



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL VETERANS AFFAIRS COUNCIL #53
Affiliated with the AFL - CIO
Mid-Term Bargaining Committee**

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September 13, 2012

Thomas C. Smith III, Director
Central Texas Veterans Health Care System
1901 Veterans Memorial Drive
Temple, TX 76504

Subject: VISN 17 CTVHCS Performance Appraisal Programs and Within Grade Increase
Policy 05-002-12 (AFGE Local 1822 and AFGE Local 2109)

Dear Mr. Smith:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally is demanding to bargain on the VISN 17 CTVHCS policy cited above within the Department. Ms. Alma L. Lee will be naming the Union's Chief Negotiator and negotiating team members. Please provide the named bargaining team with any information and/or data concerning the cited subject. The negotiations of this matter should normally begin no later than twenty (20) workdays after the management chief negotiator in this matter receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The named bargaining team may request a briefing over the cited subject above, before sending any proposals. If you have any questions please contact me at (217) 554-4866.

Sincerely,

Oscar L. Williams, Jr.
Chairperson, Mid-Term Bargaining Committee
2nd Executive Vice President
National VA Council #53

cc: Alma L. Lee, President National VA Council #53
Anthony McCray, 10th District Representative NVAC

AFGE: Good Government We Are Ready