



**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
3rd Exec. V-President
2319 Alava Court
Waldorf, MD 20603

Willie Haywood, Member
6^h Dist. Rep., NVAC
17705 Garden Blvd.
Cleveland, OH 44128

Jeff Sladek, Member
13th Dist. Rep., NVAC
VAMC 3601 S. 6th Ave.
Tucson, AZ 85723

Terence J. Watts, Member
5th Dist. Rep., NVAC
VAMC Orlando
Orlando, FL 32803

August 1, 2016

Todd D. Burnett, Acting Director
VA Medical Center Portland
3710 Southwest US Veterans Hospital Road
Portland, OR 97239

Subject: VISN 20 – VA Portland, HCS Updates Performance Plans for Dental Assistant
GS- 4 through GS -6 (AFGE Local 2157 and AFGE Local 2583)

Dear Mr. Burnett:

In accordance with Article 47 Section 2 C., of the Master Agreement the National VA Council #53 is formally demanding to bargain on VA PHCS updates of Performance Plans for Dental Assistant as cited above in VISN 20 within the Department. Ms. Alma L. Lee, President of the National VA Council#53, will be naming the Union's Chief Negotiator and team members. Please provide the named bargaining team with all information and/or data related to the cited subject. The negotiation of this matter should normally begin no later than twenty (20) workdays after the Management's Chief Negotiator receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The above named bargaining team my 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
2nd Executive Vice President
National VA Council #53

cc: Alma L. Lee, President National VA Council #53
Donald Fowler, 11th District Representative NVAC

AFGE: Good Government We Are Ready



DEPARTMENT OF VETERANS AFFAIRS
Health Care System
3710 SW US Veterans Hospital Road
Portland OR 97239



In Reply Refer To: 648/P3DENT

July 28, 2016

Oscar L. Williams, Jr.
2nd Executive Vice President, NVAC #53
29 Lake Street
Danville, IL. 61832

Subject: Updates to Performance Plans for Dental Assistant GS4 – GS6, Lead Dental Assistant

Dear Mr. Williams,

Effective as early as October 1, 2016 VA Portland Health Care System will begin utilizing new performance plans for Dental Assistants in the Dental Service. This initiative being implemented under VA Secretary McDonald. The updated performance plans were made in accordance with VA Memo "Fiscal Year (FY) 2015 Supplemental General Schedule (GS) Performance Appraisal Plan Guidance" dated 11/19/2014 from the Assistant Secretary for Human Resources and Administration (006). The changes in the performance plans are designed to help the Dental Assistants at the Portland Health Care System (VAPORHCS) Dental service continue to improve our service delivery to our Veterans and their families.

Below I have attached the current and proposed performance plans. The new performance plans have a greater level of direction which is believed will assist the employees in understanding the expectations for their performance.

If you have any questions, comments or bargaining proposals, please submit them to Craig Ling, Chief, Dental Service 503-220-8262 ext. 55860. Absent a response on or before August 25, 2016 will be accepted as concurrence and it will be considered a waiver of your bargaining rights in that regard.

CRAIG LING
Chief, Dental Service

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AFGE National VA Council #53
Mid-Term Bargaining Committee