

**SETTLEMENT AGREEMENT**  
**Between**  
**DEPARTMENT OF VETERANS AFFAIRS**  
**And**  
**NATIONAL VETERANS AFFAIRS COUNCIL,**  
**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO**

**National Grievance NG-6/3/16**  
**Anniversary Date Reports**

**I. Introduction**

The National Veterans Affairs Council, American Federation of Government Employees, AFL-CIO ("Union") and the Department of Veterans Affairs ("VA" or "Agency") (collectively referred to as "the Parties") hereby agree to settle all disputes arising out of the Union's National Grievance, dated June 3, 2016, regarding the Agency's duty to provide bi-weekly reports to AFGE Locals, containing the anniversary dates of union members, according to Article 45 of the 2011 Agency-AFGE Master Agreement ("Master Agreement").

**II. Terms of the Settlement**

- A. By execution of this settlement agreement (hereinafter referred to as "the Agreement"), the Union voluntarily withdraws its National Grievance, dated June 3, 2016, and waives any and all actions, claims, complaints, grievances, appeals, or proceedings of whatever nature, arising from the allegations contained in the National Grievance, with the exception of any grievances that may arise by reason of breach of any term of this Agreement. The Union agrees to promptly provide any document or take other action necessary to effectuate the withdrawal of its National Grievance.
- B. The Agency agrees to fully comply with Article 45 of the Master Agreement, entitled "Dues Withholding."
- C. The Agency agrees that bi-weekly Union Anniversary Date Report Listings are generated by the Austin Information Technology Center ("AITC") and loaded into Roger Software Development within the Personnel and Accounting Integrated Data system ("PAID RSD").
- D. Within one-hundred and fifty (150) days of the execution of this Agreement, the Agency agrees to provide physical copies of all Union Anniversary Date Report Listings, generated since February 1, 2016, to the local union offices in each of the stations listed in Exhibit "A" to this Agreement.
- E. Within thirty (30) days of the execution of this Agreement, the Agency agrees that Payroll/HR Systems Service (PHRSS) will begin conducting ongoing, monthly audits to identify those VA facilities where the printing of bi-weekly Union Anniversary Date Report Listing has been "suppressed" within PAID RSD due to

receipt of undeliverable mail to an AFGE Local. On or before the first payroll period end date of each month, PHRSS will inform the local payroll office at each affected facility that the hard copy printing option has been "suppressed." On or before the EFT Pay Date for the first payroll period of each month, the local payroll office will notify the affected AFGE Local that the hard copy printing option has been "suppressed."

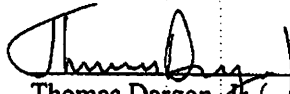
- F. Within thirty (30) days of the execution of this Agreement, the Agency agrees to issue a Memorandum to the Chief Payroll Officer in all VA facilities. Within fourteen (14) days of receipt, the Chief Payroll Officer will be responsible for providing a copy of this Memorandum to each local union office. The Memorandum will contain, at a minimum, the following information:
- Instructions on how AFGE Locals can update mailing addresses with local payroll offices, through the submission of a DFAS remedy ticket, to ensure that the local union office receives a hard copy of the bi-weekly Union Anniversary Date Report Listing, which is generated through PAID RSD and mailed by AITC;
  - Instructions summarizing how local payroll offices can access and, upon request, provide the electronic Union Anniversary Date Report Listings in PAID RSD to AFGE Locals who do not receive a hard copy of the bi-weekly Union Anniversary Date Report Listing from PHRSS.

### III. Stipulations

- A. The Parties have entered into this Agreement freely and voluntarily.
- B. This Agreement does not constitute an admission of guilt, faulty, or wrongdoing by either party.
- C. The obligations of the Parties specific above constitute consideration sufficient to render this Agreement enforceable by either party.
- D. This Agreement shall not serve as precedent for resolving any other complaints, grievances, appeals, or actions that may be filed.
- E. This Agreement constitutes the entire understanding between the Parties regarding the resolution and settlement of the National Grievance, dated June 3, 2016, and there are no other terms or commitments, verbal or written, regarding the settlement of the National Grievance.
- F. Either party may bring a claim in the form of a grievance arising from the breach of any term of this Agreement.
- G. This Agreement may not be modified, except by a written agreement signed by the Parties.


H. All time limits in this Agreement are in calendar days. If a time limit expires on a Saturday, Sunday, or a Federal Holiday, then the time limit shall expire on the next business day.

**For the Union,**

  
\_\_\_\_\_  
Thomas Dargon, Jr.  
Staff Counsel, NYAC  
AFGE, AFL-CIO

5/12/17  
\_\_\_\_\_  
Date

**For the Agency,**

  
\_\_\_\_\_  
Kimberly McLeod  
Acting Executive Director  
Office of Labor-Management Relations  
Department of Veterans Affairs

5/12/17  
\_\_\_\_\_  
Date

<b>fraSTA</b>	<b>UN COD</b>	<b>ADDRESSEE</b>	<b>STREET/PO BOX</b>	<b>CITY/STATE</b>	<b>ZIP</b>
520	A006	AFGE L-0477	325 W VIRGINIA RD	ANDOVER KS	67002
741	A584	AFGE L-0477	325 W VIRGINIA RD	ANDOVER KS	67002
589	A006	AFGE L-0477 ATT: JEAN NORTON	325 W. VIRGINIA RD	ANDOVER KS	67002
589	8013	AFGE L-0477 ATT: JEAN NORTON	325 W. VIRGINIA RD.	ANDOVER KS	67002
334	A006	AFGE L-0477, ATT: JEAN NORTON	325 W. VIRGINIA RD	ANDOVER KS	67002
452	A006	AFGE L-0477, ATT: JEAN NORTON	325 W. VIRGINIA RD	ANDOVER KS	67002
549	A006	AFGE L-0477, ATT: JEAN NORTON	325 W. VIRGINIA RD.	ANDOVER KS	67002
735	A506	AFGE L-0477, ATT: JEAN NORTON	325 W. VIRGINIA RD	ANDOVER KS	67002
523	A505	AFGE L-0507-D.MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
537	A502	AFGE L-0507-DAVID MEYER-TREAS	P O BOX 10822	RIVIERA BEACH FL	33419
212	A501	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
460	A502	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
508	A507	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
516	A508	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
519	A508	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
546	A506	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
548	A001	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
662	A507	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
664	A502	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
673	A503	AFGE L-0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
675	A500	AFGE L-0507-DAVID MYER-TREAS	P O BOX 10822	RIVIERA BEACH FL	33419
103	A534	AFGE L-0507-DAVID MYER-TREASURER	PO BOX 10822	RIVIERA BEACH FL	33419
573	A502	AFGE L-0507-DAVID MYER-TREASURER	PO BOX 10822	RIVIERA BEACH FL	33419
701	A529	AFGE L-0507-DAVID MYER-TREASURER	PO BOX 10822	RIVIERA BEACH FL	33419
733	A001	AFGE L-0507-DAVID MYER-TREASURER	P O BOX 10822	RIVIERA BEACH FL	33419
741	A514	AFGE L-0507-DAVID MYER-TREASURER	PO BOX 10822	RIVIERA BEACH FL	33419
924	A001	AFGE L-0507-DAVID MYER-TREASURER	P O BOX 10822	RIVIERA BEACH FL	33419
103	A002	AFGE L-1151-KEN ROBERTSON SEC/TREAS	245 W HOUSTON ST ROOM 304	NEW YORK, NY	10014
306	A001	AFGE L-1151-KEN ROBERTSON SEC/TREAS	255 W HOUSTON ST ROOM 304	NEW YORK NY	10014
308	A502	AFGE L-1151-KEN ROBERTSON SEC/TREAS	255 W HOUSTON ST ROOM 304	NEW YORK NY	10014
313	A500	AFGE L-1151-KEN ROBERTSON SEC/TREAS	255 W HOUSTON ST ROOM 304	NEW YORK NY	10014

326	A509	AFGE L-1151-KEN ROBERTSON SEC/TREAS	255 W HOUSTON ST ROOM 304	NEW YORK, NY	10014
630	A002	AFGE L-1151-KEN ROBERTSON SEC/TREAS	245 W HOUSTON ST ROOM 304	NEW YORK	10014
777	A500	AFGE L-1151-KEN ROBERTSON SEC/TREAS	255 W HOUSTON ST ROOM 304	NEW YORK NY	10014
674	A511	AFGE L-4032 C/O AGENT CASHIER (04)	7400 MERTON MINTER BLVD	SAN ANTONIO TX	78229
544	A511	AFGE LOCAL 0085	BOX 1206 VAC	LEAVENWORTH KS	66048
589	A005	AFGE LOCAL 0085	PO BOX 1206 VAC	LEAVENWORTH KS	66048
701	A515	AFGE LOCAL 0085	BOX 1206 VAC	LEAVENWORTH KS	66048
701	A519	AFGE LOCAL 0085	BOX 1206 VAC	LEAVENWORTH KS	66048
702	A503	AFGE LOCAL 0085	PO BOX 1206 VAC	LEAVENWORTH KS	66048
730	A500	AFGE LOCAL 0085	BOX 1206 VAC	LEAVENWORTH KS	66048
735	A005	AFGE LOCAL 0085	BOX 1206 VAC	LEAVENWORTH KS	66048
760	A005	AFGE LOCAL 0085	BOX 1206 VAC	LEAVENWORTH KS	66048
897	A005	AFGE LOCAL 0085	PO BOX 1206	LEAVENWORTH KS	66048
757	A006	AFGE LOCAL 0477	325 W VIRGINIA RD	ANDOVER KS	67002
659	A503	AFGE LOCAL 0507-DAVID MYER-TREAS	PO BOX 10822	RIVIERA BEACH FL	33419
316	A003	AFGE LOCAL 0517	PO BOX 49165	ATLANTA GA	30359
319	A502	AFGE LOCAL 0517	PO BOX 49165	ATLANTA, GA	30359
349	A504	AFGE LOCAL 0517	PO BOX 49165	ATLANTA GA	30359
377	A503	AFGE LOCAL 0517	PO BOX 49165	ATLANTA GA	30359
568	A500	AFGE LOCAL 1014	VAMROC 2360 E PERSHING BLVD	CHEYENNE WY	82001
700	A002	AFGE LOCAL 1014	2360 E PERSHING BLVD - VAMROC	CHEYENNE WY	82001
735	A510	AFGE LOCAL 1014	VAMROC 2360 E PERSHING BLVD	CHEYENNE WY	82001
741	A002	AFGE LOCAL 1014	VAMROC 2360 E PERSHING BLVD AFGE	CHEYENNE WY	82001
116	A505	AFGE LOCAL 1159	FED BLDG 1301 CLAY ST BOX#70	OAKLAND CA	94612
341	A509	AFGE LOCAL 1159	FED BLDG	OAKLAND CA	94612
343	A001	AFGE LOCAL 1159	FED BLDG 1301-CLAY ST BOX#70	OAKLAND CA	94612
344	A006	AFGE LOCAL 1201 %SONA ANDERSON	1468 CANVAS DR., UNIT 2	CHULA VISTA, CA	91913
345	A006	AFGE LOCAL 1201 %SONA ANDERSON	1468 CANVAS DR., UNIT 2	CHULA VISTA, CA	91913
377	A006	AFGE LOCAL 1201 %SONA ANDERSON	1468 CANVAS DR., UNIT 2	CHULA VISTA, CA	91913
101	A520	AFGE LOCAL 1201- %SONA ANDERSON	1468 CANVAS DR., UNIT 2	CHULA VISTA CA	91913
341	A006	AFGE LOCAL 1201- %SONA ANDERSON	1468 CANVAS DR., UNIT 2	CHULA VISTA CA	91913
349	A505	AFGE LOCAL 1201- %SONA ANDERSON	1468 CANVAS DR., UNIT 2	CHULA VISTA CA	91913

116	A502	AFGE LOCAL 1904	P O BOX 231	EATONTOWN NJ	07724
118	A009	AFGE LOCAL 1904	PO BOX 231	EATONTOWN NJ	07724
741	A505	AFGE LOCAL 1915	P O BOX 9223	COLUMBIA SC	29209
341	8001	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
341	A505	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
348	A001	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
436	A502	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
496	A501	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
531	A502	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
554	A517	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
593	A512	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
648	A001	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
663	A509	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
701	A580	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
736	A503	AFGE LOCAL 2157	PO BOX 1034	PORTLAND, OR	97207
741	A587	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
907	A001	AFGE LOCAL 2157	PO BOX 1034	PORTLAND OR	97207
345	A501	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
508	A508	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
516	A506	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
537	A507	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
546	A508	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
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554	A506	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
558	A501	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
565	A503	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
568	A501	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
573	A001	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
600	A501	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
603	A504	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
613	A503	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614

619	A506	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
637	A502	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
656	A502	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
657	A503	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
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658	A501	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
659	A506	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
664	A503	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
675	A003	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
675	A510	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
695	A503	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
701	A549	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
701	A590	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
733	A502	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614
741	A543	AFGE LOCAL 2779	PO BOX 142323	GAINESVILLE FL	32614