN 9 – James H. Quillen VAMC Change in Past Practice Lunch Period
(AFGE Local 1687 and AFGE Local 2400)

Dear Ms. Ehret:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain on the change in past practice concerning lunch period at James H. Quillen VAMC cited above in VISN 9 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
Terrence Watts, 5th District Representative NVAC

AFGE: Good Government We Are Ready



DEPARTMENT OF VETERANS AFFAIRS
James H. Quillen VA Medical Center
P. O. Box 4000
(Johnson City)
Mountain Home, TN 37684

August 20, 2014

In Reply Refer To: 621/05

Oscar Williams
2nd Executive Vice President
29 Lake Street
Danville, IL 61832-6101

SUBJECT: Notification of Change in Past Practice
VIA: UPS 1Z A36 5W3 02 9337 4355

Mr. Williams:

In accordance with Article 21 of the *Master Agreement* (2011), please accept this correspondence as notice of the agency's intent to change a past practice we believe to be in violation of the Master Agreement in the outpatient clinics of the James H. Quillen VA Medical Center. The clinic locations include but are not limited to: Knoxville, Sevierville, Rogersville, Morristown, and Campbell County.

It has come to my attention in the last 10 days that various bargaining unit employees are scheduled to work a tour that does not allow them to work a full eight hours during their work day. Variations of the tour allow employees to combine their breaks with lunch which is not authorized by the Master Agreement, Article 21, Section 1b. An example of the current practice is that an employee may work from 0800-1630 and take an hour for lunch by combining their breaks with their lunch.

As an appropriate remedy, management is systematically changing from the past practice of a 7 ½ hour working tour to an 8 hour working tour with an unpaid meal period. At Mountain Home VA Medical Center the standard tour is 0745-1630 with a 45 minute unpaid meal period. Management will treat their work sections fairly and equitably by having the appropriate work units work the same tour to include the 45 minute meal period.

I am notifying you of this change in past practice as it affects two Locals: AFGE 1687 and AFGE 2400. It is expected that this change will take place on the pay period beginning September 7, 2014.

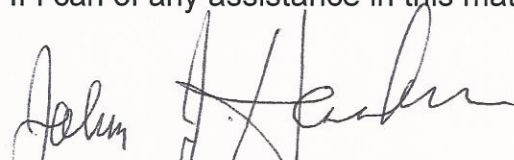
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Oscar Williams
2nd Executive Vice President
29 Lake Street
Danville, IL 62832-6101

As agency representative, I will receive all NVAC inquiries submitted in accordance with the *Master Agreement* at the address provided below:

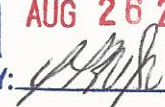
James H. Quillen VA Medical Center
Human Resources Management Service (05E)
PO Box 4000
Mountain Home, TN 37684
(423) 926-1171, extension 7186

If I can of any assistance in this matter, please do not hesitate to contact me.



John J. Henderson, MPA, SPHR, VHA-CM
Human Resources Officer

cc: AFGE 1687, Mountain Home, TN
AFGE 2400, Nashville, TN

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AUG 26 2014
BY: 
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