



**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 <sup>nd</sup> Exec. V-President 29 Lake Street Danville, IL 61832-6101	Bill Wetmore, Member 3 <sup>rd</sup> Exec. V-President 2319 Alava Court Waldorf, MD 20603	Willie Haywood, Member 6 <sup>th</sup> Dist. Rep., NVAC 17705 Garden Blvd. Cleveland, OH 44128	Jeff Sladek, Member 13 <sup>th</sup> Dist. Rep., NVAC VAMC 3601 S. 6 <sup>th</sup> Ave. Tucson, AZ 85723	Terence J. Watts, Member 5 <sup>th</sup> Dist. Rep., NVAC VAMC Orlando Orlando, FL 32803
--	--	---	---	---

June 24, 2015

Joanne Krumberger, Director  
VA Medical Center Portland  
3710 Southwest US Veterans Hospital Road  
Portland, OR 97239-2964

Subject: VISN 20 – Portland MCM No. 05-05 Employee Awards and Recognition  
Program (AFGE Local 2157 and AFGE Local 2583)

Dear Ms. Krumberger:

In accordance with Article 47 Section 2 C., of the Master Agreement the National VA Council #53 is formally demanding to bargain on PVAMC MCM No. 05-05 as cited above in VISN 20 within the Department. Ms. Alma L. Lee, President of the National VA Council#53, will be naming the Union's Chief Negotiator and team members. Please provide the named bargaining team with all information and/or data related to the cited subject. The negotiation of this matter should normally begin no later than twenty (20) workdays after the Management's Chief Negotiator receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The above named bargaining team my 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  
Donald Fowler, 11<sup>th</sup> District Representative NVAC

**AFGE: Good Government We Are Ready**



DEPARTMENT OF VETERANS AFFAIRS  
Health Care System  
3710 SW US Veterans Hospital Road  
Portland OR 97239



In Reply Refer To: 648/P4HRMS

Date: June 23, 2015

To: Oscar L. Williams, Jr.  
2<sup>nd</sup> Executive Vice President, NVAC #53  
29 Lake Street  
Danville, IL 61832

From: Elizabeth A. Petrus  
Human Resource Officer  
3710 SW U.S. Veterans Hospital Road  
Portland, OR 97239-2964

Subject: Medical Center Memorandum (MCM) No. 05-05, Employee Awards and Recognition Program

Dear Mr. Williams,

Human Resources has modified MCM No. 05-05 Employee Awards and Recognition Program to provide a policy that is within regulatory guidance and allows for a more equitable distribution of awards funds. MCM No. 05-05 will be available to employees at VA Portland Health Care System and affects employees in both Portland Oregon and Vancouver, Washington.

The changes to the policy removes regulatory non-compliant awards such as Team of the Quarter, STAT! (Slicing Through Administrative Trivia), Nightingale and Preceptor awards. We have outlined a new award, ICARE, which is designed to be a on-the-spot award and included awards that have been presented in the past such as Poster Fair and Controlled Substance Inspector. To allow for a more equitable distribution of step increases we have limited the steps received on a Special Advancement for Achievement and Performance to only 1 step.

In addition to the changes to the types of awards, we have redefined the participants of the awards committee. Currently we have union representation, HR representation and 2 nursing management officials. The new committee will be comprised of union representation, HR representation, 1 nursing management official and 1 administrative management official.

Copies of this notification have been provided to AFGE 2157 and AFGE 2583.

If you have any questions, comments, or concerns, please contact me at

DEPARTMENT OF VETERANS AFFAIRS  
Portland Health Care System  
3710 Southwest US Veterans Hospital Road  
Portland OR 97207

(503) 220-8262, Ext. 52161. The absence of a response on or before July 22, 2015 will be accepted as concurrence.



ELIZABETH A. PETRUS  
Human Resources Officer

Attachments

Current MCM 05-05 Employee Awards and Recognition Program  
Proposed MCM 05-05 Employee Awards and Recognition Program  
Awards Grid  
Award Technical Review Sheet

Cc: AFGE, Local 2157  
AFGE, Local 2583

RECEIVED

JUN 24 2015

AFGE National VA Council #53  
Mid-Term Bargaining Committee