



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

Dennis Freeman, Chair Seattle VARO 915 2 nd Ave Seattle WA 98174	William Tyler, Member St. Louis VARO PO Box 328 St. Louis MO 63166	Geneva Moore, Member Winston-Salem VARO 251 N Main St Winston-Salem NC 27155	Barb Tedesco, Member Denver VARO 155 Van Gordon St Lakewood CO 80228	Dave Bump, Member National Representative 5400 West National Ave Milwaukee, WI 53214
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*Mr. Kevin Nelson, Chief Negotiator
VBA Office of Labor Management Relations (LMR)
Department of Veterans Affairs*

January 13, 2016

Subject: RMC Toolkit Pilot Plan

This is a demand to bargain (DTB) filed under the provisions of Article 47, Sections 1 and 2 of the Master Agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees (AFGE), signed March 15, 2011 (MCBA) with respect to the above referenced subject.

The above identified AFGE VBA midterm bargaining team should be provided a briefing before proposals are provided. VA shall cease and desist from any and all implementation of the proposed initiative until the bargaining obligation has been satisfied. Please provide any and all information related to the above subject to the VBA midterm bargaining team no later than the briefing. The VA chief negotiator should contact the undersigned no less than 20 days from the receipt of this DTB.

Negotiations on this subject should normally proceed no later than 20 workdays after the Management Chief Negotiator receives this DTB. Please cease and desist from any and all implementation until the bargaining obligation has been satisfied. The VBAMTBC requests a briefing before providing any proposals.

If you have any questions, please contact the undersigned at 253-677-6224 (or by electronic mail at dennis.freeman2@va.gov).

In Solidarity,

Dennis Freeman

Chair, VBAMTBC

Cc: Alma L. Lee, President, National Veterans Affairs Council #53, AFGE NVAC Executive Committee
Larry Looney, Fred Sacchi, Jan Avant and William Wetmore