



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

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*Mr. Kevin Nelson, Chief Negotiator
VBA Office of Labor Management Relations (LMR)
Department of Veterans Affairs*

September 19, 2016

Subject: Withholding Career Ladder advancements for National Non Rating Team VSRs

This is a demand to bargain (DTB) filed under the provisions of Article 47, Sections 1 and 2 of the Master Agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees (AFGE), signed March 15, 2011 (MCBA) with respect to the above referenced subject.

The VBA Midterm Bargaining Committee received confirmation from management on August 25, 2016 that the office of field operations has put out email guidance that national non-rating team VSRs are considered trained but are not to be promoted to GS-9 until 90 days after they return from challenge. AFGE requests a briefing on this matter in order to determine if we need to bargain over the appropriate arrangements this may have on the employees we represent.

Any and all implementation already begun should be stopped and VA should cease and desist any further implementation until bargaining has been concluded.

The above identified AFGE VBA midterm bargaining team should be provided a briefing before proposals are provided. VA shall cease and desist from any and all implementation of the proposed initiative until the bargaining obligation has been satisfied. Please provide any and all information related to the above subject to the VBA midterm bargaining team no later than the briefing. The VA chief negotiator should contact the undersigned no less than 20 days from the receipt of this DTB.

If you have any questions, please contact the undersigned at 253-677-6224 (or by electronic mail at dennis.freeman2@va.gov).

In Solidarity,

Dennis Freeman

Chair, VBAMTBC

Cc: Alma L. Lee, President, National Veterans Affairs Council #53, AFGE NVAC Executive Committee
Larry Looney, Jan Avant, Barb Tedesco Geneva Moore, William Tyler, William Wetmore Fred Sacchi and David Bump