



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

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| <b>Oscar L. Williams Jr., Chair</b><br>2 <sup>nd</sup> Exec. V-President<br>29 Lake Street<br>Danville, IL 61832-6101 | <b>Bill Wetmore, Member</b><br>3 <sup>rd</sup> Exec. V-President<br>2319 Alava Court<br>Waldorf, MD 20603 | <b>Tinita Cole, Member</b><br>6 <sup>th</sup> District Rep.,<br>VAMC Dayton.<br>Dayton, OH 45428 | <b>Nicholas Keogh, Member</b><br>National Rep.<br>811 Vermont Ave<br>Washington, DC 20420 | <b>Linda Ward-Smith, Member</b><br>President AFGE Local 1224<br>6900 North Pecos Rd<br>North Las Vegas 89086 |
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December 14, 2023

Laura Ruzick, Network Director  
Veterans Integrated Service Network 10  
4605 Duke Drive, Suite 800  
Mason, OH 45040

Subject: VISN 10 – Incentive Awards and Recognition Program SOP V10-23-009

Dear Ms. Ruzick:

In accordance with Article 47 Section 4 B, of the Master Agreement the National VA Council #53 formally demands to bargain on Incentive Awards and Recognition Program as cited above in VISN 10 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 on 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 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) 554-4979.

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  
Tinita Cole, 6<sup>th</sup> District Representative, NVAC

**AFGE: Good Government We Are Ready**