



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

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

Oscar L. Williams Jr., Chair  
2<sup>nd</sup> Exec. V-President  
29 Lake Street  
Danville, IL 61832-6101

Bill Wetmore, Member  
3<sup>rd</sup> Exec. V-President  
2319 Alava Court  
Waldorf, MD 20603

Patrick Russell, Member  
8<sup>th</sup> Dist. Rep., NVAC  
VA Blacks Hills, HCS  
Hot Springs, SD 57747

Sandra Eggleston, Member  
13<sup>th</sup> Dist. Rep., NVAC  
VAMC Tucson  
Tucson, AZ 85723

December 16, 2009

Scott Holliday, Acting Deputy Assistant Secretary  
Office of Labor Management Relations (LMR)  
Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

Subject: Employee Education System (EES) e-learning Producers FY2010 Performance Standards/Plans

Dear Mr. Holliday:

The National VA Council #53 is providing our comments on the above cited subject. Article 26 - Performance Appraisal was designed to allow for bargaining unit employees to meet their performance standards, thereby meeting the customer's goals. EES proposed performance standard does not allow for all levels of achievement, as proposed the standards are not based upon any objective criteria, fair, reasonable, realistic or attainable.

NVAC was provided with a VA e-Learning Design Standards with no references to see if the manual is permits accurate measurement of the unit employee(s) performance plans.

If you have any questions please call 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  
NVAC Executive Committee

**AFGE: Good Government We Are Ready**