



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

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October 28, 2013

James R. Talton, Director  
Central Alabama Veteran Health Care Systems (CAVHCS)  
2400 Hospital Road  
Tuskegee, AL 36083

Subject: VISN 7 - CAVHCS Establishment of Education and Training Service Line  
(AFGE Local 110 and AFGE Local 503)

Dear Mr. Talton:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally is demanding to bargain on CAVHCS establishment of Education and Training Service Line in VISN 7 within the Department. Ms. Alma L. Lee will be naming the Union's Chief Negotiator and negotiating team members. Please provide the named union negotiating team members 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 union negotiating 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  
2<sup>nd</sup> Executive Vice President  
National VA Council #53

cc: Alma L. Lee, President National VA Council #53  
Valorie Reilly, 5<sup>th</sup> District Representative NVAC

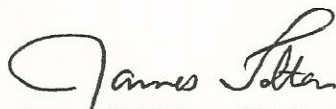
**AFGE: Good Government We Are Ready**

Department of  
Veterans Affairs  
OCT 24 2013

# Memorandum

Date: OCT 24 2013  
From: Director (00)  
Subj: Establishment of Education and Training Service Line  
To: Mr. Oscar Williams, National VA Council (NVAC)

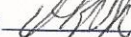
1. The Central Alabama Veterans Health Care System (CAVHCS) is proposing the establishment of a new Education and Training Service Line. There have been pre-decisional discussions with AFGE Local 503 Montgomery and AFGE Local 110 Tuskegee regarding this proposed change.
2. The Facility Leadership has determined that the establishment of an Education and Training Service Line permits the consolidation of all education and training functions and resources into a single service organization. The realignment of the education and training functions into one service line will serve to achieve closure of gaps in the delivery of employee education and training, improve quality and efficiency, provide continuity of training, and enhance organizational effectiveness. Management has analyzed and taken into consideration the advantages and disadvantages of this proposed organizational change, including the impact of working conditions for bargaining unit employees, as well as staffing, funding, and the operational needs of the organization.
3. It is anticipated that the proposed change will minimally impact the working conditions of bargaining unit employees realigned to the new Education and Training Service Line. There will be no impact on other CAVHCS bargaining unit employees.
4. In accordance with Article 47 Section 4 of the VA/AFGE Master Agreement, the facility is providing this formal notice of the proposed change to the National VA Council. If there is interest in bargaining over the procedures and appropriate arrangements regarding the proposed change, we request to be notified of your Demand to Bargain as soon as possible, but not later than the 20<sup>th</sup> workday after the NVAC's receipt of this notice. It is Management's interest to implement the new Education and Training Service Line on December 15, 2013. In the event there is a Demand to Bargain, the CAVHCS negotiation team will consist of Dr. Cliff Robinson, Chief of Staff; Mr. Richard Smith, Associate Director Patient Care Services; Mr. Duane Gill, Interim Associate Director; Ms. Janice Hardy, Chief, Human Resources Management Service and me. We are proposing the week of December 2 through 6, 2013 as the timeframe for any negotiations.
5. The proposed organization charts for the new Education and Training Service Line and the Facility are attached. The CAVHCS Management point of contact for this matter is Janice Hardy Chief, Human Resources Management Service. Ms. Hardy can be reached by email at [Janice.hardy@va.gov](mailto:Janice.hardy@va.gov) or by phone at 334-272-4670.



James R. Talton, PA-C, MBA, M.S., FACHE

Attachments: 2



BY:   
AFGE NVMC MID-TERM