



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

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Tucson, AZ 85723

January 8, 2018

Larisa Nightingale, Director  
Central Plains CPAC  
3819 Franklin Avenue  
Leavenworth, KA 66048

Subject: VHA Central Plains Compressed Tour of Duty CCCPAC P-735-19

Dear Ms. Nightingale

The VA/AFGE Master Agreement dated March 15, 2011 and now subject to renegotiation already covers the procedures in which AFGE bargaining unit employees may request to work a compressed work schedule. Article 21- Hour of Work and Overtime Section 2 – Work Schedule Options (AWS and Credit Hours). Section A. General - “This section set forth the procedures to be followed for Alternative Work Schedule (AWS) including flextime, *compressed work schedules*, and credit hours. This section also provides a *menu of options* that employees may request. AWS means a schedule other than the traditional eight hours fixed shift. Flexible work schedules, compressed work schedules, and credit hours are included in the definition of alternative work schedule. When an employee(s) makes a request supervisors must consider operational needs, including the employee’s work unit(s) and the interest of the employee(s) before making a decision. *AWS Programs is a subject for local bargaining consistent with this Agreement.* AWS programs will not require the Department to extend the operating hours of the facility.”

Section 2 C Compressed Work Schedule (CWS) is a “covered-by” on the procedures the parties will follow in placing a bargaining unit employee(s) on a CWS.

It does not state a probationary employee(s) can’t work a CWS. The Language in the Agreement states “*All new employees or re-hires shall be given the opportunity of requesting participation in the CWS plan.*”

**AFGE: Good Government We Are Ready**

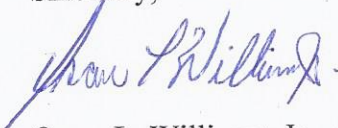
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All full time employees are eligible to participate in CWS. Such participation is not based solely on their position.

AFGE Locals within Central Plains CPAC don't have the authority to bargain on a matter "covered-by" the term agreement. Please provide to the NVAC where CPCPAC has been given the authority by the Department to bargain this change in the Master Agreement? Thanks.

If you have any questions please call me at (217) 554-4866.

Sincerely,

A handwritten signature in blue ink that reads "Oscar L. Williams, Jr." with a stylized flourish at the end.

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  
NVAC Executive Committee