

**Department of  
Veterans Affairs**

**Memorandum**

Date: **APR 26 2019**

From: Secretary (00)

Subj: Employment Dispute Settlements (VIEWS 232905)

To: Under Secretaries, Assistant Secretaries, and Other Key Officials

1. I expect managers at every level to address employment disputes, including equal employment opportunity complaints, allegations of prohibited personnel practices such as whistleblower retaliation and appeals of removals and other adverse actions, in the most cost-effective manner, consistent with the goal of building and sustaining high-performing teams to achieve excellent outcomes for Veterans at a good value to taxpayers.

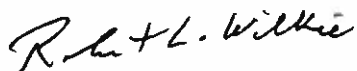
2. I understand many judges require us to engage in settlement negotiations, but I am concerned we are paying too much to settle too many of these cases.

3. Effective immediately, before settling an employment dispute resulting in monetary payment over \$5,000, the settlement authority must receive clearance for the settlement amount by the Under Secretary, Assistant Secretary, or equivalent Senior Executive within the organization in which the dispute occurs.

4. The clearance authority specified in paragraph three may be delegated, in writing, to the Deputy Under Secretary, Deputy Assistant Secretary, or equivalent Senior Executive in which the dispute occurs. In the Administrations, such authority may be further delegated to the Network Director of Veterans Integrated Service Networks, Regional Office Directors, or their equivalents. I expect that the delegator of such authority maintains oversight of clearances issued by the individuals in this paragraph.

5. The memorandum issued on June 30, 2017, by former Secretary Shulkin is hereby rescinded.

6. I direct the Assistant Secretary for Human Resources and Administration to work with the General Counsel and issue, within 60 days, guidance and procedures for implementing this memorandum.



Robert L. Wilkie