



DEPARTMENT OF VETERANS AFFAIRS
DEPUTY ASSISTANT SECRETARY FOR HUMAN RESOURCES MANAGEMENT
WASHINGTON DC 20420

FAX NO. 05-95-21__

Date: October 2, 1995

No. of pages including cover: 5

TO: ALL AFGE FIELD STATIONS - Human Resources Management
Service/Division (05/25/35)

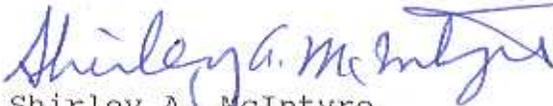
SUBJECT: Memorandum on Notification of Reduction in Force
(RIF)

FROM: PUBLICATIONS CONTROL OFFICER (05A2)

Attached is an announcement regarding a memorandum to All AFGE Locals, regarding Notification of Reduction in Force (RIF). It is important that this document be provided to Local Union Presidents upon receipt at the field facilities.

If there are any questions contact the Labor-Management Relations Service (051), 202-273-4931.

If there are any questions regarding the distribution of this fax, please contact the Publications Control Officer, Shirley A. McIntyre at (202) 273-5008.


Shirley A. McIntyre

Attachment



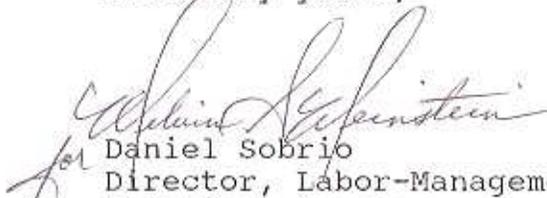
DEPARTMENT OF VETERANS AFFAIRS
DEPUTY ASSISTANT SECRETARY FOR HUMAN RESOURCES MANAGEMENT
WASHINGTON DC 20420

OCT 2 1995

Chiefs, Human Resources Management Service/Division
(Facilities with AFGE units)

Enclosed for your information is a copy of a memorandum to Presidents, All AFGE Locals, regarding Notification of Reduction in Force (RIF). You should provide a copy of this memorandum to the local union upon receipt for their information.

Sincerely yours,

for 
Daniel Sobrio
Director, Labor-Management
Relations Service

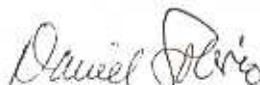
Enclosures

**Department of
Veterans Affairs**

Memorandum

Date: SEP 29 1995
From: Director, Labor-Management Relations Service (051)
Subj: Notification of Reduction in Force (RIF)
To: Presidents, All AFGE Locals

1. As provided by Article 22, Section 2, of the Master Agreement between VA and the American Federation of Government Employees (AFGE), attached is a copy of a letter to Ms. Alma Lee, President of the AFGE National VA Council on the above subject.
2. This notification was provided because, based on anticipated Fiscal Year 1996 funding levels, VA will need to conduct reductions in force with the potential for 150 or more employees receiving specific notices of separation under RIF procedures.
3. While the numbers, types and grades of positions, if any, that may be affected at your facility are not as yet known, you will be provided additional information by your facility management as soon as it is available. Meanwhile, questions may be directed to your Human Resources Management Service or Division.


Daniel Sobrio

Attachment

AUG 28 1995

Ms. Alma Lee, President
National VA Council
American Federation of
Government Employees
VA Medical Center
Salem, VA 24153

Dear Ms. Lee:

Enclosed is a copy of a memo, "FY 96 Planning--Employment Levels", that was sent to Administrations Heads, Assistant Secretaries, and other Key Officials requesting information on the types, numbers, grades and location of positions which could be impacted by reduced FY 96 funding levels.

This information is also being provided to the VA National Partnership Council members for their predecisional involvement in developing the action plans that will be needed to achieve any necessary furloughs, restructuring or downsizing in VA components.

While this constitutes official notification under Article 22 of our Master Agreement, we also look forward to having the Partnership Council address these matters and propose ways to deal with potential outcomes including modification of the advance notification requirements. This will be critical to assure that any furloughs or reductions in employment levels be accomplished as soon as possible after funding levels are known.

2.

In this regard, we may have to ask that the full advance notice period requirements of the agreement be waived. This will save more salary dollars and potentially reduce the number of employees affected.

Please submit any comments you may have to me by September 15, 1995.

Sincerely yours,

Daniel Sobrio, Director
Labor-Management Relations Service

Enclosure