



**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
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2319 Alava Court
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Willie Haywood, Member
6th Dist. Rep., NVAC
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Cleveland, OH 44128

Tinita Cole, Member
NVAC Nat., Rep.
VAMC Dayton
Dayton, OH 45428

August 5, 2021

Ophelia A. Vicks, Acting Executive Director
Office of Labor Management Relations (LMR)
Department of Veterans Affairs
810 Vermont Avenue, NW
Washington, DC 20420

Subject: VHA Office of Community Care- Delivery Operations Voluntary Compressed
Work Schedule (CWS)

Dear Ms. Vicks:

On August 4, 2021, National VA Council #53 received an email from Benjamin I. Altose, Deputy Director, Payment Operations and Management, concerning Voluntary Compressed Work Schedule of 4-9-8. National VA Council #53 is not going to bargain with OCC Payment Operations and Management over language in the Master Agreement.

Article 21 Hours of Work and Overtime should be followed if bargaining unit employee wants to voluntary work a compressed work schedule.

If you have any questions, please call me at (217) 554-4979.

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
NVAC Executive Committee

AFGE: Good Government We Are Ready

Date: August 4, 2021

From: Deputy Director, OCC Payment Operations and Management

Subj.: Voluntary Compressed Work Schedule (CWS)

To: Oscar L. Williams Jr., AFGE, 2nd Executive Vice President

1. Payment Operations and Management (POM) is providing this memorandum as notification that POM Regions 1-6 will begin offering Title 38 Nurse and Health System Specialists not already on compressed work schedules (CWS) a voluntary 5-4-9 work schedule that includes eight workdays of nine hours each plus one workday of eight hours within the biweekly pay period.
2. Employees desiring to begin working a 5-4-9 work schedule must submit a written request with preferred choice of bi-weekly day off for approval by September 10, 2021. Request will be acted upon no later than 30 days from submission.
3. We anticipate being able to accommodate each employee's choice of their bi-weekly day off, subject to valid operational needs.
4. Any conflict in scheduling CWS days will be resolved in favor of the employee who is most senior, as defined locally.
5. Employees already established on CWS will not be required to file a new request or reapply. Their current CWS schedule will remain in effect.
6. All new employee or rehires will be given the opportunity to voluntarily apply for a voluntary 5-4-9 work schedule.
7. Once in affect employee CWS schedules will remain established unless employee requests to voluntarily terminate or change their participation in CWS or management has a valid operational need to adjust or end CWS.
8. Employees who wish to terminate or change their participation in CWS may do so at the beginning of any pay period after notifying their supervisor at least a pay period in advance or as negotiated locally.
9. Employees desiring to change their established Bi-weekly day off will be subject to valid operational needs.
10. Hardship situations will be considered to the greatest extent possible and handled on an individual basis.

11. The List of affect employees is attached to this memorandum.
12. Please feel free to contact me by phone at 216-701-7944 or email at Benjamin.Altose@va.gov if you would like any additional information.

Respectfully,

BENJAMIN I.

ALTOSE 191124

Digitally signed by
BENJAMIN I. ALTOSE
191124

Benjamin Altose

Deputy Director

Payment Operations and Management

VHA Office of Community Care – Delivery Operations