



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL VETERANS AFFAIRS COUNCIL #53**

**Affiliated with the AFL - CIO
Mid-Term Bargaining Committee**

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November 16, 2016

Kimberly P. McLeod, Acting Executive Director
Office of Labor Management Relations (LMR)
Department of Veterans Affairs
810 Vermont Avenue, NW
Washington, DC 20420

Subject: VA's Limited English Proficiency Policy Statement and Language Access Plan

Dear Ms. McLeod:

National VA Council #53 is formally demanding to bargain on the VA's Limited English Proficiency Policy Statement and Language Access Plan as cited above within the Department. Please provide the above named NVAC's Mid-Term Bargaining Committee with all information and/or data related to this subject. The negotiations in 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 prior to 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