



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

Oscar L. Williams Jr., Chairperson 2 nd Exec. V-President, NVAC 29 Lake Street Danville, IL 61832-6101	Patrick Russell, Member 8 th Dist. Rep., NVAC VA Blacks Hills, HCS Hot Springs, SD 57747	Sandra Eggleston, Member 13 th Dist. Rep., NVAC VAMC Tucson Tucson, AZ 85723	Bill Wetmore, Member 3 rd Exec. V-President 2319 Alava Court Waldorf, MD 20603
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July 18, 2007

Meghan Flanz, Deputy Assistant Secretary
for Labor-Management Relations (05LMR)
Department of Veterans Affairs
1575 I Street, N.W., Suite 250
Washington, D.C. 20420

Subject: VHA Integrated Ethics Staff Survey

Dear Ms. Flanz:

The National VA Council #53 is not waiving our rights to approve the VHA Integrated Ethics Staff Survey for bargaining unit employees in the year the survey is to be administered. This letter is not an agreement to VHA plan to administer the survey biannually. Therefore VHA shall provide the NVAC with copy of the proposed survey in the year to be administered, after our review and approval the survey may be provided to bargaining unit employees.

The letter received by NVAC indicates that "Superiors will be encouraged to help staff members find a suitable time during their normal working hours to take the survey." This statement is very close to mandating participation in the survey and should not be done for NVAC bargaining unit employees. NVAC feels a more appropriate statement would be *"Supervisor will be encouraged to inform employees about their voluntary participation in the survey, which shall be done during duty time."*

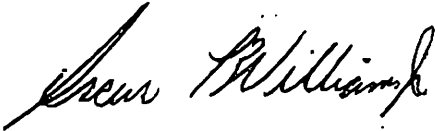
The NVAC is approving the VHA Integrated Ethics Staff Survey for 2007 to be administered to all staff in October 2007.

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NVAC in accordance with Article 46 Section 8 C., is requesting a copy of the survey results, which once completed shall be provide to the NVAC office.

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

Sincerely,

A handwritten signature in cursive script that reads "Oscar Williams, Jr.".

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
Executive Committee, NVAC
Melissa M. Bottrell, MPH, PHD
Denise Biaggi-Ayer, (05LMR)