



Out of Many, One Union  
AFGE NVAC/AFL-CIO

# AFGE MEMBERS AT VBA

## ARE STANDING UP FOR THEIR RIGHTS! JOIN NOW!

Proud  
Employee

Proud VA-VBA  
Employee

Our union is the only organization working to make sure VBA treats its employees with dignity, fairness and respect.

**We are leading the charge to reform VBA's counterproductive performance standards for VBA Employees! VBA should treat veterans like warriors instead of widgets. We are working to win:**

- ▶ Credit For All Work Performed - VSRs and RVSRs should get credit for all of the work they do, and a deferral should not penalize the worker helping a veteran.
- ▶ Elimination of Talk Time - Workers in our National Call Centers should not be penalized for answering a veterans' questions, and should be measured on quality instead of quantity.
- ▶ Expanded Downtime - VBA should not punish workers for factors outside of their control. VBA should more leniently and uniformly grant down time for technical and workflow issues.

**We are fighting for expanding the Use of Telework!**

- ▶ AFGE NVAC has consistently fought for VBA workers to have access to telework.
- ▶ AFGE NVAC fought with the VA at the beginning of COVID to make sure workers were not forced into the office unsafely and had the technology they needed to effectively serve our veterans while teleworking.

**We are keeping Congress informed, serving as the megaphone for your voice on Capitol Hill! We make sure lawmakers know what front-line workers are experiencing in Regional Offices, not just what management tells them.**

- ▶ AFGE NVAC has lobbied on Capitol Hill to show lawmakers that VBA INCREASED production during the COVID-19 pandemic while workers were teleworking.
- ▶ AFGE NVAC has lobbied to increase presumptive conditions and re-establish pre-decisional review to make claims production easier.
- ▶ AFGE NVAC has lobbied for more funds to fix VBA's outdated technology and make it easier to perform your job.
- ▶ AFGE NVAC has lobbied to protect workers from getting their jobs contracted out and sent to other agencies.



Join AFGE and NVAC today. help build a better future for yourself, future VBA workers, and the veterans we serve. Visit [joinafge.org](https://joinafge.org) NOW!

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

