

AFGE National VA Council Reaches Tentative Agreement on **Largest Union Contract at the VA**

The AFGE National VA Council (NVAC) has reached a tentative agreement on a new contract that will preserve and expand critical protections for VA workers and the veterans we proudly serve.

Together, with the help of thousands of members, the AFGE National VA Council withstood a barrage of attacks to weaken worker protections and privatize the VA.

In addition to renewing nearly all of our 2011 Master Agreement, this tentative agreement includes revisions to Article 23 that aim to help modernize and improve the VA's hiring procedures for the benefit of veterans and VA workers alike. We hope these improvements will help address the chronic staffing shortages that NVAC members have been sounding the alarm on for decades.

Despite years of tough negotiations and attacks from the VA, we never backed down. We never stopped fighting. **In the end, NVAC accomplished what we set out to do:**



PROTECTED
workplace health and safety rules



SAFEGUARDED
rights to negotiate over new policies



DEFENDED
attacks to strip investigation rights



PRESERVED
union official time



MAINTAINED
telework rights



MODERNIZED
the hiring process to reflect changes in the modern day VA workforce



ENSURED
pathways for upward mobility and career advancement



GUARANTEED
the opportunity to improve performance prior to disciplinary action

NVAC is encouraging all union members to
VOTE YES on the tentative agreement!