

Local Supplemental
LABOR/MANAGEMENT
AGREEMENT

Between the

Department of Veterans Affairs
Medical Center, Lebanon, PA

and the

American Federation
of Government Employees
Local 1966

September 2011

Preamble

Section 1: This local supplemental Agreement is made between the Lebanon VA Medical Center (management) and AFGE, Local 1966 (the local).

Section 2: Management of the Lebanon VA Medical Center and AFGE Local 1966 agree that constructive and cooperative relations are the key factors in achieving our mission and goals. The parties therefore agree to work together for the continued success of our medical center and for the benefit of the patients we serve.

Section 3: Seniority shall be defined as the employee's most recent entrance on duty as an employee of the Lebanon VA Medical Center. In the event of a tie, the service computation date will be utilized to determine to the most senior employee. If a tie still exists, the last two (2) digits of the employee's social security number will be the tie breaker (the higher number will be considered to the most senior); if the last two (2) numbers of the social security match, the numbers will be expanded by one digit until the tie is broken.

Section 4: The parties agree email is an acceptable form of documentation of issues requiring written responses and or written correspondence.

Dedication

**This agreement is dedicated to all the Veterans of the
armed forces of the United States of America
and the employees
of the Lebanon VA Medical Center
who serve them.**

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ARTICLE 1-RECOGNITION AND COVERAGE

Section 1: Exclusive Representative

American Federation of Government Employees Local 1966 AFL-CIO is recognized as the exclusive representative of the bargaining unit stated below.

Section 2: Local Bargaining Unit

The unit of recognition includes all non-supervisory Wage Grade, General Schedule and Canteen Services employees and all non-supervisory Professional employees, Staff Physicians, Registered Nurses, and Nurse Anesthetists of the Veterans Affairs Medical Center, Lebanon, Pennsylvania.

Section 3: Exclusions

The following employees are excluded from representation: management, supervisors, and employees engaged in Personnel work except in a purely clinical capacity.

Section 4: Employee Representation

Employees have the right to choose a steward or union officer to represent them in consultation with the President.

ARTICLE 2-GOVERNING LAWS AND REGULATIONS

No Local Supplemental change in the language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 3-PARTNERSHIP

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 4-LABOR MANAGEMENT TRAINING

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 5 -LABOR MANAGEMENT COMMITTEE

Section 1 – General Labor Management Issues

The Management of the Lebanon VA Medical Center and the officials of AFGE Local 1966 are committed to fostering a harmonious labor management relationship. The parties agree to deal with issues as they arise on an expeditious basis.

Section 2 – Partnership Council

- A. The Partnership Council at the Lebanon VA Medical Center will normally meet twice a month. These meetings may be canceled; rescheduled or additional meetings may be called by mutual consent of the co-chairpersons.
- B. The Partnership Council will be comprised of an equal number of members from management and Local 1966.
- C. The Partnership Council will address any partnership or labor management issues using interest-based problem solving techniques to reach mutually beneficial solutions.
- D. The Lebanon VAMC will authorize official time for those employees in official union capacity to attend Partnership Meetings as described above.

ARTICLE 6 -ALTERNATIVE DISPUTE RESOLUTION

Management and the Local are committed to the use of Alternative Dispute Resolution (ADR) problem-solving methods including mediation and interest-based bargaining. Those involved in the development and use of an ADR system shall be trained in the principles and methods of ADR.

ARTICLE 7-TOTAL QUALITY IMPROVEMENT

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 8 -CHILD CARE

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 9 -CLASSIFICATION

Challenges to classifications will be submitted in writing and will be made within fourteen (14) days of the proposed implementation date.

ARTICLE 10 -COMPETENCE

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 11 -CONTRACTING OUT

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 12-DETAILS, TEMPORARY PROMOTIONS

Section 1: Seniority

Seniority shall be defined as the employee's most recent entrance on duty as an employee of the Lebanon VA Medical Center. In the event of a tie, the service computation date will be utilized to determine to the most senior employee.

In the event a tie continues to exist, the last two (2) digits of the employee's social security number will be the tie breaker (the higher number will be considered to be the most senior); if the last two (2) numbers of the social security match, the numbers will be expanded by one digit until the tie is broken.

Section 2- Temporary Promotions

For the purpose of this Section a GS employee who performs grade-controlling duties of a higher graded position for at least 25% of the time, or a WG employee who performs higher graded duties on a regular and recurring basis shall be temporarily promoted. Employees must meet OPM qualification requirements to be eligible for temporary promotions.

Article 13 –REASSIGNMENTS, SHIFT CHANGES AND RELOCATIONS

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 14 -DISCIPLINE AND ADVERSE ACTION

The parties agree to the concept of progressive discipline, which is discipline designed primarily to correct and improve employee behavior, rather than punish.

The parties also agree to consider alternative discipline, such as last chance and abeyance agreements in all cases.

ARTICLE 15 -EMPLOYEE ASSISTANCE

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 16 -EMPLOYEE AWARDS AND RECOGNITION

The parties agree a union representative will serve on the committee.

ARTICLE 17 -EMPLOYEES RIGHTS

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 18 -EQUAL EMPLOYMENT OPPORTUNITY

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 19 -FITNESS FOR DUTY

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 20 -TELEWORK

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 21 -HOURS OF WORK AND OVERTIME

Section 1 – General Overtime Provisions

- A. Unscheduled hours for part-time and intermittent employees will be scheduled utilizing the provisions of Article 21 Section 4 of the Master Agreement.

- B. During emergency situations employees may be contacted at the employee supplied contact number. Operational need is **NOT** considered an emergency. Employee sleep patterns **WILL** be taken into consideration when calling based on operational need.

- C. Those employees desiring to be included or excluded on a voluntary overtime roster will notify their supervisor in writing. If an employee desires to be removed from the voluntary overtime list the employee will provide the said change in writing to their supervisor.

- D. When it is determined that overtime/unscheduled hours will be required, the employees on duty at “top” of voluntary list will be contacted by the official ordering the overtime/unscheduled hours. If that employee is unable to work the overtime/unscheduled hours, the official will continue this procedure in descending order until an employee is selected to work the overtime/unscheduled hours. An employee who declines to work the overtime/unscheduled hours will go to the “bottom” of the list, as well as the employee selected would go to the “bottom” of the list.

- E. In the event the voluntary program does not satisfy the overtime/unscheduled hours requirements, the official will then mandate the overtime/unscheduled hours.

- F. In situations requiring mandatory overtime, the roster will initially begin and be based on the least senior employee. Once in use the procedures, from E above will be used.

- G. When an employee is pre-scheduled twenty-four (24) hours in advance to work overtime/unscheduled hours and it is determined that the overtime/unscheduled hours are no longer needed, the employee is entitled to at least eight hours of notice of this cancellation.

- H. If contacted less than eight (8) hours prior to the scheduled shift, the employee will have the option to work.

- I. Overtime, unscheduled and intermittent hours may be used to cover staffing shortages. Excessive use of overtime, unscheduled or intermittent hours in any area will be evaluated by Management and the Local to review staffing options to reduce and/or eliminate the need for overtime and unscheduled or intermittent hours.
- J. Employee requested schedule changes must be submitted through management in writing. Upon approval of employee request, management will be required to update the posted schedule. Management has the sole authority to make changes to a posted schedule.
- K. Schedules will be posted two weeks in advance. Management will keep records and tally sheets for weekends, holidays and overtime rosters that will be made available to the union upon request.

ARTICLE 22 -INVESTIGATIONS

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 23 -MERIT PROMOTION

Section 1 – Referral of Candidates

Referral of qualified candidates will be made expeditiously, however no selection will be made until all supplemental qualification statements are received or by seven days after the closing of the announcement, whichever comes first.

ARTICLE 24 -OFFICIAL RECORDS

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 25 -OFFICIAL TRAVEL

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 26 -PARKING AND TRANSPORTATION

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 27 - PERFORMANCE APPRAISAL SYSTEM

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 28 - REDUCTION IN FORCE

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 29 - SAFETY, HEALTH, AND ENVIRONMENT

Section 1 – Work related injury or illnesses

- A. Employees sustaining a work related injury or suffering from a work related illness must:
- a. Report the injury or illness to their on-duty supervisor immediately.
 - b. Report to the Employee Health Clinic for assessment, accompanied by their supervisor if possible.
 - c. Complete VA Form 2162 Report of Accident and either form CA-1 (for injuries) or CA-2 (for illness or occupational disease).
 - d. Assure that the treating physician provides information concerning appropriate light duty assignments and that the information is immediately communicated to their supervisor and the OWCP Specialist.
 - e. Choose continued treatment at the VA or designate a private physician who will provide continuing care.
 - f. Contact the OWCP Specialist and keep them informed of all changes in their condition and work status.
 - g. Make reference to the Medical Center Memorandum on Injury and Compensation and comply with all its other provisions.
 - h. Obtain the earliest date of return to duty from their treating physician and inform their supervisor and the OWCP specialist of this date.
- B. Supervisors will assist employees(s) throughout this process to assure that their employee receives appropriate treatment and benefits, and to facilitate their early return to their full duties. Supervisors will follow all procedures outlined in the Medical Center Memorandum on Injury and Compensation.

Section 2 – Patient-Related Assaults

The parties agree that the safety of our employees and our patients is a paramount concern.

- A. Therefore employees who witness an assault or are assaulted must:
- a. Report the assault to their supervisor/Nurse Manager
 - b. Complete the report forms appropriate to the situation as outlined in the Safety Manual under “Procedures for Patient-Related Assaults”.
 - c. Assist in the treatment team debriefing and/or any investigation of the incident.
- B. Supervisors will assure that:
- a. The assault is appropriately reported to the VA Police.
 - b. Treatment is given and documented for any injured individuals.
 - c. All appropriate forms are completed in a timely manner.
 - d. A treatment team debriefing and/or investigation is completed.
 - e. All other provisions of the Procedures for Patient Related Assaults as outlined in the Safety Manual are followed.

Section 3 – Wellness Program

Management and the Local agree to support wellness activities for the benefit of all employees.

ARTICLE 30 -OCCUPATIONAL HEALTH

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 31 -SILENT MONITORING

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 32 -BREAK AREAS AND LOCKER ROOMS

Section 1: Break areas

A break area will be provided for employees where space is available and will be maintained by the medical center.

Section 2: Locker rooms

Locker rooms will be provided with individual lockers for employees who desire to change into uniforms or whose assignment does not allow for storage of personal items at their worksite. Lockers should be large enough to accommodate clothing and apparel such as winter coats, boots, umbrellas and accessories. The employer shall keep locker rooms in good condition. It is a mutual desire that employee locker rooms will have shower facilities and toilets. There will be at least one locker room for females and one locker room for males in each major building and that when space allows, small lockers will be provided for employees on patient care units and clinics. Provision of appropriate locker rooms, break rooms and equipment will be considered and the Union consulted at the design stage for all new construction, renovations and prior to any changes to existing facilities.

Management agrees to do a complete and thorough walk through of all locker rooms/staff lounges on an annual basis.

ARTICLE 33 -TEMPORARY, PART-TIME EMPLOYEES, And PROBATIONARYL EMPLOYEES

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 34 -JOB SHARING

No Local Supplemental change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 35 -TIME AND LEAVE

Section 1 – Annual Leave (Advanced)

- A. Requests will be submitted in writing, (E-mail or duplicate copies), to the first line supervisor between October 1st and October 31st.
- B. Request for annual leave received after November 1st will be granted, if leave time is available within established unit quotas.
- C. When there are conflicts between employee's annual leave requests, the supervisor will meet with the employees to attempt to satisfactorily resolve the conflict. If this fails, the affirmative decision will be based on the following:

(1) Prior leave taken by the employees for the same period in the previous year. The time period in question will be granted to the employee who did not have prior leave during the same time period.

(2) Seniority that is described as the employee's most recent entrance on duty as an employee of the Lebanon VA Medical Center.

- C. Requests for annual leave will be approved or disapproved by November 30th and all decisions will be communicated to the employees.
- D. Employees working in an area with a posted schedule will be required to give a one (1) week notice prior to the date of the posted schedule to cancel pre-approved leave in blocks of five (5) or more consecutive calendar days (alterations for specific care lines/disciplines may be separately negotiated). Employees working in an area that does not have a posted schedule, the employee will be required to give a one (1) week notice prior to affected leave date to cancel pre-approved leave.

All notifications will be required to be submitted in writing/email.

In the event of a tie with regard to the original request, the most senior employee that had been denied that initial time frame will have the first opportunity to select that time frame as designated leave. The most senior employee will have three (3) days from initial notification to make a decision. In the event the most senior employee declines the leave within the allotted time frame, this time frame will be made available to employees based on the processes outlined in Article 35 Section 1, Paragraph C.

- E. In the event of weather emergencies, notification will be made to supervisors and the Union President, who will then contact appropriate union officers, via email.

Section 2 – Excused Absence (Administrative leave)

Employees will be granted up to four hours of excused absence to donate blood to a VA Lebanon sponsored or endorsed blood program.

ARTICLE 36 -TIMELY AND PROPER COMPENSATION

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 37 -TRAINING AND CAREER DEVELOPMENT

The tuition process will be well publicized to include posting on official bulletin boards, all employee messages and posting in the weekly bulletin. Application requirements and award eligibility procedures and processes will be defined in the announcement(s).

ARTICLE 38 -UNIFORMS

Refer to Medical Center Memoranda entitled; Medical Center Dress Code, and Employee Uniforms.

When these memoranda are re-issued, Management and the Local will negotiate changes as appropriate.

ARTICLE 39 -UPWARD MOBILITY

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 40 -WITHIN GRADE INCREASES AND PERIODOC STEP INCREASES

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 41 -WORKER'S COMPENSATION

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE42 -AFFILIATIONS

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 43 -GRIEVANCE PROCEDURE

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 44 -ARBITRATION

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 45 -DUES WITHHOLDING

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 46 -LOCAL SUPPLEMENT

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 47 -MID-TERM BARGAINING

The parties agree notification regarding midterm bargaining will be submitted in writing.

ARTICLE 48 -OFFICIAL TIME

Section 1 – Local Official Time

A. Officers of the Local will be allocated the following time to perform official union activities (on the clock):

President	40 hours/week
First Vice President	20 hours/week
Treasurer	5 hours/week
Secretary	5 hours/week
Vice President for RN's	5 hours/week
Vice President for Professionals	3 hours/week
Chief Steward	15 hours/week
Safety Officer	10 hours/week

In the event that an officer or steward will need more than the negotiated time, the President of the Local or designee will communicate this to management. When union activities do not require the above negotiated times, officers will resume their normal work duties.

B. Union officers and stewards may choose either the work site or the Union office to conduct union business. The following officers may routinely spend one (1) hour of their work day in the Union office:

Treasurer
Secretary
Vice President for Registered Nurses
Vice President for Professionals

The Safety Officer and the Chief Steward may routinely spend 1 ½ hours of the work day in the Union office. Set work schedules for the President and the First Vice President will be separately negotiated.

- F. Stewards will be granted reasonable official time to represent employees. When they must leave their worksite to do so they will make mutually agreeable arrangements with their immediate supervisor, informing them of the purpose and expected duration of the appointment.
- E. The labor management partnership group will develop and maintain an official tracking system to record official time. The parties agree that if the census numbers change we will reopen the official article to assess appropriate calculation and application of official time.

Section 2 – Authorized Absence

To the maximum extent possible, Management will grant authorized absence for the purpose of attending Union training or district meetings. The approval of the authorized absence will be based upon the information provided by the President of the Local or designee, to include:

- Number of individuals
- Dates requested
- Travel days
- A copy of agenda for meetings, conferences, etc. if available

ARTICLE 48 -RIGHTS AND RESPONSIBILITIES

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 50 -SURVEILLANCE

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 51 -USE OF OFFICIAL FACILITIES

Management agrees to provide bulletin boards in mutually agreed areas for exclusive use by the Local for posting official union information of interest for employees. In addition, space will be provided on all official Human Resources bulletin boards. It is agreed the material for posting will not contain propaganda against or attacks upon any agency, individual or activity of the Federal Government.

The parties agree to meet and discuss related issues if the areas that contain bulletin boards are affected by construction, remodeling and/or re-design of the facility.

ARTICLE 52 -TITLE 38 ADVANCEMENT

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011

ARTICLE 53 -CLINICAL RESEARCH

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 54 -TITLE 38 NURSE PAY/SURVEY

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 55 -VHA PHYSICIAN AND DENTIST PAY

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 56 -TITLE 38 HYBRIDS

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 57 -PHYSICAL STANDARDS BOARD

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 58 -PROFESSIONAL STANDARDS BOARDS

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 59 -PROFICIENCY

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 60 -TITLE 38 REPRESENTATIONS AT BOARDS OR HEARINGS

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 61 -TITLE 38 VACANCY ANNOUNCEMENTS

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 62 -VETERANS CANTEEN SERVICE

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 63 -RESEARCH GRANTS

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 64 -RESEARCH PROGRAMS & DEMONSTRATION PROJECTS

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

ARTICLE 65 -WAGE SURVEYS

Section 1 – Federal Wage System

Management and Local 1966 recognize that the Federal Wage System was established by law in 1972 to provide a uniform pay system for trade, craft, and laboring employees that is representative of the rates of pay for similar occupations in the local area. The adequacy of the WG, WL, and WS pay schedules is directly related to the accuracy of the job matching and gathering of wage data that is performed during the annual wage surveys. Therefore the parties agree to offer their assistance to the Lead Agency by providing the services of officials from management and the union to serve on the local Wage Survey Committee and as a joint labor/management wage survey data collection team.

Section 2 – Nurse Locality Pay

Management and the union also recognize that the accuracy of the data collection process for Nurse Locality Pay is crucial to the maintenance of competitive salary rates for nurses. Therefore management agrees to annually appoint joint survey teams consisting of equal numbers of labor and management data collectors and provide the data collectors with appropriate training.

ARTICLE 66 -TECHNOLOGY FOR ADMINSTERMINERTING, TRACKING, AND MEASURING VBA WORK

No Local Supplement change in language to the Master Contract between the Department of Veterans Affairs and AFGE Local 1966 dated 2011.

DURATION OF AGREEMENT

Section 1- Procedures for implementation of this Local Supplemental Agreement

- A. The local parties shall forward the Local Supplemental Agreement to their respective party once ratification of the membership has occurred.
- B. The national parties shall review the Local Supplemental Agreement within thirty (30) calendar days of its receipt. In the event either of the national parties determines there exists a conflict with the Master Agreement, they shall forward a written document to the respective local and the other national party identifying the conflict for resolution at the local level.

C. This Local Supplemental Agreement shall become effective subsequent to ratification of the membership of AFGE, Local 1966 and approval by the Department of Veterans Affairs and the National VA Council.

Section 2- Duration of Local Supplemental Agreement

The Local Supplemental Agreement shall remain in full force and effect for a period of three (3) years from the effective date. It shall be automatically renewed for three (3) year periods thereafter unless either party gives the other party notice of its intention to renegotiate the agreement no less than sixty (60) days nor more than one hundred twenty (120) days prior to its termination date.

Section 3-Amendments and Modification

Either party may request amendment or modifications of the Local Supplemental Agreement by notifying the other in writing. The notice shall state the nature of the amendment or modification. Such notice must be acknowledged in writing within ten (10) days of receipt and a conference held within thirty (30) days of acknowledgment. If following the conference both parties agree to reopen negotiations on the specified issues, such negotiations will commence within forty-five (45) days or within a mutually agreed time period.

For the Department of Veteran Affairs

For the American Federation of
Government Employees

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