



(March 24, 2016)

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: MSA Settlement Agreement**  
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In May, 2014, during the wake of the internal audit dealing with the Access Crisis, the VA unilaterally acted to remedy a perceived deficiency by promoting thousands of GS-05 Medical Support Assistants (MSA) in Patient Aligned Care Team (PACT) and Specialty Clinics to GS-06 Advanced MSAs.

While NVAC fully supports the career advancement and promotions of its employees, it filed a National Grievance on the Agency's failure to follow the promotion procedures in both the Master Agreement and the VA's own Handbook. The Council participated in mediation and extensive negotiations with VA to craft a solution that provides all PACT and Specialty Clinic GS-05 MSAs who did not receive promotions the opportunity for promotion to Advanced MSA GS-06. NVAC did not want to craft a settlement that harmed the current MSAs who did receive promotions. Although PACT clinics were readily identifiable, Specialty Clinics varied greatly between facilities. The Council will work closely with National and Local representatives to identify employees and clinics that are eligible for promotion consideration to GS-06 Advanced MSA. Please note that Professional Standards Boards will not be utilized in the execution of this settlement in order to expedite potential promotions.

Additionally, exclusively for the terms of this settlement agreement, all GS-05 MSAs in all clinics across the country who met the administrative requirements of being eligible for a promotion (i.e. in the position for one year and a satisfactory performance evaluation) as of January, 2014, will receive a single referral priority consideration. For the employees to take full advantage of the one-time referral, Locals should encourage employees to stagger the use of their priority consideration to avoid cancelling out other employee's priority consideration.

If Local Union Officials have questions regarding implementation of this settlement, which is attached for your reference, please contact April Fuller at April.Fuller@afge.org.

