

Date: 30 March 26

From: Assistant Secretary for Human Resources and Administration

Subj: Effect of the Preliminary Injunction on the Termination of the Department of Veterans Affairs-American Federation of Government Employees Master Collective Bargaining Agreement

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

1. The Department of Veterans Affairs (VA) and Secretary Doug Collins (SECVA) are required to implement the United States District Court for the District of Rhode Island's March 13, 2026, Memorandum and Order and March 27, 2026, Order on Plaintiffs' Motion to Enforce the Preliminary Injunction in *NVAC & AFGE Local 2305 v. U.S. Department of Veterans Affairs*, No. 1:25-cv-583-MRD-PAS (D.R.I.) (collectively referred to as "Orders").
2. Pursuant to the Court's Orders, VA officers, agents, employees, attorneys, and any other person acting in concert with or on behalf of VA are instructed not to give any force or effect to the letter issued on March 26, 2026, by SECVA, which notified the American Federation of Government Employees (AFGE) of VA's intent to re-terminate the VA-AFGE Master Collective Bargaining Agreement. Accordingly, the August 8, 2023, VA-AFGE Master Collective Bargaining Agreement, as well as any amendments, local supplemental agreements, past practices, and memoranda of understanding at all levels shall remain applicable and binding in both form and substance. All currently pending grievances and arbitrations submitted under the Master Collective Bargaining Agreement will continue to be processed in accordance with that Agreement. This directive is not applicable to any employee who is not covered by the VA-AFGE Master Collective Bargaining Agreement.
3. VA remains committed to full compliance with all Court Orders. The Department also maintains its actions were lawful and that the Court's rulings are erroneous. VA preserves its right to seek relief through the appeal process.
4. If you have any questions please contact Denise Biaggi-Ayer, Executive Director, LMR at Denise.Biaggi-Ayer@va.gov and vacolmrfags@va.gov.

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