



**NATIONAL VETERANS  
AFFAIRS COUNCIL**  
American Federation of Government Employees  
AFFILIATED WITH THE AFL-CIO

**ALMA L. LEE**  
**President**

January 4, 2021

Michael Picerno  
Acting Executive Director/Alternate Chief Negotiator  
Office of Labor Management Relations (LMR)  
Department of Veterans Affairs  
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RE: Failed Ratification Under Protest

Dear Mr. Picerno:

This letter shall confirm that the partial tentative collective bargaining agreement overwhelmingly failed ratification by the National Veterans Affairs Council's membership.

As we have not agreed to limitations on negotiations following a failed ratification, we look forward to renegotiating the agreement in a manner that will ensure ratification.

It is our belief that our membership would vote to ratify an agreement bargained in good faith. As the entirety of the Department's conduct during negotiations failed to meet the bare minimum requirements of good faith, we respectfully request that the Department return to the table in complete reversal of its prior conduct.

Submitted,

Alma L. Lee  
President  
National Veterans Affairs Council, #53  
American Federation of Government Employees, AFL-CIO