



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

Dennis Freeman, Chair Seattle VARO 915 2 nd Ave Seattle WA 98174	Geneva Moore, Member Winston-Salem VARO 251 N Main St Winston-Salem NC 27155	William Tyler, Member St. Louis VARO PO Box 328 St. Louis MO 63166	Barb Tedesco, Member Denver VARO 155 Van Gordon St Lakewood CO 80228	David Bump, Member Portland VARO 100 SW Main St FL 2. Portland, OR 97204
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*Mr. Kevin Nelson, Chief Negotiator
VBA Office of Labor Management Relations (LMR)
Department of Veterans Affairs*

January 20, 2017

Subject: Employee interface for new VSR standards

This is a demand to bargain (DTB) filed under the provisions of Article 47, Sections 1 and 2 of the Master Agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees (AFGE), signed March 15, 2011 (MCBA) with respect to the above referenced subject.

The VBA Midterm Bargaining Committee received Notice and a Briefing on January 10, 2017 regarding the New VSR Performance Standards. During this meeting we were informed that there is a lac of employee interface with systems to see how they are performing.

Any and all implementation already begun should be stopped and VA should cease and desist any further implementation until bargaining has been concluded.

VA shall cease and desist from any and all implementation of the proposed initiative until the bargaining obligation has been satisfied. **Please provide any and all necessary and relevant documents relied upon related to the above subject to the VBA midterm bargaining team.** The VA chief negotiator should contact the undersigned no less than 20 days from the receipt of this DTB.

If you have any questions, please contact the undersigned at 253-677-6224 (or by electronic mail at dennis.freeman2@va.gov).

In Solidarity,

Dennis Freeman

Chair, VBAMTBC

Cc: Alma L. Lee, President, National Veterans Affairs Council #53, AFGE NVAC Executive Committee
Larry Looney, Jan Avant, Barb Tedesco Geneva Moore, William Tyler, William Wetmore Fred Sacchi and David Bump