



*(December 16, 2015)*

In order to further improve the lines of communication and to respond to the concerns between the National VA Council and you our members, I have established a National VA Council Briefing. This NVAC Briefing will bring you the latest news and developments within DVA and provide you with the current status of issues this Council is currently addressing. I believe that this NVAC Briefing will greatly enhance the way in which we communicate and the way in which we share new information, keeping you better informed.

**Alma L. Lee**  
National VA Council, President

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**In This Briefing: LPN Promotion Settlement Agreement ~ GREAT NEWS!**

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In May, 2015, the National VA Council filed a National Grievance, NG-05/26/15, on the VA's failure to promote LPNs and LVNs to the position's full performance level, GS-06, according to the Master Agreement and Handbook 5005/58.

After months of research and input from the field, the NVAC has signed a Settlement Agreement to settle this National Grievance (**see attached**). One of the main terms of the Agreement, which will be posted to the NVAC website, is retroactive promotions for all LPNs/LVNs who were held below the full performance level as of January 1, 2014, including grades 03, 04, and 05.

The VA has agreed to review all LPNs/LVNs under the position's full performance level and if the LPN/LVN was performing at or above the fully satisfactory level in calendar year 2014, the employee will be promoted to the next grade effective either January 1, 2014, or the date that they were due a promotion, whichever is later.

The VA will also conduct a second review for calendar year 2015 promotions for LPN/LVN employees who continue to perform at or above the fully satisfactory level yet are below the position's full performance level, which will result in the retroactive promotion of LPNs/LVNs below the position's full performance level effective either

January 1, 2015, or the date that they were due a promotion in 2015, whichever is later.

These retroactive promotions will include back pay and step consideration from calendar years 2014 and 2015 and must be completed by the Agency within 180 days. Lastly, the Agency will send guidance out to its facilities reminding them of the proper promotion procedures for all employees up to the full performance level.

We understand many of these settlements with the Agency have been slow, but, we got them to complete these retroaction promotions for one year within 180 days.