



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

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May 26, 2016

Ralph Gigliotti, Network Director  
VA Northern Indiana, HCS  
1700 E. 38<sup>th</sup> Street  
Marion, IN 46953

Subject: VISN 19 – Implementation of Just Culture Champions Training

Dear Mr. Gigliotti:

In accordance with Article 47, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain on the implementation of the Just Culture Champion Training within VISN 19. Ms. Alma L. Lee, President NVAC will name the Chief Negotiator and team members. Please provide the named bargaining team with any information and/or data concerning the cited subject. The negotiation 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 national bargaining obligation has been met. The named bargaining team may 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  
Jeffery Sladek, 13<sup>th</sup> District Representative NVAC

**AFGE: Good Government We Are Ready**