



Ensuring VA Employee Accountability Act

Background:

Under current VA policy, an admonishment and reprimand can only stay in an employee's record for two and three years, respectively. These limitations make it difficult for VA managers to properly review an employee's performance or grasp an accurate picture of their work history, as there is no record of their poor performance or acts regardless of how many different jobs they have held within the VA.

The Ensuring VA Employee Accountability Act, introduced by Rep. Ryan Costello (R-PA), would require all reprimands and admonishments given to VA employees to remain in their file for as long as they are employed by the department.

This bill is identical to [H.R. 1038](#), which passed the House during the 114th Congress.

The Message:

- The VA's protection of misbehaving employees permits a culture at the Department of Veterans Affairs that allows the failures of a few to overshadow the good work done by the vast majority of VA employees.
- The VA can never truly serve veterans until it ensures that only the most ethical and qualified employees advance and retain VA positions.
- VA managers should know the complete history of their staff or potential hires when determining who is best qualified for any given position.
- If a VA employee fails in their duties to provide services to our veterans, the VA should document these failures, and the employee should be held accountable.