



# VA COLLECTIVE BARGAINING RIGHTS ARE UNDER ATTACK:



- For months the Department of Veterans Affairs has refused to bargain in good faith with AFGE for a new collective bargaining agreement (CBA).
- Instead of working with the union's representatives to negotiate mutually beneficial policies, the VA has instead opted to press for policies that would devastate the rights of VA workers.
- The VA has proposed language that would severely limit the collective bargaining rights of VA workers by drastically restricting representational activities and ending all labor-management partnership groups, among other things.
- The proposed contract language would also negatively affect veterans who receive medical care and vital services at the VA.

## That's Why We Need You to Support the Department of Veterans Affairs Employee Fairness Act

- The VA Secretary has waged a war on health care professionals caring for veterans in VA medical facilities that threatens the ability of veterans to access quality, safe care in a timely manner by exploiting a loophole in the current collective bargaining law for VA medical professionals.
- HR 1133/S.462 would restore full bargaining rights to dedicated front-line clinicians, including physicians, registered nurses, dentists, physician assistants, podiatrists, optometrists, chiropractors and expanded-function dental auxiliaries.
- Over the past two years, the VA Secretary has used its Title 38 collective bargaining policies to carry out extreme, unprecedented attacks on VA clinicians including taking away the right to union representation in agency appeals processes and elimination of all official time for union officials in Title 38 positions.
- These counterproductive, arbitrary policies have been used to silence and harass Title 38 VA clinicians since 2003 by denying them the right to grieve, arbitrate and negotiate over routine matters including overtime pay, scheduling and reassignments.
- Other VA health care personnel and the rest of the VA workforce have full collective bargaining rights, as do medical professionals treating DoD military personnel.

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO



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AFGE



# 10 Things Federal Government Employees Want You to Know



1

We are the American Federation of Government Employees (AFGE). We come from all walks of life and work in many different government agencies.



2

We proudly serve the American people as law enforcement officers, food inspectors, nurses, correctional officers, park rangers, scientists, and nearly every type of job that makes up our economy.



3

Every federal employee takes an oath to support and defend the Constitution, and we take our commitment to serving our country seriously.



4

More than 623,000 veterans work in civilian federal jobs (comprising 31% of all federal civilian employees).



5

85% of us live and work outside the Washington, D.C. area.



6

We're middle class Americans-- most of us take home about \$500 a week.



7

Many of us could make more in the private sector, but we choose to serve our country.



8

While the U.S. population has nearly doubled since 1960, the number of us working in government has stayed the same.



9

We're often blamed for out of control spending, but we're actually the most cost-efficient and effective workforce.



10

When our jobs disappear, we're replaced by contractors who are 2-3 times more expensive. They only answer to their company's bottom line. We answer to the American people.

To learn more about the federal workers in your state or District please contact AFGE at [afgelegislatedepartment@afge.org](mailto:afgelegislatedepartment@afge.org).

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