



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

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

December 15, 2017

**Subject:** Revised Updated VBA Centralized Reasonable Accommodation Program Directive

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 December 13, 2017 of the Revised Updated VBA Centralized Reasonable Accommodation Program Directive. 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](mailto: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, William Wetmore, Bettie Belcher, and David Bump