



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

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

Bill Wetmore, Member
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Willie Haywood, Member
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Jeff Sladek, Member
13th Dist. Rep., NVAC
VAMC 3601 S. 6th Ave.
Tucson, AZ 85723

August 25, 2014

Kimberley D. Moseley, Deputy Assistant Secretary
Office of Labor Management Relations (LMR)
Department of Veterans Affairs
810 Vermont Avenue, NW
Washington, DC 20420

Subject: VHA Procurement Office Dress Code Policy

Dear Ms. Moseley:

In accordance with Article 47, Section 1 C., of the Master Agreement the National VA Council #53 is formally demand to bargain on VHA Procurement Offices Dress Code Policy cited above within the Department. Please provide the NVAC's Mid-Term Bargaining Committee with all information and/or data related to this 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 Mid-Term Bargaining Committee may request a briefing over the cited subject above, before sending any proposals. If you have any questions please call 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
NVAC Executive Committee

AFGE: Good Government We Are Ready



DEPARTMENT OF VETERANS AFFAIRS
Deputy Assistant Secretary for
OFFICE LABOR-MANAGEMENT RELATIONS
Washington DC 20420

AUG 25 2014

Oscar L. Williams, Jr.
2nd Executive Vice President
National VA Council AFGE
29 Lake Street
Danville, IL 61832

Dear Mr. Williams:

The VHA Procurement Office has developed a dress-code policy that defines acceptable dress and grooming guidelines to promote a consistent professional image throughout the organization and to Veterans, visitors, customers and staff.

The policy disallows employee attire and/or appearance that distracts and/or offends Veterans, other members of the public, customers, and staff. To the extent consistent with the policy, casual business attire on Fridays shall be permitted.

Exceptions to the dress-code may be granted for medical and or religious reasons pursuant to an application for reasonable accommodation.

The planned implementation date is September 25, 2014. If you would like to discuss please contact Edson Morales at Edson.Morales@va.gov or (631) 261- 4400 extension 2746. Questions regarding this policy should be addressed to Mr. Eldred Jackson, VHA Associate Director, Procurement Operations, at (202) 632-7811 or at Eldred.Jackson@va.gov.

Sincerely yours

Kimberly D. Moseley,
Deputy Assistant Secretary for
Labor-Management Relations

Enclosure:

