



**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  
29 Lake Street  
Danville, IL 61832-6101

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

Willie Haywood, Member  
6<sup>th</sup> Dist. Rep., NVAC  
17705 Garden Blvd.  
Cleveland, OH 44128

Jeff Sladek, Member  
13<sup>th</sup> Dist. Rep., NVAC  
VAMC 3601 S. 6<sup>th</sup> Ave.  
Tucson, AZ 85723

Terrence J. Watts, Member  
5<sup>th</sup> Dist., Rep., NVAC  
VAMC Orlando  
Orlando, FL 32803

April 6, 2015

Michael J. Murphy, Director  
VA Puget Sound health Care System  
1660 South Columbian Way  
Seattle, WA 98108-1597

Subject: VISN 20 – VA Puget Sound, EMS Standard of Dress and General Appearance  
(AFGE Local 498 and AFGE Local 3197)

Dear Mr. Murphy:

In accordance with Article 47 Section 2 C., of the Master Agreement the National VA Council #53 is formally demanding to bargain on VA PSHCS EMS standard of Dress and Personal Appearance as cited above in VISN 20 within the Department. Ms. Alma L. Lee, President of the National VA Council#53, will be naming the Union's Chief Negotiator and team members. Please provide the named bargaining team with all information and/or data related to the cited subject. The negotiation of this matter should normally begin no later than twenty (20) workdays after the Management's Chief Negotiator receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The above named bargaining team my 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  
2<sup>nd</sup> Executive Vice President  
National VA Council #53

cc: Alma L. Lee, President National VA Council #53  
Donald Fowler, 11<sup>th</sup> District Representative NVAC

**AFGE: Good Government We Are Ready**



DEPARTMENT OF VETERANS AFFAIRS  
Puget Sound Health Care Systems  
1660 South Columbian Way  
Seattle, WA 98108-1597  
April 2, 2015

In Reply Refer To: 663/S-137

Mr. Oscar Williams, Jr.  
2<sup>nd</sup> Executive Vice-President  
NVAC 7<sup>th</sup> District Representative  
29 Lake Street  
Danville, IL 61001

Dear Mr. Williams:

Per Article 47, Section 4, of the 2011 Master Agreement between the Department of Veterans Affairs and the American Federation of Government Employees, this letter is official notification of the intent to establish a standard of dress and general appearance (enclosed) for Environmental Management Services (EMS) employees at both the Seattle and American Lake campuses at VA Puget Sound Health Care System who are represented by AFGE 3197 and AFGE 498 respectively.

The standards are to clarify to EMS employees the expectations necessary to uphold and maintain professionalism in the workforce in order to ensure that EMS provides the best service possible to all its stakeholders/customers, most especially to our Veteran patients.

Please advise of your intent to bargain over the impact and implementation of these standards and if so, who you will designate to bargain in behalf of AFGE. If VA Puget Sound Health Care System does not receive an advisory on intent to bargain in fifteen (15) calendar days after delivery of this notice, we shall determine that AFGE has waived interest in bargaining this matter.

Please contact Max Chico at (206) 658-4299 or e-mail: [Maximo.Chico@va.gov](mailto:Maximo.Chico@va.gov) for any questions regarding this notice. Thank you.

A handwritten signature in blue ink, appearing to read "Deborah Bannister-Sandiford".

Deborah Bannister-Sandiford  
Director, Environmental Management Services

Enclosure

cc:

Beverly Anderson, President, AFGE Local 3197  
Michael Freeman, President, AFGE Local 498  
Don Fowler, NVAC 11<sup>th</sup> District Representative

**RECEIVED**

**APR - 6 2015**

**AFGE National VA Council #53  
Mid-Term Bargaining Committee**