



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

Oscar L. Williams Jr., Chair  
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29 Lake Street  
Danville, IL 61832-6101

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Stephanie Starks, Member  
National Rep., NVAC  
VAMC Philadelphia  
Philadelphia, PA 19104

March 11, 2014

Sabrina Smith, Director of Contracting  
Network Contracting Office (NCO) 18  
4135 S. Power Road, Suite 103  
Mesa, AZ 85212

Subject: NCO 18 - Implementation of Mandatory Overtime (NCO 18)

Dear Ms. Smith:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally is demanding to bargain on implementation of mandatory overtime in NCO 18 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  
Jeffrey Sladek, 13<sup>th</sup> District Representative NVAC

**AFGE: Good Government We Are Ready**



**Department of Veterans Affairs  
Network Contracting Office (NCO) 18  
4135 S. Power Road, Suite 103  
Mesa, AZ 85212**

March 7, 2014

Oscar Williams, Jr.  
2<sup>nd</sup> Executive Vice-President- NVAC/AFGE  
VA Iliana HCS (Danville, IL)  
29 Lake Street  
Danville, IL 61832

**Re: Change in Working Conditions/Implement Mandatory Overtime (NCO 18)**

Dear Mr. Williams,

This letter is to formally notify you that The Network Contracting Office (NCO) 18 plans to implement mandatory overtime in September of 2014 for all employees working within NCO 18 to include 1102 and 1105 Contract Specialist. The reason for this implementation is to ensure that an adequate number of staff members are available in order to meet the demanding work load by the end of the fiscal year.

As you are undoubtedly aware, Title 31 of the US Code; in GAO Appropriations Law, Volume 1, Chapter 5 'Availability of Appropriations: Time', and in VA Financial Policy and Procedures Manual, Volume II, Chapter 5 (Obligations Policy). Title 31 stipulates that appropriations enacted by the Congress must be used for the express purpose(s) for which they were intended and are only available for obligation during the time period covered by the allocation.

In FY 2012, NCO 18 obligated \$253,761,135.99, of this amount; \$49,735,000.97 was obligated in Sept alone. In FY 2013, NCO 18 obligated \$264,575,141.56, of this amount; \$67,737,561.36 was obligated in the month of September alone. Although we continuously push our customers to submit procurement packages as early as possible, the heavier 4<sup>th</sup> quarter workload cannot always be avoided.

Optimal patient care cannot be obtained without proactively implementing an efficient Procurement strategy. NCO 18 has devised a strategy which will assist patient care through awarding contracts in a timely manner throughout the month of September. In order to execute this strategy, NCO must consider staff projection.

Notification of the designated days will be provided to staff no later than August 6, 2014. The potential dates in which mandatory overtime will become effective are as follows: Saturday, September 6<sup>th</sup>, Saturday September 13<sup>th</sup>, and Saturday, September 20<sup>th</sup>.

Each 1102 and 1105 series employee will be required to work between 6-8 hours of mandatory overtime. Other employees not working in the 1102 and the 1105 series will be required to work up to 4 hours of mandatory overtime. Employees may work the mandatory overtime between the core hours of 6:30AM to 6:30PM. Mandatory overtime will be administered consistent with Article 21, Section 4 of the Master Agreement.

Employees working mandatory overtime will remain on their Alternate Work Schedules (AWS) and will also continue teleworking. Mandatory overtime cannot be worked from any other location other than the employees' designated work location.

Please notify me by April 7, 2014 if you would like to bargain or schedule a briefing on this matter. Should you have any questions or would like additional information, please contact me at 480-466-7907 or via email at [Sabrina.SmithJ@va.gov](mailto:Sabrina.SmithJ@va.gov).

Thank you for your support.

Sincerely,

*Ross D. Brown*

Digitally signed by  
ross.brown@va.gov  
DN: cn=ross.brown@va.gov  
Date: 2014.03.07 15:10:14 -07'00'

For: Sabrina Smith, Director of Contracting  
Network Contracting Office 18

**Received**

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Nat'l VA Council  
Midterm Bargaining Committee

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