

Exhibit 3: Proposed Website Notice to the Class

A SETTLEMENT HAS BEEN AGREED TO INVOLVING BACK-PAY AND INTEREST FOR THE 566 GS-0083-005 VA SUPERVISORY POLICE OFFICERS WHO WORKED ONE OR MORE WEEKEND SHIFTS BETWEEN JANUARY 11, 2004, AND JULY 13, 2014 BUT DID NOT RECEIVE PREMIUM WEEKEND PAY FOR AT LEAST ONE OF THOSE SHIFTS, AND WHO FILED A TIMELY VALID CLAIM WITH THE CLASS ADMINISTRATOR

A Settlement Agreement has been agreed to under which the United States will pay a lump-sum to a Settlement Fund to settle valid class action claims for back-pay payments and interest for the 566 GS-0083-005 VA supervisory police officers who worked one or more weekend shifts between January 11, 2004, and July 13, 2014 but did not receive premium weekend pay for at least one of those shifts, and who filed a timely valid claim with the Class Administrator, including reasonable attorney fees and costs to be paid by the United States, employer-related taxes, and fees and costs of the Class Action Administrator to be paid by the United States, pursuant to the Back Pay Act (“BPA”).

The Court has approved the Settlement Agreement preliminarily.

Each member of the certified class who filed a timely valid claim will receive a proportionate distribution of the Settlement Fund plus interest based upon the Sunday pay that each eligible individual class claimant should have received.

The proposed settlement is for 100% full payment of authorized valid individual claims as computed by the VA before deduction of approved taxes.

The Court will hold a hearing in a courtroom at the United States Court of Federal Claims, 717 Madison Place, NW, Washington D.C. 20005 on June 24, 2026, to determine whether it should approve the proposed settlement. Attendance at the hearing is not necessary; however, if you wish to be heard orally in opposition to the proposed settlement, you must so state as part of your timely filed objection. Written objections to the proposed settlement by class members will be considered by the Court, but only if such objections are filed in writing with the Clerk of the Court by mail postmarked no later than June 1, 2026. Class members who support the proposed settlement do not need to appear at the hearing or take any other action to indicate their approval.

The Settlement Agreement can be viewed in its entirety on this website as well as Plaintiffs’ motion for approval of the Settlement.