

VA MANAGEMENT'S CONTRACT PROPOSAL TURNS A DEMOCRACY INTO A DICTATORSHIP



The administration is turning the VA into a dictatorial agency in which you have no say in your own working conditions and no right to hold rogue managers accountable. The proposal seeks to destroy the dignity of workers, many of whom are veterans. It seeks to bust your union and take away your rights at work. Here are a few examples of what the VA wants to do:

Time, Leave, and Holidays

Your leave request can be denied for any reason. You need to submit your leave request 60 days in advance. For leave of 5 consecutive days or more, you need to submit a request 90 days in advance.

Schedule changes

Management also has the right to change work schedules without prior notice to the employee.

Disciplinary and adverse action

The VA can unilaterally change policies regarding disciplinary and adverse actions at any time. That means you could be doing something that wasn't technically wrong, but they can change policies to make it easier to fire you.

Employees' rights and responsibilities

You won't be able to file a grievance on most issues, including an unjust termination, demotion or suspension, performance appraisal, overtime, and leave. All hearings will be held in Washington, D.C.

Telework

Telework is no longer guaranteed; it's up to the supervisor's schedule. You must resubmit a telework request every four months for approval. Those working compressed schedules are no longer eligible.



AFGE is denouncing this sham proposal. Visit www.afge.org/VAContract to see the VA's proposed changes to the current contract.

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO





JOIN AFGE IN 4 EASY STEPS

STEP 1:

Go to www.joinafge.org



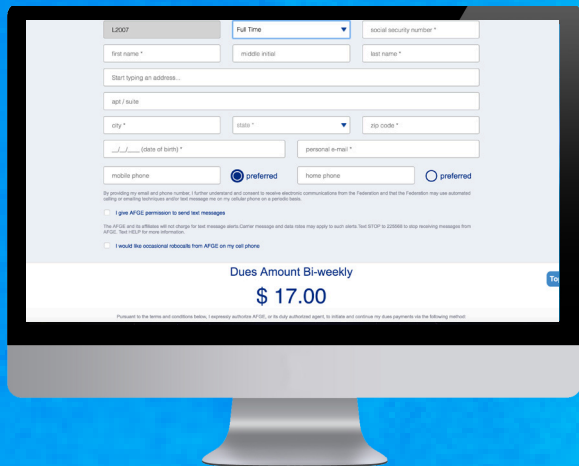
STEP 2:

Select your Agency and Local Number



STEP 3:

Fill out the one-page membership form and click "Join"



STEP 4:

If you're a new member, select a rebate campaign and fill out the brief form (local participation may vary)

