

Exhibit 3



U.S. DEPARTMENT OF VETERANS AFFAIRS
Regional Office, Fort Snelling
1 Federal Drive
St. Paul, Minnesota 55111-4050

April 16, 2019

Mr. Michael Gillman
Staff Counsel
National Veterans Affairs Council
AFGE

Sent via email to Michael.Gillman@afge.org

Dear Mr. Gillman:

I am writing in response to your letter of April 4, 2019, regarding office space and equipment for national representative Colin Barrett. As noted in the March 25, 2019, email to Mr. Barrett, office #G404 will be provided for Mr. Barrett's use while performing national representational duties. Mr. Chet Goree will be moved to #G404 from office #3901, which is within controlled-access space housing Office of Information & Technology personnel, and which he minimally occupies.

In consultation with Veterans Benefits Administration (VBA) Labor Management Relations staff, I offer the following:

- Master Agreement Article 51, Section 1, paragraphs (A) through (C) refer to requirements for local AFGE, and the requirement to provide national representatives space separate from the Local. That requirement has been met. Office #G404 is completely separate from the Local AFGE office space.
- The space occupied by Mr. Goree (#3901) is under the physical control of the Office of Information & Technology (OI&T), as Mr. Goree is an OI&T employee, not a Regional Office employee.
 - OI&T leadership reports that the desktop computer in the office currently occupied by Mr. Goree was in place at the time he assumed that space. It is believed that he uses his government issued laptop for both his VA work and his national representational work.
 - The cell phone and laptop in Mr. Goree's possession were issued to him in accordance with his VA position, not his national representational duties.
 - Mr. Goree's current work schedule results in his being physically in the Whipple Federal Building no more than 1.5 days per pay period, and not at all on Fridays. All or none of that 1.5 days may be devoted to national representational duties.

- Good stewardship of government resources precludes the devotion of limited office space for no more than 12 hours out of 80 hours in the pay period, when sufficiently private space is otherwise available.
- A final decision regarding Mr. Goree's space will be made by Mr. Brian Bornick, Area Manager, OI&T, as Mr. Goree is currently occupying space under Mr. Bornick's jurisdiction.
- Your letter references an office within our 4th floor Veterans Service Center (office #4641). A first-line supervisor recently vacated that space upon acceptance of another position. A replacement for that first-line supervisor is imminent; therefore, that space is not available.
- Mr. Barrett has been issued a laptop for his position as a Rating Veterans Service Representative (RVSR). That laptop is suitable for use to conduct his representational duties, and provides the portability needed should he be required to travel. The office space provided for his representational duties is equipped with a docking station, telephone, and a multi-function device for printing. The same equipment is provided in that space for Mr. Goree. As noted previously, OI&T policy prohibits any individual from being issued two devices (i.e., laptop and desktop). Should there be a business reason which requires a desktop computer in addition to the issued laptop, I ask that you provide that reason in writing for OI&T's review and decision.
- Provision of cell phones for Union representatives is covered by an MOU between national AFGE and the VA Office of Labor Management Relations. Mr. Don Stevens is the designated Point of Contact. This issue is not under my jurisdiction.

I hope I have adequately addressed your concerns. If not, please feel free to contact me.

Sincerely,



Kim A. Graves
Director

cc: Kevin Nelson, Labor Relations Specialist, VBA
Brian Bornick, Area Manager, VA Office of Information & Technology