



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

Paul Fleming, Chair
Jackson VARO
1600 E Woodrow
Wilson Ave
Jackson MS 39216

Geneva Moore, Member
Winston-Salem VARO
251 N Main St
Winston-Salem NC 27155

Fred Sacchi, Member
Providence, VARO
380 Westminster St
Providence RI 02903

David Bump, Member
Portland VARO
100 SW Main St FL 2
Portland, OR 97204

*Mr. Kevin Nelson, Chief Negotiator
VBA Office of Labor Management Relations (LMR)
Department of Veterans Affairs*

November 20, 2017

Subject: OFO Letter 20F-18-01, FY 18 Performance Management.

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 on November 17, 2017 of OFO Letter 20F-18-01, FY 18 Performance Management. AFGE requests a briefing on this matter in order to determine if we need to bargain over the Procedures and Appropriate Arrangements for the employees we represent.

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

Please provide any and all necessary and relevant documents relied upon related to the above subject to the VBA midterm bargaining team

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 information related to the above subject to the VBA midterm bargaining team no later than the briefing. 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 (601)-364-7107 (or by electronic mail at paul.fleming4@va.gov)

In Solidarity,

Paul Fleming

Chair, VBAMTBC

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