



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

Oscar L. Williams Jr., Chair  
2<sup>nd</sup> Exec. V-President, NVAC  
29 Lake Street  
Danville, IL 61832-6101

Bill Wetmore, Member  
3<sup>rd</sup> Exec. V-President  
2319 Alava Court  
Waldorf, MD 20603

Patrick Russell, Member  
8<sup>th</sup> Dist. Rep., NVAC  
VA Blacks Hills, HCS  
Hot Springs, SD 57747

Sandra Eggleston, Member  
13<sup>th</sup> Dist. Rep., NVAC  
VAMC Tucson  
Tucson, AZ 85723

February 26, 2010

John Dandridge Jr., Director  
Mid-South Healthcare Network (VISN 9)  
1801 West End Avenue, Suite 1100  
Nashville, TN 37203

Subject: VISN 9 Learning Needs Evaluation for Front Line Staff – FY2010

Dear Mr. Dandridge:

This communication is in response to your letter dated February 8, 2010, received by me on February 25, 2010. Your letter states the survey is voluntary and responses will be anonymous. However the instruction paragraph to employees, would lead employees to believe their participation is mandatory. The instruction letter does not contain any words of voluntary or anonymous. If the changes are made to the instruction letter, NVAC will approve the survey for bargaining unit employees.

If you have any questions please contact me at (217) 554-4866.

Sincerely,

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

cc: Alma L. Lee, President National VA Council #53  
David Mollett, 5<sup>th</sup> District Representative NVAC

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