



# AFGE L910 October 2023 Newsletter

## 2024 Lunch and Learn Dates

- March 27
- June 11
- September 19
- December 4

Please email suggested topics to [910afge@910afge.org](mailto:910afge@910afge.org)



## CLICK

- [1. HOW TO BECOME A RETIRED AFGE MEMBER OF LOCAL 910](#)
- [2. WHY CAN A SUPERVISOR STILL REMAIN A DUES PAYING LOCAL 910 MEMBER?](#)
- [3. AFGE ELECTION MANUAL](#)
- [4. AFGE NATIONAL CONSTITUTION](#)
- [5. WHAT IS INTERNAL UNION BUSINESS AND WHAT DOES IT MEAN TO ME?](#)

# AFGE



## THINKING ABOUT RUNNING FOR OFFICE?

- [PRESIDENT](#)
- [SECRETARY TREASURER](#)
- [TITLE 5 VICE](#)
- [EXECUTIVE VICE](#)

## PARKING SPOT?

Interested in an AFGE parking spot? Send your request to [910afge@910afge.org](mailto:910afge@910afge.org)



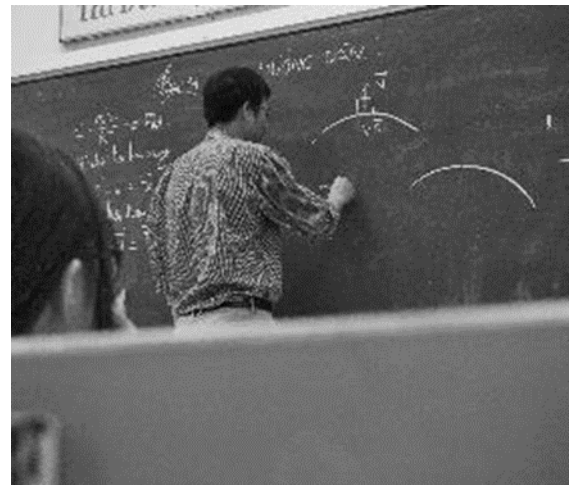
# LMR

## Labor-Management

[Office of Labor-Management Relations \(LMR\) \(va.gov\)](http://va.gov)

### About LMR

LMR facilitates a collaborative working environment by promoting labor-management cooperation and working with labor organizations to improve the delivery of service to Veterans and their families. LMR provides guidance and advice to Department managers and specialists seeking clarification of laws, government-wide regulations, case law and VA policy. In addition, LMR develops and facilitates labor relations training, negotiates national collective bargaining agreements, responds to national grievances, and appraises the effectiveness of VA labor-management relations programs throughout the Agency.







MCBA Dedication  
“The negotiators of  
this Agreement hope  
it will help to create  
unity and respect  
across our great VA.”

Collective bargaining is the preferred, [statutorily established](#) method for employees to participate in making the decisions that affect their working conditions. In collective bargaining there is an equal partnership between management and the employees, speaking through their union representatives, at least as to the matters the law requires be bargained. Agencies have to bargain with unions over all matters affecting working conditions, with certain exceptions.

Typically, collective bargaining agreement is used to describe the master contract, the document that covers a broad range of working conditions. Memoranda of Agreement usually cover single, less comprehensive subjects. They are often used to settle grievances. They don't have any expiration dates; that means that they remain in effect until the parties agree otherwise.

The Master Collective Bargaining Agreement (MCBA) covers a multitude of concerns and issues, including:

- The Rights of the Employer; Employee Rights;
- Employee Counselling and Assistance Program;
- Worker's Compensation; Medical Examinations;
- Health and Safety; Telework; Hours of Work;
- Overtime; Leave; Awards; Merit Promotion; Career Ladder Promotions;
- Reassignment; Details; Position Classification; Reduction in Force (RIF) and Transfer of Function; Contracting Out; and Disciplinary and Adverse Actions.

# MCBA

## Master Collective Bargaining Agreement

This Master Agreement is made between the Department of Veterans Affairs (the Department) and the American Federation of Government Employees (AFGE) National Veterans Affairs Council of Locals (the Union).

After over five years of unwavering dedication, members of the AFGE National VA Council have ratified the 2023 Master Agreement with the VA. This significant achievement showcases the relentless pursuit of a contract prioritizing VA employees and veterans.

The new agreement is a remarkable milestone. It not only preserves 99% of the 2011 Master Agreement but also modernizes Article 23, specifically focusing on Title 5 Merit Promotion. The changes to Article 23 aim to enhance and streamline the promotion process, ensuring a more equitable and merit-based system for VA employees.

With the ratification completed, the VA has been notified and will now initiate a 30-day VA agency head review process. This review will ensure the finalized contract is in accordance with relevant laws and regulations. Assuming Secretary McDonough gives his approval, the much-anticipated 2023 Master Agreement will take effect, ushering in a new era of collaboration and progress.

To celebrate this achievement and the culmination of arduous negotiations, the National VA Council is planning a signing ceremony later this summer. This ceremony will bring together all members of the negotiating teams, serving as a symbol of unity, success, and a promising future under the new contract.

