



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

Oscar L. Williams Jr., Chair
2nd Exec. V-President
29 Lake Street
Danville, IL 61832-8101

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

Willie E. Haywood Jr, Member
6th Dist. Rep., NVAC
17705 Garden Blvd
Cleveland, OH 44128

Jeff Sladek, Member
13th Dist. Rep., NVAC
VAMC 3601 S. 6th Avenue
Tucson, AZ 85723

October 11, 2011

Dennis H. Smith, Director
VA Maryland Health Care System
Department of Veterans Affairs
10 North Greene Street
Baltimore, MD 21201

Subject: Demand to Bargain – VISN5 VAMHCS Policy Memorandum 512-05/HR-015
Performance Appraisal Program Title 5 and Title 38 Hybrid Positions (AFGE Local
331 and AFGE Local 1923)

Dear Mr. Smith:

The national parties have negotiated in the VA/AFGE Master Agreement effective March 15, 2011 Article 27 – Performance Appraisal System for bargaining unit employees cover in our (AFGE) unit. AFGE Local 331 and AFGE Local 1923 do not have the authority to negotiate on this matter that will change or alter the national parties' agreement. The National VA Council would like a copy of any authorization the Department has given VA Maryland, HCS to alter or make changes to Article 27. AFGE Local 331 and AFGE Local 1923 do not have the authority to negotiate on the cited subject above. If you have any questions please contact 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
William "Bill" Wetmore, 3rd Executive Vice President, NVAC

AFGE: Good Government We Are Ready