



DEPARTMENT OF VETERANS AFFAIRS
OFFICE LABOR-MANAGEMENT RELATIONS
WASHINGTON DC 20420

OCT 19 2011

Irma Westmorland, R.N.
Chair NNU-VA
5247 Mike Padgett Hwy
Hephzibah, GA 30815

Dear Ms. Westmoreland:

This is in response to your national grievance filed on July 8, 2011, regarding four alleged violations of Public Law 111-163, "Caregivers and Veterans Omnibus Health Service Act of 2010." The allegations concern 1) shift differential and premium pay for work performed on evenings/nights and weekends; 2) probationary period for part-time employees; 3) mandatory overtime under non-emergency circumstances; and 4) exemption for certified registered nurse anesthetists from limitations on authorized competitive pay. The requested remedy is "that the VA immediately adopt and implement policies consistent with this Act, and make all affected nurses whole in all ways." In an e-mail dated August 15, 2011, you granted management's request for an extension to September 23, 2011, to respond to the grievance. Another extension to October 21, 2011, was granted in an e-mail message on September 16, 2011.

In a conference call on October 3, 2011, we discussed the grievance and possible settlement options. We explained that the grievance as written is too broad to allow management to address the alleged violations. As such, you agreed to provide more specific details, including the facilities and names of employees you believe have been negatively impacted. Without this detailed information, we are unable to address the issues raised in your grievance. Please allow us 45 days from the date we receive the necessary information to respond further and address any specific problems.

If you have any questions, please contact Doug Katcher at douglas.katcher@va.gov or (828) 280-8689.

Sincerely,

for Denise Biagnoli
Leslie B. Wiggins