**National Grievance Form**

**VA FACILITIES:** Atlanta VAMC, Augusta VAMC, Cincinnati VAMC, Dayton VAMC, Denver VAMC, Des Moines VAMC, Durham VAMC, Hines VAMC, Lake City VAMC, Tampa VAMC

**DATE OF OCCURRENCE:** Ongoing

**CONTRACT ARTICLE VIOLATED:** Master Contract Article 18 Section 3 D

**DETAILS:** Article 18 section 3 D says all proficiencies will be completed in a timely manner, as specified by VA policy. VA Handbook 5013 on Performance management says that the proficiency is considered timely if it is delivered to the employee within 60 days of the due date. In the above listed facilities there are RNs who have untimely proficiencies some as far out of date as over 1 year delayed. NNU has been only able to verify anecdotally that in Buffalo, Tuscaloosa and Washington DC VAMCs there are not issues with untimely proficiencies. This issue of rampant untimely proficiencies for Title 38 RNs was brought to Secretary Shinseki’s attention on September 9, 2010 who assured the union this would be addressed and corrected if found to be a problem. Now that RNs can get performance awards as title 5 staff do for Highly Satisfactory and Outstanding proficiency ratings this issue of late ratings has increased the negative effects to the RNs.

**REMEDY REQUESTED:** All RN late proficiencies in all of the NNU-VA facilities be brought to current compliance status within 30 days and communicated to the affected RNs within 15 days of completion. Management at each of the 22 NNU-VA facilities certify that all RN proficiencies are in compliance with article 18 and VHA Handbook 5013 on performance management to deliver all proficiencies within 60 days of the due date. Management shall setup a tracking mechanism to assure compliance with timely proficiency process for all NNU staff RNs. Each local unit shall be provided a copy on a quarterly basis the list of RNs whose proficiencies are due in the upcoming quarter and all those who have not been completed the previous quarter.

SIGNATURE\_\_\_Irma L. Westmoreland, RN Chair NNU-VA\_\_\_ DATE\_\_\_\_1-26-11\_\_