

AFGE: I SERVE VETERANS

TIME TO FIGHT FOR THOSE WHO FOUGHT FOR US



OUR CONTRACT

- **OUR CONTRACT IS CURRENTLY BEING RE-NEGOTIATED**
- AGENCY'S PROPOSED CONTRACT ELIMINATES THE MAJORITY OF THE OUR CONTRACT
 - **ELIMINATES SAFEGUARDS** THAT ENSURE WHISTLEBLOWERS ARE PROTECTED FROM
 - **ELIMINATES ARTICLES THAT GUARANTEE VA EMPLOYEES ARE ADEQUATELY TRAINED**
 - CHANGING THE LANGUAGE THAT PROVIDES VETERANS AND VA WORKERS WITH A SAFE AND SECURE PLACE TO WORK AND TO RECEIVE CARE.
- THREATENS QUALITY CARE FOR VETERANS
- THE ADMINISTRATION'S PROPOSAL **SETS UP VA EMPLOYEES TO FAIL** AND WILL LIKELY LEAD TO WORSE CARE FOR OUR VETERANS.

AGENCY'S PROPOSAL

- BARS EMPLOYEES FROM FILING GRIEVANCES AGAINST UNJUST DISCIPLINARY ACTIONS AND OTHER WORKPLACE VIOLATIONS.
- BARS OUR LOCAL UNION FROM FILING GRIEVANCES AT THE LOCAL LEVEL

AGENCY'S PROPOSAL

- PREVENTS NURSES AND OTHER HEALTH CARE PROFESSIONALS FROM HAVING INPUT INTO ROUTINE WORK MATTERS:
 - TRAINING
 - WORKPLACE SAFETY
 - SCHEDULES AND ASSIGNMENTS

AGENCY'S PROPOSAL

- LEAVES MOST ISSUES TO THE DISCRETION OF MANAGERS, ALLOWING THEM TO PLAY FAVORITES WHEN MAKING DECISIONS ABOUT:
 - REASSIGNMENTS
 - SHIFT SCHEDULING
 - ACCOMMODATIONS FOR EMPLOYEES WITH DISABILITIES
 - AND OTHER ISSUES

AGENCY'S PROPOSAL

- TELEWORK TARGETED
 - SEVERELY RESTRICTS THE ABILITY TO TELEWORK
 - ALLOWS MANAGERS TO CANCEL OR CHANGE TELEWORK AGREEMENTS FOR ANY REASON WITH JUST 12 HOURS ADVANCE NOTICE.

AGENCY'S PROPOSAL

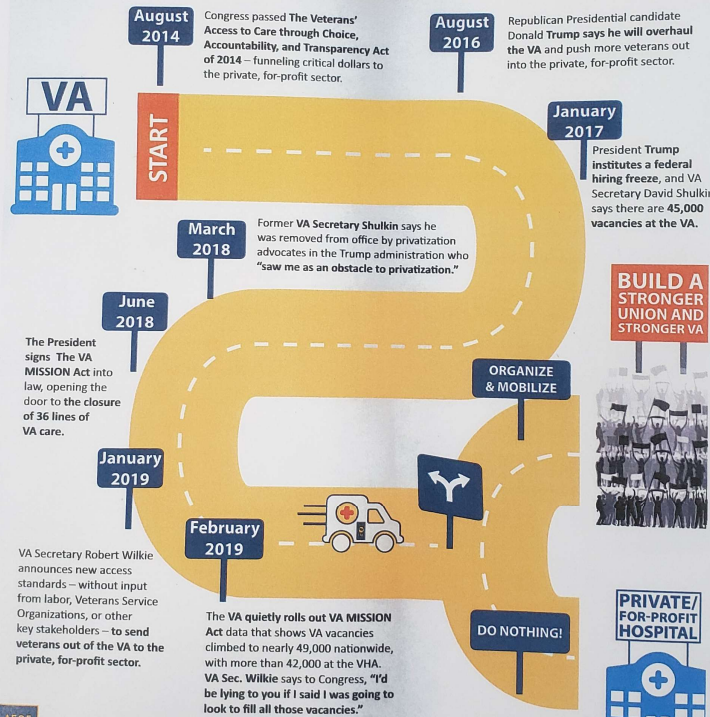
- FAILS TO ADDRESS THE 49,000 VACANT POSITIONS THAT THE VA HAS FAILED TO FILL – THE MAJORITY OF WHICH ARE DOCTORS, NURSES, AND OTHER HEALTH CARE POSITIONS.
- THAT'S AN ALARMING INCREASE OF NEARLY 4,000 VACANCIES SINCE AUGUST OF LAST YEAR, AND THAT MEANS CRUCIAL POSITIONS NEEDED TO SERVE OUR VETERANS ARE CURRENTLY UNFILLED.

THEIR GOAL IS VA PRIVATIZATION

- THEIR GOAL IS TO SILENCE OUR VOICES BY **STRIPPING US OF OUR RIGHTS**
- THEIR CONTRACT PROPOSAL PAVES THE WAY FOR A SCHEME TO OUTSOURCE VETERANS' HEALTH CARE.
- AGENCY'S PROPOSAL JEOPARDIZES PATIENT CARE BY OPENING THE DOOR TO WHOLESALE PRIVATIZATION OF THE VA
- PRIVATIZATION OF VETERANS' HEALTH CARE IS OPPOSED BY:
 - THE VAST MAJORITY OF VETERANS
 - EVERY MAJOR VETERANS' ORGANIZATION

THE RACE TO PRIVATIZATION

For-profit hospitals win, workers and veterans lose



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

THEIR PROPOSAL HURTS US

- THE ADMINISTRATION'S PROPOSAL SETS UP VA EMPLOYEES TO FAIL
- IT SEVERELY LIMITS OUR COLLECTIVE BARGAINING RIGHTS
- THEIR PROPOSED CONTRACT WILL:
 - MAKE IT HARDER FOR FRONT-LINE WORKERS TO GIVE VETERANS THE CARE THEY DESERVE
 - WILL LIKELY LEAD TO WORSE CARE FOR OUR VETERANS.

WE NEED TO FIGHT BACK!

- **VA EMPLOYEE FAIRNESS ACT OF 2019**

- RESTORES COLLECTIVE BARGAINING RIGHTS FOR TITLE 38 EMPLOYEES
- ALLOWS THE UNION TO HOLD THE VA ACCOUNTABLE FOR FOLLOWING THEIR OWN POLICY AS IT RELATES TO:
 - EMPLOYEE COMPENSATION
 - PEER REVIEW
 - PATIENT CARE AND COMPETENCE

URGENT.....FIGHT NOW.....MAKE A CALL

- CALL YOUR REPRESENTATIVE AND SENATORS TODAY. **URGE THEM TO SUPPORT: VA EMPLOYEE FAIRNESS ACT OF 2019**
 - FOR YOUR TWO SENATORS DIAL: 1-833-267-7299. TELL THEM TO **SUPPORT S. 462.**
 - FOR YOUR REPRESENTATIVE DIAL: 1-833-494-6088. TELL THEM TO **SUPPORT H.R. 1133.**
 - **IMPORTANT:** (DO NOT USE YOUR GOVERNMENT EMAIL ADDRESS OR GOVERNMENT PHONE IN CONTACTING YOUR MEMBER OF CONGRESS.)