

From: Franklin, Alberta, VBALAX
Sent: Friday, March 11, 2011 12:01 PM
To: Carson, William, VBAVACO
Subject: RE: Mandatory Overtime

Bill,
AFGE NVAC VBA Midterm Bargaining Committee is formally requesting to bargain on the appropriate arrangements for the adversely affected employees as a result of Mandatory Overtime. We are also requesting a **briefing prior to submitting proposals**. We are requesting that you defer any implementation of Mandatory Overtime until the Agency has met your labor obligation.

From: Carson, William, VBAVACO
Sent: Friday, March 11, 2011 10:41 AM
To: Franklin, Alberta, VBALAX
Subject: Mandatory Overtime

Alberta,

The following information is provided to AFGE concerning mandatory overtime.

Secretary Shinseki has set the critical goals of eliminating the disability claims backlog by 2015 and of processing disability claims so no Veteran has to wait more than 125 days for a quality decision (98 percent accuracy rate) on that claim. Achieving these goals is at the center of our work.

Our mission at VA is to fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are American's Veterans. VA is also to transform into a 21st Century organization that is Veteran-centric, results-driven, and forward-looking. This transformation is demanded by a new era, emerging technologies, the latest demographic realities, and renewed commitments to today's Veterans. To this end, VA must deliver first-rate and timely health care, benefits, and other services to our Nation's Veterans, families and survivors.

Effective April 1, 2011, the use of C&P overtime funding will be restricted to **all** RVSRs and VSRs (with greater than 1 year experience) for 20 hours of mandatory overtime. This practice will continue potentially through the end of FY 2011, pending budgetary resources. During these months, as identified by VBA leadership, **all** RVSRs and VSRs (with greater than 1 year experience) are required to work 20 hours of OT per month (a minimum of 2 hours during any OT session). Special workload-driven exceptions will be determined on a case-by-case basis.

All employees on Performance Improvement Plans (PIPs) are excluded from this policy.

During overtime, RVSRs and VSRs are expected to maintain the production and quality goals outlined in their local performance standard. Failure to maintain the local standards while on mandatory OT may lead to performance management actions.

Local management is encouraged to be flexible in allowing employees to choose days they are scheduled to work overtime. Situations that arise where employees are not able to work 20 hours of overtime per month will be reviewed on a case-by-case basis by local management.

There are no specific leave restrictions (Annual or Sick) in place during this time. Issues regarding leave will reviewed on a case-by-case basis by local management.

All overtime data (both hours and cases worked) must be entered into ASPEN at the conclusion of the employee's overtime shift. Deductible time is not permitted during hours of overtime (100% availability rate).

The goal of this policy is to increase our capacity to serve veterans and their dependents.

Please let me know if you have any questions.

Bill Carson
Labor & Employee Relations
VBA, Office of Human Resources (20M1)
Phone: (202) 461-9457
Fax: (202) 275-5021