



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

March 18, 2020

**MEMORANDUM FOR THE ASSISTANT SECRETARY FOR HUMAN RESOURCES
AND ADMINISTRATION/OPERATIONS, SECURITY, AND PREPAREDNESS**

SUBJECT: Delegation of Authority to Approve or Disapprove Collective Bargaining Agreements for Units Without National Recognition

1. **DELEGATION.** This memorandum delegates to the Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness, after appropriate consultation with officials in the Administrations and the Office of General Counsel, the authority to approve or disapprove, in accordance with 5 United States Code (U.S.C.) § 7114(c), collective bargaining agreements for units without national recognition.
2. **AUTHORITY.** 38 U.S.C. §§ 303, 512.
3. **RESTRICTIONS.** None.
4. **REDELEGATION.** The Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness may further redelegate this authority to the Chief Human Capital Officer and/or the Executive Director for Labor-Management Relations.
5. **RESCISSION.** Delegation of Authority to Approve or Disapprove Collective Bargaining Agreements, March 21, 2008.
6. **EFFECTIVE DATE.** This delegation of authority is effective upon signature. I waive the 2-year expiration date required by VA Directive 0000, Delegations of Authority, and this delegation is effective for 4 years from the date of signature.

A handwritten signature in cursive script, reading "Robert L. Wilkie", is positioned above the printed name.

Robert L. Wilkie