

Statement for the Record  
*from the*  
National Federation of Federal Employees (NFFE-IAM), and  
Service Employees International Union (SEIU)  
*for the*  
Subcommittee on Oversight and Investigations  
Committee on Veterans Affairs  
U.S. House of Representatives  
*Hearing on Pending Legislation*

March 21, 2024

Chairwoman Kiggans, Ranking Member Mrvan, and Members of the Subcommittee:

As the union representatives for tens of thousands of employees within the U.S. Department of Veterans Affairs (VA), we, the undersigned labor unions, are grateful to the Subcommittee for considering pending legislation which will not only benefit our VA professionals, but also the veterans which they have the critical responsibility to care for. We appreciate the opportunity to share our opinions with the Subcommittee as it considers pending legislation that will have a significant impact on the union members which we represent.

**The VA Correct Compensation Act of 2023 (H.R. 6538)**

Both NFFE and SEIU, along with our union colleagues at the American Federation of Government Employees (AFGE), endorse H.R. 6538, the VA Correct Compensation Act of 2023, introduced jointly by House Veterans Affairs Committee Chairman Bost (R-IL) and Ranking Member Takano (D-CA).

Many of our union members are appointed under 38 U.S.C. 7401(1), who are known as “Title 38” employees. Individuals in these positions work as registered nurses, physicians, physician assistants, dentists, among other professionals within the VA. Since 38 U.S.C. 7422 was established in 1991, Title 38 employees have been unfairly prevented from collectively bargaining over workplace issues related to “the establishment, determination, or adjustment of employee compensation.” Unfortunately, this broad language has allowed the VA to deny Title 38 employees the option to file grievances through their union in the event of payroll errors or other administrative mistakes, leading to unjust wage losses.

The VA Correct Compensation Act seeks to clarify that the limitation on grieving issues related to compensation does not preclude employees from grieving routine payroll errors. This technical correction to current law will maintain that VA employees cannot substantively negotiate compensation, but that they do have the ability to file grievances when the VA pays them incorrectly, like all other VA and federal employees. This will increase accountability and transparency within the VA, benefiting both VA clinicians and the patients they proudly serve.

H.R. 6538 is a simple, bi-partisan fix to an easily resolvable issue within the VA. The legislation will help with recruitment and retention of world-class healthcare professionals, at a time when the VA is facing significant challenges with vacancies and attrition. The VA Correct Compensation Act ensures that proud VA employees are properly compensated for the essential services they provide to our nation's veterans.

We thank the subcommittee for the opportunity to submit this statement for the record, and we anxiously await swift action within the U.S. House of Representatives for passage of the VA Correct Compensation Act.

Respectfully submitted,

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