



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

Oscar L. Williams Jr., Chair 2 nd Exec. V-President 29 Lake Street Danville, IL 61832-6101	Bill Wetmore, Member 3 rd Exec. V-President 2319 Alava Court Waldorf, MD 20603	Willie Haywood, Member 6 th Dist. Rep., NVAC 17705 Garden Blvd. Cleveland, OH 44128	Jeff Sladek, Member 13 th Dist. Rep., NVAC VAMC 3601 S. 6 th Ave. Tucson, AZ 85723	Terence J. Watts, Member President, AFGE Local 559 VAMC Orlando Orlando, FL 32803
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February 9, 2018

Michael C. Tadych, Director
Department of Veterans Affairs
VA Puget Sound, HCS
1660 South Columbian Way
Seattle, WA 98108-1597

Subject: 90 Day Trail Period /Compressed Work Schedule (CWS) Rehabilitation Care
Services/Administrative Staff

Dear Mr. Tadych:

This communication is in response to your 90 day trail period for CWS in Rehabilitation Care Services/Administrative Staff. Article 21 Hours of Work and Overtime, Section 2 Work Schedule Options (AWS and Credit Hours) C. Compressed Work Schedule (CWS), is the negotiated procures that AFGE bargaining unit employee can voluntary use to work a CWS. Bargaining unit employee(s) have every right to submit a request to their supervisor, work a CWS currently under the terms of Article 21 Hours of Work and Overtime, VA/AFGE Master Agreement signed off on March 15, 2011.

The Compressed Tour of Duty proposed by VA Puget Sound would make every employee work a CWS for 90 days trail period. This mandatory use of CWS is a direct conflict with the VA/AFGE Master Agreement. Bargaining unit employee(s) would have to volunteer to work a CWS schedule. AFGE NVAC has not delegated any authority to AFGE Local 498 or AFGE Local 3197 to engage local management officials to re-negotiate the current terms of Article 21.

If you have any questions, please call 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, NVAC
Executive Committee, NVAC

AFGE: Good Government We Are Ready