

**Department of  
Veterans Affairs**

**Memorandum**

**Date:** August 18, 2022  
**From:** Associate Medical Center Director  
**Subj:** Step 3 Grievance Response  
**To:** Barbara Casanova – Whitson, President AFGE

1. This is in response to your Step 3 Grievance filed on March 22, 2022. The union charges the facility violated the Master Agreement when they promoted the above employee to Lead File Clerk however, he was not compensated, he was promoted to Lead file Clerk 2009 and is still being rated Lead File Clerk but has not received compensated comparable to the other lead clerk. Your desired adjustments are (verbatim): 1) Pay employee the wages of a Lead File Clerk, retro 2016. 2) Adhere to the Master Agreement. 3) Make employee whole
2. On August 1, 2022, I met with Mr. Smith and his representative to discuss the issues surrounding this grievance. The representative stated Mr. Smith was promoted to a GS-4 Lead File Clerk in 2009 and has continued to be rated as a Lead without being compensated.
3. I have reviewed the grievance and the information that was shared at the meeting. Mr. Smith's SF 50 and eperformance records indicates he has been a GS-4 Lead File Clerk since 2009 and has been performing those duties even though there were no updates made to this position after being reclassified in 2017.
4. Therefore, I am willing to grant the grievance and approve a special contribution award in the amount of \$1026.00 for the duties Mr. Smith performed as a Lead from 2009 to present. I am also willing to promote Mr. Smith from the GS-4 Step10, \$41,967.00 Lead File Clerk 598-04143-A to the GS-5 Step 6, \$42,138.00 Lead File Clerk 598-043720 upon successfully completing a 90-day training period in the GS-5 Lead position.
5. You (Fred Smith) will be given 7 days to accept this offer as resolution to this Step 3 grievance. Failure to respond within 7 days will result in a denial of this grievance.

Digitally signed by CYRIL  
EKEH  
Date: 2022.08.18  
15:53:32 -05'00'

Cyril O. Ekeh, Associate Medical Center Director

I have received the original and one copy of this letter.

FREDERICK T SMITH JA  
Employee Name, Title

8/22/2022  
Date

Mr Smith accept  
Steven Smith  
Fredrick Smith