



Out of Many **One Union**  
AFGE NVAC / AFL-CIO

## NATIONAL VETERANS AFFAIRS COUNCIL

American Federation of Government Employees  
AFFILIATED WITH THE AFL-CIO

**ALMA L. LEE**  
President

April 6, 2023

Dear Local Presidents,

The NVAC Constitution requires that members vote on ratification of a new Master Agreement. That vote may happen at a monthly membership meeting or a special meeting. **It is important to note that only dues-paying members of the bargaining unit may vote.** Also note, the vote is only for or against ratification on the article for which we have tentative agreement.

Attached you will find the tentative collective bargaining agreement between the American Federation of Government Employees, National Veterans Affairs Council and the Department of Veterans Affairs, which includes:

1. Tentative agreement on Article 23 – Title 5 Merit Promotion;
2. Rolled over articles from 2011 Master Agreement.

**Only the tentative agreement on Article 23 – Title 5 Merit Promotion is subject to ratification. The rolled over articles are not subject to ratification.**

Please provide the attached tentative collective bargaining agreement to your members and use your local process to obtain a ratification vote. Again, only dues-paying members of the bargaining unit may vote to ratify this agreement. If the agreement is not ratified by a majority of the members, the bargaining team will return to the table to negotiate with the Department.

**Please email the completed Ratification Form to [ratification@afgenvac.org](mailto:ratification@afgenvac.org).** We need to receive your completed Ratification Forms no later than May 31, 2023.

In solidarity,

Alma L. Lee  
President and Chief Negotiator





We need to receive the completed Ratification Forms no later than May 31, 2023.

Please email the completed Ratification Form to [ratification@afgenvac.org](mailto:ratification@afgenvac.org).

Your Name: \_\_\_\_\_

AFGE Position: \_\_\_\_\_

Local Number: \_\_\_\_\_

(YES, FOR RATIFICATION)

(NO, AGAINST RATIFICATION)

This form is for the ratification of the tentative collective bargaining agreement between AFGE/NVAC and VA.

## RATIFICATION FORM

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