



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

Oscar L. Williams Jr., Chair 2 nd Exec. V-President 29 Lake Street Danville, IL 61832-6101	Bill Wetmore, Member 3 rd Exec. V-President 2319 Alava Court Waldorf, MD 20603	Terrence J. Watts, Member 5 th Dist. Rep., NVAC VAMC Orlando Orlando, FL 32803	Willie Haywood, Member 6 ^h Dist. Rep., NVAC 17705 Garden Blvd. Cleveland, OH 44128	Jeff Sladek, Member 13 th Dist. Rep., NVAC VAMC 3601 S. 6 th Ave. Tucson, AZ 85723
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March 31, 2015

Wade Vlosich, Director
Harry S Truman Memorial Veterans Hospital
800 Hospital Drive
Columbia, MO 65201

Subject: VISN 15 Harry S. Truman MVH, HPM 589A4-276 Employee Competence Assessment
(AFGE Local 903 and AFGE Local 3399)

Dear Mr. Vlosich:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain on the Harry S. Truman MVH HPM 589A4-276 as cited above in VISN 15 within the Department. Ms. Alma L. Lee, President NVAC, will be naming the Chief Union Negotiator and negotiating team members. 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 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
Barbara Whitson-Casanova, 9th District Representative NVAC

AFGE: Good Government We Are Ready

Williams, Oscar L Jr.

From: Black, Amanda A. CMOVAMC
Sent: Tuesday, March 31, 2015 1:25 PM
To: Williams, Oscar L Jr.
Cc: Glavin I, Michael CMOVAMC; Adkisson, Deborah E. CMOVAMC; VHACMO903EB
Subject: Truman VA Policy - HPM 589A4-276, Employee Competence Assessment
Attachments: HPM 589A4-276_Employee Competence Assessment-NVAC Concurrence.pdf

In accordance with Article 47 Section 4A the following policy is being routed to NVAC.

Policy Attached:

HPM 589A4-276, Employee Competence Assessment

Justification to support change: This policy is not new and has been in effect since 2006, and the Agency is has updated the policy to triannual review . The primary goal of this policy is to provide guidance to supervisors and communicate with bargaining unit employees an overview on Employee Competence. The listed major changes are annotated in red and strikethroughs.

Who is affected: Bargaining unit employees from Local 903 (Professional) and Local 3399 (Non Professional) working conditions are affected.

Proposed implementation date: April 25, 2015 or soon as negotiations are completed.

How will they be affected: The changes to bargaining unit employees working condition are annotated in red /blue within the attached.

The attached documentations is provided for your review/information. If you have any question or would like to schedule a briefing to discuss this matter please contact me at (573) 814-6411 or email amanda.black@va.gov.

Amanda Black
Supervisory HR Specialist
Harry S. Truman Memorial Veterans' Hospital
Columbia, MO 65201
(573) 814-6411
Fax: (573) 814-6401

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AFGE National VA Council #53
Mid-Term Bargaining Committee