

NATIONAL GRIEVANCE

Date: March 10, 2008

To: Meghan Flanz, Deputy Assistant Secretary for Labor-Management Relations,
Department of Veterans Affairs (VA)

Re: Overtime Pay for Police Officers for donning and doffing equipment and related activities assigned to be performed prior to and after their tour

From: Bill Wetmore, Chair, Grievance and Arbitration Committee, National Veterans Affairs Council, #53, (NVAC), American Federation of Government Employees (AFGE)

1. This is a National Grievance (NG) filed under the provisions of Article 42, Section 11 of the Master Agreement between the Department of Veterans Affairs and the American Federation of Government Employees, signed March 21, 1997 (MCBA).
2. It has come to our attention that Police Officers have been required to report before their scheduled tours, and to stay after their scheduled tours. However, these officers have not been paid overtime at more than one facility. This is a violation of Article 20, section 3, paragraphs K and L (20, 3, K and L) as well as other provisions of applicable laws, regulations, directives, handbooks, and agreements that may be determined during the development of this matter.
3. Under these circumstances, the NVAC requests that VA determine all police officers who have not been paid appropriate overtime and reimburse them for at least the prior six years. VA should also make these officers whole in any and all other respects.