



**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*

April 6, 2018

Subject: Rescinding of OFO Letter 18-01, FY18 Performance Management Plan.

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Bargaining Committee received notice on April 2, 2018 that OFO letter 18-01, FY18 Performance Management Plan was rescinded effective immediately. VBA managers decided to follow HRML Nos 05-17-05 and 05-17-06, and that they will not abide by the Article 27 of the Master Agreement. AFGE requests a briefing on this matter in order to determine if we need to bargain over the Procedures and Appropriate Arrangements for the bargaining unit employees.

VA shall cease and desist from any and all implementation of the proposed plan 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 3 days before the briefing. The VA chief negotiator should contact the undersigned no less than 10 days from the receipt of this DTB.

Additionally, the level of recognition is national, so AFGE Locals do not have the authority to engage their local management officials on performance management in conflict with Article 27.

If you have any questions, please contact the undersigned at (601)-364-7107 (or by electronic mail at paul.fleming4@va.gov)

In Solidarity,

Paul Harvey Fleming

Chair, AFGE VBA MTBC

Cc: Alma L. Lee, President, National Veterans Affairs Council #53, AFGE NVAC Executive Committee
Larry Looney, Paul Fleming, Geneva Moore, Fred Sacchi, William Wetmore, Bettie Belcher, and David Bump