



American Federation of
Government Employees

Memorandum

Notice to Invoke Arbitration on behalf of AFGE Local 17

Dated: July 8, 2024

To: Denise Biaggi-Ayer, Executive Director, Office of Labor Management Relations,
Department of Veterans Affairs (VA, Agency, or Department)

Re: Placing an arbitrary 50 percent cap on telework in violation of the parties'
collective bargaining agreement which allows a range of telework options from
one day per month to full-time telework

From: Douglas E. Massey, Esq., President, American Federation of Government
Employees (AFGE), Local 17, AFL-CIO

On June 24, 2024, Local 17 filed a step-3 grievance concerning the Agency's decision to place a 50% cap on telework in violation of the Master Agreement Between the Department of Veterans Affairs and the American Federation of Government Employees (2023) ("Master Agreement"). The Agency denied the grievance in a decision issued on July 8, 2024. AFGE Local 17 hereby invokes arbitration in this matter per Article 44 of the Master Agreement.

Douglas E. Massey, Esq.

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