



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

<b>Oscar L. Williams Jr., Chair</b> 2 <sup>nd</sup> Exec. V-President 29 Lake Street Danville, IL 61832-6101	<b>Bill Wetmore, Member</b> 3 <sup>rd</sup> Exec. V-President 2319 Alava Court Waldorf, MD 20603	<b>Willie Haywood, Member</b> 6 <sup>th</sup> Dist. Rep., NVAC 17705 Garden Blvd. Cleveland, OH 44128	<b>Tinita Cole, Member</b> NVAC Nat., Rep. VAMC Dayton Dayton, OH 45428	<b>Nicholas Keogh, Member</b> NVAC Nat., Rep VACO 811 Vermont AVE Washington, DC 20420
---	---	--	--	---

March 1, 2023

Denise A. Biaggi-Ayer, Executive Director  
Office of Labor Management Relations (LMR)  
Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

Subject: VA Notice 23-0X Separation Procedures for Certain Title 38 Probationary Employees  
VA Handbook 5021, Employee-Management Relations, Part III, Chapter 1, Title 39  
Probationary Employees Revision

Dear Ms. Biaggi-Ayer:

In accordance with Article 47, Section 2, of the Master Agreement, National VA Council #53 is, formally demanding to bargain on VA Notice 23-0X Separation Procedures for Certain Title 38 Probationary Employees VA Handbook 5021, Employee-Management Relations, Part III, Chapter 1, Title 39 Probationary Employees Revision as cited above within the Department. Please provide the NVAC's Title 38 Mid-Term Committee named above 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 NVAC's Title 38 Mid-Term Committee may request a briefing over the cited subject above, before sending any proposals. If you have any questions, please call me at (217) 554-4979.

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  
NVAC Executive Committee  
Title 38 Mid-Term Committee

**AFGE: Good Government We Are Ready**