



NATIONAL VETERANS AFFAIRS COUNCIL

American Federation of Government Employees, Affiliated with the AFL-CIO

Out of Many/One Union
AFGE NVAC/AFL-CIO

May 4, 2018

Kimberly McLeod
Acting Director
Office of Labor Management Relations
Department of Veterans Affairs
810 Vermont Ave., NW
Washington, D.C. 20420
Kimberly.mcleod@va.gov
Sent via electronic mail

**RE: National Grievance – 03/15/18
FY2018 Performance Management Plan – Invocation of arbitration**

Dear Ms. McLeod:

Pursuant to Article 44, Section 1 of the 2011 Master Agreement Between the Department of Veterans Affairs and the American Federation of Government Employees (“Master Agreement”), this letter serves as notice that the Union invokes arbitration in the above referenced matter. Accordingly, the Union will be making a request to the Federal Mediation and Conciliation Service for a list of arbitrators.

The violation of Article 27 of the Master Agreement described in the above referenced grievance is of the same type as the violation identified in National Grievance NG-9/29/17. Accordingly, the union requested to roll this more recent violation into the litigation of NG-9/29/17 in the interest of efficiency and to avoid wasting taxpayer dollars on duplicative arbitration processes. The union’s requests—initially communicated on February 23, 2018, renewed with the filing of this grievance, and reiterated at the April 26, 2018 hearing of NG-9/29/17—have been consistently opposed by the Agency. Therefore, the Union hereby invokes arbitration on NG-3/15/18 to preserve its right to seek redress for the violations stated therein. Nevertheless, the union maintains that the issue of the violation of Article 27 of the Master Agreement raised in this grievance can and should be decided by the arbitrator with jurisdiction over NG-9/29/17.

If you should have any questions, please do not hesitate to contact me.



Sincerely,



Michael A. Gillman

Staff Counsel, National VA Council

cc: Alma L. Lee, President, AFGE/NVAC
Mary-Jean Burke, Chairperson, Grievance and Arbitration Committee, AFGE/NVAC
Ibidun Roberts, NVAC Supervisory Attorney