



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

Oscar L. Williams Jr., Chair  
2<sup>nd</sup> Exec. V-President  
29 Lake Street  
Danville, IL 61832-6101

Bill Wetmore, Member  
3<sup>rd</sup> Exec. V-President  
2319 Alava Court  
Waldorf, MD 20603

Terence J. Watts, Member  
5<sup>th</sup> Dist. Rep., NVAC  
VAMC Orlando  
Orlando, FL 32803

Willie Haywood, Member  
6<sup>th</sup> Dist. Rep., NVAC  
17705 Garden Blvd.  
Cleveland, OH 44128

Jeff Sladek, Member  
13<sup>th</sup> Dist. Rep., NVAC  
VAMC 3601 S. Ave.  
Tucson, AZ 85723

November 3, 2015

Kimberley D. Moseley, Deputy Assistant Secretary  
Office of Labor Management Relations (LMR)  
Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

Subject: VA Directive 0000 Anti-Harassment Policy and VA Handbook 0000 Anti-Harassment Policy and Procedures

Dear Ms. Moseley:

In accordance with Article 47, Section 2, of the Master Agreement, National VA Council #53 is formally demanding to bargain on the VA Directive and VA Handbook as cited above within the Department. Please provide the above named NVAC Mid-Term Bargaining Committee with all information and/or data related to this subject. The negotiations in this matter should normally begin no later than twenty (20) workdays after the Management Chief Negotiator in this matter receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The Mid-Term Bargaining Committee is proving a MOU or our proposals. If you have any questions please call me at (217) 554-4866.

Sincerely,

Oscar L. Williams, Jr.  
Chairperson, Mid-Term Bargaining Committee  
2<sup>nd</sup> Executive Vice President  
National VA Council #53

cc: Alma L. Lee, President National VA Council #53  
NVAC Executive Committee

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**DEPARTMENT OF VETERANS AFFAIRS**  
Deputy Assistant Secretary for  
**OFFICE LABOR-MANAGEMENT RELATIONS**  
Washington DC 20420

Oscar L. Williams, Jr.  
2<sup>nd</sup> Executive Vice President  
AFGE National VA Council  
29 Lake Street  
Danville, IL 61832

November 3, 2015

Dear Mr. Williams:

This is official notification of the new VA Anti-Harassment Policy.

Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors," June 18, 1999, Equal Employment Opportunity Commission (EEOC), requires federal agencies to establish anti-harassment procedures that cover all protected bases of discrimination. The VA Anti-Harassment Policy reflects VA's longstanding policy to maintain a model workplace free from harassment and other forms of discrimination based on race, color, religion, sex (including gender identity, transgender status, sexual orientation, and pregnancy), national origin, age, disability, genetic information, parental status, or retaliation for opposing discriminatory practices or participating in the discrimination complaint process.

The Anti-Harassment Policy outlines roles and responsibilities to help the VA maintain a workplace free from unlawful harassment. It defines harassment that violates this policy. It outlines the rights and responsibilities of employees. It requires periodic training on harassment and this policy. It establishes a system of accountability for ensuring a workplace free from unlawful harassment. This directive is a part of VA's ongoing efforts to provide a model workplace for its employees.

This is a new directive and the potential impact has yet to be determined. Included in this message is the Directive, Handbook, and PowerPoint presentation for your review. Please provide proposals you wish to negotiate to Robyn Stanton, Labor Relations Specialist.

If you have any questions regarding this notification please contact Robyn Stanton, (202) 617-1208. For information regarding the Directive please contact Kenya Brown at (202) 461-4218 or via email at [Kenya.Brown@va.gov](mailto:Kenya.Brown@va.gov).

Kimberly D. Moseley  
Deputy Assistant Secretary  
for Labor-Management Relations

Enclosure:

**RECEIVED**

**NOV - 3 2015**

**AFGE National VA Council #53  
Mid-Term Bargaining Committee**