



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

Oscar L. Williams Jr., Chair
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November 9, 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-022
VAMHCS Orientation Program (AFGE Local 331 and AFGE Local 1923)

Dear Mr. Smith:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain over the cited subject listed above in VISN 5 within the Department. Ms. Alma L. Lee will be naming the Chief Union Negotiator and negotiating team. Please provide the named bargaining committee with any information and/or data concerning the cited subject. The negotiations of this matter should normally begin no later than ten (10) 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 named bargaining committee may request a briefing over the cited subject above, before sending any proposals. 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