



**NATIONAL VETERANS  
AFFAIRS COUNCIL**  
American Federation of Government Employees  
AFFILIATED WITH THE AFL-CIO

August 25, 2011

**DELIVERED VIA ELECTRONIC AND U.S. MAIL**

Department of Veterans Affairs  
ATT: Leslie Wiggins  
Deputy Asst. Secretary, Labor- Management Relations  
810 Vermont Ave., NW  
Washington, DC 20420

**RE: National Grievance 8/25/2011**

Dear Ms. Wiggins,

Please find the attached national grievance, NG-8/25/2011, concerning the Department of Veterans Affairs failure to comply with Article 47, Section 2(B).

Please contact me at your earliest convenience so we may discuss this matter.

Sincerely,

Ami M. Pendergrass  
Staff Attorney  
AFGE/NVAC

Cc: Alma Lee, William Wetmore, Oscar Williams  
Enclosures

2011 AUG 29 PM 1 22



NATIONAL GRIEVANCE  
NG-08/25/2011

**Date:** August 25, 2011

**To:** Leslie Wiggins  
Deputy Assistant Secretary,  
Labor – Management Relations  
Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

**From:** Ami Pendergrass, Attorney, National Veterans Affairs Council (#53) (NVAC), American Federation of Government Employees (AFGE), AFL-CIO

**Subject:** National Grievance in the matter of the Department of Veterans Affairs (VA) failure to comply with Article 47 – Mid-Term Bargaining concerning national “demand to bargain” notice and submission.

STATEMENT OF CHARGES

Pursuant to the provisions of Article 43, Section 11 of the Master Agreement Between the Department of Veterans Affairs and the American Federation of Government Employees (2011) (MCBA), American Federation of Government Employees/National Veterans Affairs Council (Union) is filing this national grievance against you and all other associated Department of Veterans Affairs (“VA”) officials and/or individuals acting as agents on behalf of the VA for violations as it relates to its failure to comply with Article 47 of the MCBA regarding national “demand to bargain” notice and submission.

Specifically, on or about July 28, 2011 and several incidents prior, the VA, by and through its representatives and/or agents, has:

- (1) In providing notice in changes of working conditions affecting two or more locals, failed and continues to refuse to comply with Article 47, Section 2(B) concerning the 20 workday time limits for submission of the demand to bargain.

In doing so, the VA has violated the following provisions:

- (1) Article 47, Section 2(B); and
- (2) Any and all other relevant articles, laws, regulations, customs and past practices not herein specified.

ATTACHMENT A

**Wetmore, William H.**

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**From:** Williams, Oscar L Jr.  
**Sent:** Monday, July 18, 2011 12:27  
**To:** Wetmore, William H.  
**Subject:** FW: Letters and Proposals  
**Attachments:** DTB GI Procedures.pdf; DTB proposed office moves.pdf  
  
**Importance:** High

Bill, here is a letter that I received today limiting the NVAC's response time to 14 calendar days after receipt of their letter. Agreement states demand to bargain must be submitted within 20 working days after receipt.

Oscar L. Williams Jr.  
2nd Executive Vice President  
AFGE National VA Council #53  
(217) 554-4866 (W)  
(217) 554-4821 (F)  
(217) 361-6319 (C)

---

**From:** Wodek, Donald J.  
**Sent:** Monday, July 18, 2011 11:01 AM  
**To:** Williams, Oscar L Jr.  
**Cc:** Wodek, Donald J.; VHAMIN AFGE 1969 EBoard; VHAMIN AFGE Local 3669 Official Time; Nygaard, Jane; Sirovy, Vicky L  
**Subject:** Letters and Proposals

Dear Mr. Williams:

Please find attached letters and proposals for the following:

Proposed move of the Home & Community Care Department from 4D and Building 68 to Building 77, and the move of VISOR and OEF/OIF/OND Case Management from Building 77 to 4D.

Weekend on-call to cover urgent/emergency GI procedures.

If you have any questions, please call me.

Don Wodek

Donald J. Wodek  
Employee & Labor Relations Specialist  
Minneapolis VA Health Care System  
Minneapolis, MN 55417  
(612) 629-7584 (612) 467-2287 (FAX)



**DEPARTMENT OF VETERANS AFFAIRS**  
Minneapolis VA Health Care System  
One Veterans Drive  
Minneapolis, MN 55417



July 18, 2011

In Reply Refer to: (618/05)

Oscar L. Williams, Jr.  
Chairperson, AFGE Mid-Term Bargaining Committee  
29 Lake Street  
Danville, IL 61832-6101

Dear Mr. Williams:

1. In accordance with the Master Agreement between the Department of Veterans Affairs and AFGE, Article 47, Section 4 (B), please find attached a copy of the Minneapolis VA Health Care System (MVAHCS) proposal regarding weekend on-call to cover urgent/emergency GI procedures.
2. The reason for the change is to ensure that there is staff available with technical expertise in GI procedures and scope cleaning for cases on weekends and holidays. Our planned implementation date is August 27, 2011.
3. If you wish to bargain these changes, please submit your demand to bargain within 14 calendar days after receipt of this notice directly to:

VA Medical Center  
Human Resources Management Service  
(05) HRMS Don Wodek  
One Veterans Drive  
Minneapolis, MN 55417

4. If you have any questions on this notice, please feel free to contact Don Wodek, Employee and Labor Relations Specialist, 612-629-7584.

  
STEVEN P. KLEINGLASS  
Medical Center Director

cc:  
Jane Nygaard, President AFGE 3669  
Vicky Sirovy, President, AFGE, Local 1969



**Department of  
Veterans Affairs**

**Date:** 6/27/2011

**From:** Sheri Lechner

**To:** AFGE 3669, Jane Nygaard  
AFGE 1969, Vicky Sirovy

**Subject:** GI Procedure Weekend On Call

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**The change that is being considered is:**

RN and LPN staff will be on call on holidays and weekends (from 4 p.m. Friday until 7:30 a.m. Monday) to cover urgent/emergency procedures.

**The reason for this change is:**

To ensure there are staff with technical expertise in procedure and scope cleaning available for cases on weekends and holidays.

**The people impacted by this change are:**

RN and LPN staff trained in GI Procedures technical role.

**The date we plan to implement this change is:** August 27, 2011

**The date we expect your response is:** Tuesday July 12, 2011

If you intend to bargain the Impact and Implementation of this change, we will expect your response to include your specific concerns and the representatives you intend to send to the bargaining table with authority to approve agreements. If we do not hear from you by the date indicated above, we will assume that you have no interest in bargaining the change.



DEPARTMENT OF VETERANS AFFAIRS  
Minneapolis VA Health Care System  
One Veterans Drive  
Minneapolis, MN 55417



July 18, 2011

In Reply Refer to: (618/05)

Oscar L. Williams, Jr.  
Chairperson, AFGE Mid-Term Bargaining Committee  
29 Lake Street  
Danville, IL 61832-6101

Dear Mr. Williams:

1. In accordance with the Master Agreement between the Department of Veterans Affairs and AFGE, Article 47, Section 4 (B), please find attached a copy of the Minneapolis VA Health Care System (MVAHCS) proposal regarding the move of the Home & Community Care Department from 4D and Building 68 to Building 77, and the move of VISOR and OEF/OIF/OND Case Management from Building 77 to 4D.
2. The reason for the change is due to patient safety concerns and the need to locate team members of the VISOR and OEF/OIF/OND Case Management within the Medical Center. Our planned implementation date is August 31, 2011.
3. If you wish to bargain these changes, please submit your demand to bargain within 14 calendar days after receipt of this notice directly to:

VA Medical Center  
Human Resources Management Service  
(05) HRMS Don Wodek  
One Veterans Drive  
Minneapolis, MN 55417

4. If you have any questions on this notice, please feel free to contact Don Wodek, Employee and Labor Relations Specialist, 612-629-7584.

STEVEN P. KLEINGLASS  
Medical Center Director

cc:  
Jane Nygaard, President AFGE 3669  
Vicky Sirovy, President, AFGE, Local 1969

1

**Proposed Move of Home & Community Care Department from 4D and building 68 to building 77, and VISOR and OEF/OIF/OND Case Management from building 77 to 4D Union Proposal**

**Background:** Due to patient safety concerns and proximity to team members the VISOR program and OEF/OIF/OND Case Management would like to be located within the medical center. HCC consists of multiple programs that are largely based in providing care in the community, therefore it is not essential that the staff are located in the medical center. HCC Programs and staff that would be moved to building 77 are as follows:

- EC&R Home Telehealth
- Home Based Primary Care
- Community Health Nurse Coordinators
- Community Nursing Home
- Medical Foster Home
- Nursing and PSA staff from Hospice & Palliative Care
- 41 HCC Staff will be affected by this proposed move

Programs and staff that would be moved to 4D are as follows:

- VISOR Program
- 7 Staff will be affected by this proposed move
- OEF/OIF/OND Case Management
- 16 Staff will be affected by this proposed move

**Proposal:** Proposed move of the Home and Community Care (HCC) department from 4D and building 68 to building 77. Current Occupants of building 77 including the VISOR program and OEF/OIF/OND Case Management will move to 4D.

**Timeframe:** The goal is to have this move completed by 8/31/11.

Writer requests that both unions review the proposal and interview staff by 7/22/11. Writer is open to setting up a meeting within this timeframe to address any questions or concerns that may arise during the review period.

Respectfully submitted by Shawna Clausen, MS, RN, CNL, CRRN-HCC Director  
612-467-1658

**ATTACHMENT B**

**Wetmore, William H.**

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**From:** Williams, Oscar L Jr.  
**Sent:** Wednesday, July 20, 2011 16:03  
**To:** Wetmore, William H.  
**Subject:** FW: Letter and Proposal  
**Attachments:** Proposed remodel of pharmacy outpatient.pdf  
  
**Importance:** High

Bill I told you they would not stop with the 14 days response time.

Oscar L. Williams Jr.  
2nd Executive Vice President  
AFGE National VA Council #53  
(217) 554-4866 (W)  
(217) 554-4821 (F)  
(217) 361-6319 (C)

---

**From:** Bohlken, Danette  
**Sent:** Wednesday, July 20, 2011 2:27 PM  
**To:** Williams, Oscar L Jr.  
**Cc:** VHAMIN AFGE 1969 EBoard; VHAMIN AFGE Local 3669 Official Time; Nygaard, Jane; Sirovy, Vicky L  
**Subject:** Letter and Proposal

Mr. Williams,

Please find attached the following letter and proposal for the following:

Proposed remodel of Outpatient Work Stations/Telephone Areas.

If you have any questions, please give me a call.

*Danette J. Bohlken*  
Employee and Labor Relations Specialist  
Human Resources Management Service  
Minneapolis VA Health Care System (MVAHCS)  
Phone: 612-467-4362  
Fax: 612-725-2287



DEPARTMENT OF VETERANS AFFAIRS  
Minneapolis VA Health Care System  
One Veterans Drive  
Minneapolis, MN 55417



July 18, 2011

In Reply Refer to: (618/05)

Oscar L. Williams, Jr.  
Chairperson, AFGE Mid-Term Bargaining Committee  
29 Lake Street  
Danville, IL 61832-6101

Dear Mr. Williams:

1. In accordance with the Master Agreement between the Department of Veterans Affairs and AFGE, Article 47, Section 4 (B), attached please find a copy of the Minneapolis VA Health Care System (MVAHCS) Proposed Remodel of Outpatient Work Stations/Telephone Area. This proposed remodel affects the interests of both AFGE Locals 1969 and 3669 within this facility.
2. Our planned implementation date is in the mid to late September 2011 timeframe, dependent upon the engineering schedule.
3. If you wish to bargain the impact and implementation of this remodel, please submit your demand to bargain within 14 calendar days after receipt of this notice directly to:

Minneapolis VA Health Care System  
Human Resources Management Service  
(05) HRMS Danette Bohlken  
One Veterans Drive  
Minneapolis, MN 55417

4. If you have any questions on this notice, please feel free to contact Danette Bohlken, Employee and Labor Relations Specialist, 612-467-4362.

  
STEVEN P. KLEINGLASS  
Medical Center Director

Attachment

Proposed Remodel of Outpatient Work Stations/Telephone Area

cc:

Jane Nygaard, President AFGE 3669  
Vicky Sirovy, President, AFGE, Local 1969

Date: 7/17/2011

From: Bill Horstman, Outpatient Pharmacy Supervisor

To: AFGE 3689, Jane Nygaard  
AFGE 1969, Vicky Sirovy

Subject: Remodel of Outpatient work stations/telephone area

The outpatient pharmacy work stations/telephone area will be reconfigured, remodeled to add an office for the outpatient line supervisor and improve work stations for privacy, quietness, and better organization. Blueprint provided as attachment.

The people impacted by this change are: All Pharmacy staff that work outpatient

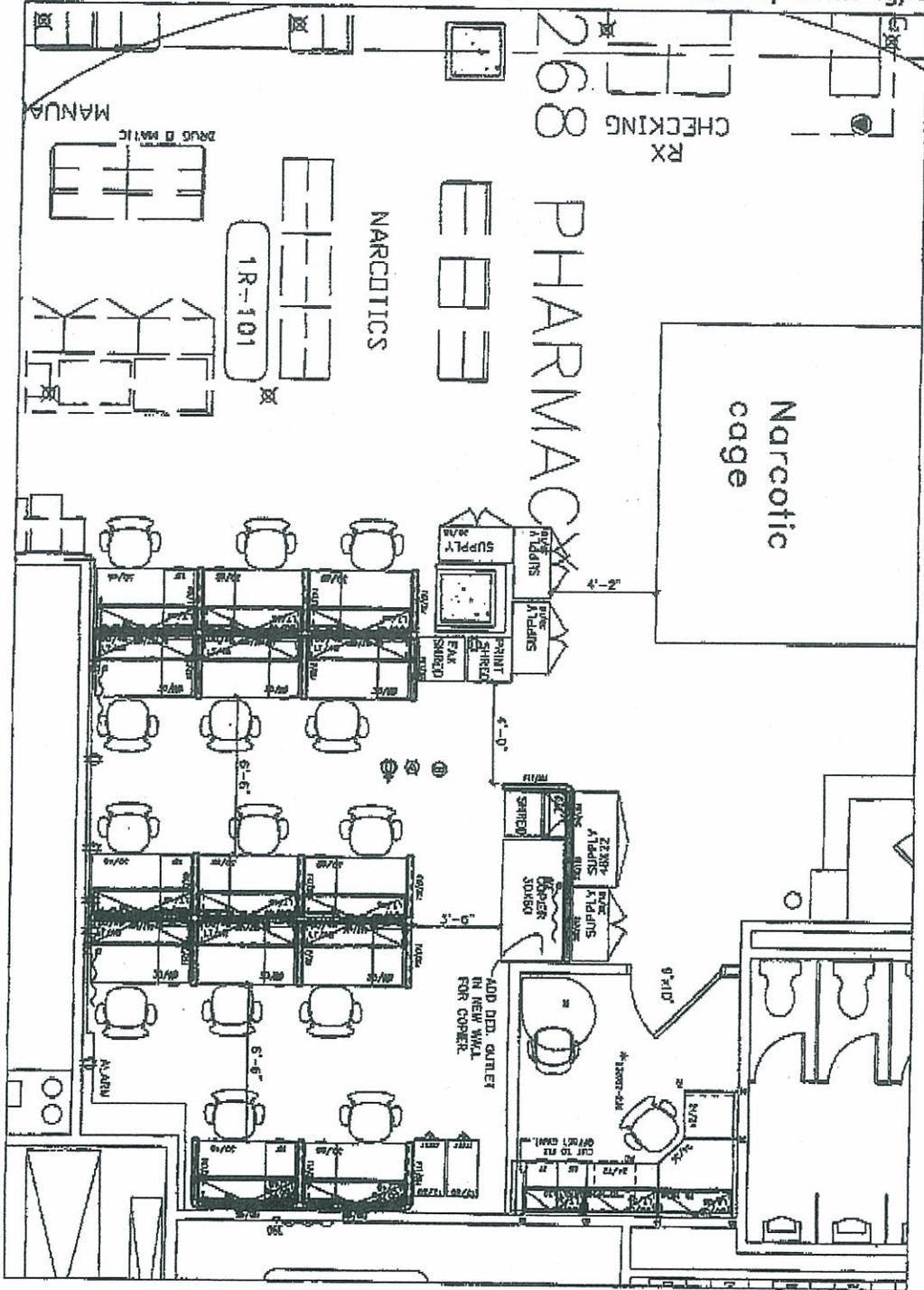
The date we plan to implement this change is: after 9/15/2011 dependant on engineering schedule

If you intend to bargain the impact and implementation of this change, we will expect your response to include your specific concerns and the representatives you intend to send to the bargaining table with authority to approve agreements. If we do not hear from you by the date indicated above, we will assume that you have no interest in bargaining the change.

 7/17/11  
Bill Horstman, RPH

cc: Danette Bohlken, Human Resources Specialist (05)  
Benita Welch, Chief, Pharmacy Service  
Pat Kangas, Inpatient Supervisor  
Lisa Anderson Outpatient Supervisor

C:\Documents and Settings\bseipel\Desktop\Outpatient Pharmacy-furn.dwg, 6/5/2011



**INTEREUM**  
 415 BERNSHIELAN  
 PLYMOUTH, NH 03441  
 PHONE 603.417.5300  
 WWW.INTEREUM.COM

**PROJECT:**  
 VA Medical Center  
 Outpatient Pharmacy  
 1R-101  
 Furniture Plan  
 A02 product

**FURNITURE NUMBER:**  
 255083

**SHEET NAME:**  
 Furniture - Plan View

**SCALE:**  
 1/4" = 1'

**DATE:**  
 06.06.11

**DRAWN BY:**  
 Bseipel

**PHONE:**  
 703.417.3417

**REVISED:**

**APPROVED BY:**

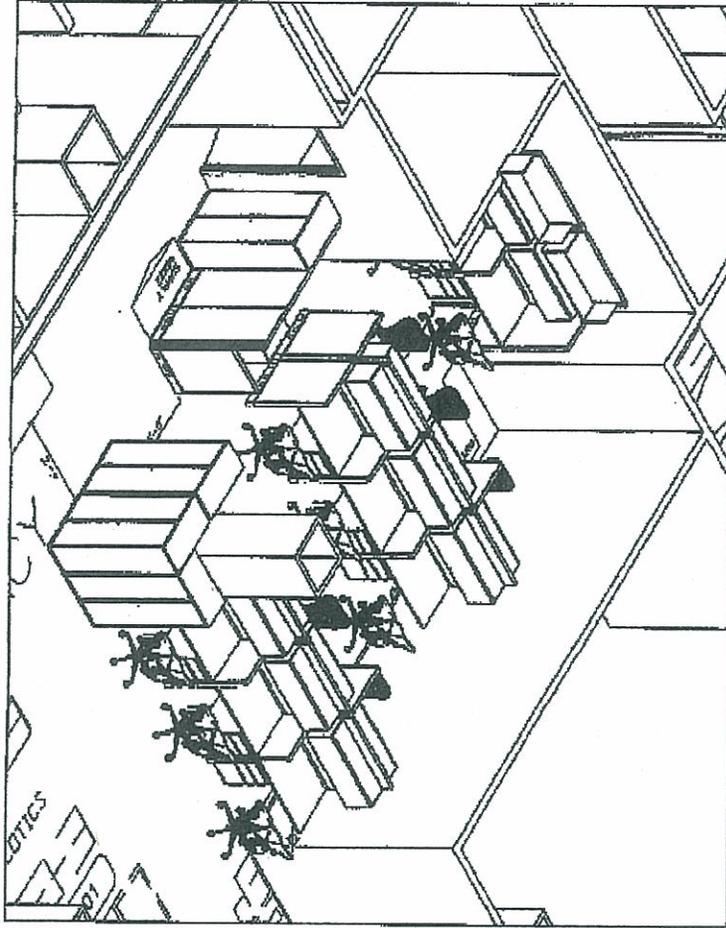
**DRAWING STAGES:**  
 Preliminary  
 Schematic  
 Design Development  
 Construction Documents  
 Construction Administration

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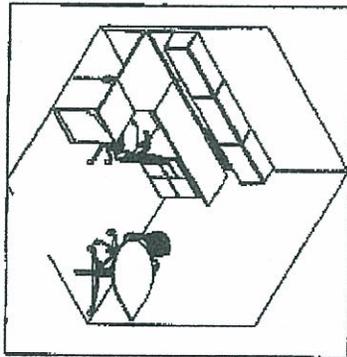
**SHEET NO:**  
 01 of 02

C:\Documents and Settings\bselpel\Desktop\Outpatient Pharmacy-furn.dwg, 6/5/2011 6

OPEN OFFICE [14] WORKSTATIONS 30X48



PRIVATE OFFICE-  
AO2 WALL STRIP  
APPLICATION



**INTEREUM**  
 445 BRIDGE LANE  
 FLYING ROCK, PA 17135  
 PHONE 717.417.2300  
 WWW.INTEREUM.COM

**PROJECT:**  
 VA Medical Center  
 Outpatient Pharmacy  
 1R-401  
 Furniture Plan  
 AO2 product

**FURNITURE NUMBER:**  
 233108

**SHEET NAME:**  
 Furniture-3D View

**SCALE:**  
 as shown  
**DATE:**  
 06.06.11  
**DRAWN BY:**  
 BScipis  
**PHONE:**  
 763.417.2417  
**REVISED:**

**APPROVED BY:**

**DRAWINGS/STAGE:**  
 Preliminary  
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**SHEET NO:**  
 02 of 02

ATTACHMENT C

**Wetmore, William H.**

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**From:** Williams, Oscar L Jr.  
**Sent:** Thursday, July 28, 2011 10:08  
**To:** Wetmore, William H.  
**Subject:** Fw: Proposal and Letter regarding Changes in 4E Bed Status and Hours of Operation  
**Attachments:** Proposal 4E bed status - 7-2011.pdf; Proposal 4E Bed status Letter 7-2011.pdf

Bill the grievance needs to be filed.

---

**From:** Wodek, Donald J.  
**To:** Williams, Oscar L Jr.; VHAMIN AFGE 1969 EBoard; VHAMIN AFGE Local 3669 Official Time  
**Cc:** Wodek, Donald J.; Nygaard, Jane; Sirovy, Vicky L; Myllenbeck, Sharon  
**Sent:** Thu Jul 28 10:05:39 2011  
**Subject:** Proposal and Letter regarding Changes in 4E Bed Status and Hours of Operation

Dear Mr. Williams:

Please find attached a letter and proposal regarding the changes in 4E Bed Status and Hours of Operation.

If you have any questions, please call me.

Don Wodek

Donald J. Wodek  
Employee & Labor Relations Specialist  
Minneapolis VA Health Care System  
Minneapolis, MN 55417  
Phone: (612) 629-7584  
Fax: (612) 467-2287

How was your HR service today? Please take a few moments to complete the HR Customer Service Quick Card at this link [HR Quick Card](#)



DEPARTMENT OF VETERANS AFFAIRS  
Minneapolis VA Health Care System  
One Veterans Drive  
Minneapolis, MN 55417



July 27, 2011

In Reply Refer to: (618/05)

Oscar L. Williams, Jr.  
Chairperson, AFGE Mid-Term Bargaining Committee  
29 Lake Street  
Danville, IL 61832-6101

Dear Mr. Williams:

1. In accordance with the Master Agreement between the Department of Veterans Affairs and AFGE, Article 47, Section 4 (B), please find attached a copy of the Minneapolis VA Health Care System (MVAHCS) proposal regarding the changes in 4E bed status and hours of operation.
2. The reason for the change is to address the need to increase inpatient acute beds. The Minneapolis VA Health Care System is recommitting itself to be a tertiary care center, and it needs to be able to take all appropriate VISN patients. The facility plans to start with eight (8) beds that will be open 24/7. The planned implementation date is no later than September 12, 2011.
3. If you wish to bargain these changes, please submit your demand to bargain within 14 calendar days after receipt of this notice directly to:

Minneapolis VA Health Care System  
Human Resources Management Service  
(05) HRMS Don Wodek  
One Veterans Drive  
Minneapolis, MN 55417

4. If you have any questions on this notice, please feel free to contact Don Wodek, Employee and Labor Relations Specialist, (612) 629-7584.

  
STEVEN P. KLEINGLASS  
Medical Center Director

cc:  
Jane Nygaard, President AFGE 3669  
Vicky Sirovy, President, AFGE, Local 1969



**Department of  
Veterans Affairs**

**Date:**

**From:** Sharon Myllenbeck Chief Nurse Primary & Specialty Medicine SL

**To:** AFGE 3669, Jane Nygaard President, AFGE 1969, Vicky Sirovy President

**Subject: Changes in 4E Bed Status and Hours of Operation**

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**The change that is being planned is:** Primary and Specialty Medicine Service Line will formally convert 14 beds located on 4E to observation/inpatient beds. This unit will have 24/7 hours of operation caring for acute medically ill patients who meet criteria for hospital care. Staff will be hired and trained prior to the beds opening. Staff currently working on 4E will be allowed to maintain their preferred tour, but will be expected to rotate to weekend tours as is written in the Master Agreement. This will occur incrementally as GI procedures will be housed on 4E during phase one of the 3V remodel.

**The reason for this change is:** For many reasons, there is a need to increase inpatient acute beds. We are recommitting ourselves to be a tertiary care center and as such we need to be able to take all appropriate VISN patients. We also need to decrease the amount we spend in Fee Basis and taking appropriate referrals from the community will assist with this goal.

**The people impacted by this change are:** The 4E staff

**The date we plan to implement this change is:** We plan to start with 8 beds that will be open 24/7 starting no later than Sept 12<sup>th</sup>. Opening to 14 beds will occur after GI procedures returns to 3V.

**The date we expect your response is:** August 5<sup>th</sup>

If you intend to bargain the Impact and Implementation of this change, we will expect your response to include your specific concerns and the representatives you intend to send to the bargaining table with authority to approve agreements. If we do not hear from you by the date indicated above, we will assume that you have no interest in bargaining the change.

Sharon Myllenbeck