



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

Oscar L. Williams Jr., Chairperson 3rd Exec. V-President, NVAC
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May 21, 2004

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AFGE NVAC

Bonnie M. Kerber, VHA HRM Consultant
Department of Veterans Affairs
206 Woodbury Circle
Council Bluffs, IA 51503

Subject: Demand to Bargain - Implementation of "Dress Code Policy" and/or "Employee Appearance Standards" in VHA

Dear Ms. Kerber:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council is formally demanding to bargain implementation of Dress Code and /or Employee Appearance Standards being proposed throughout VHA in the Department. 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
National VA Council #53

cc: Alma L. Lee, President National VA Council #53
Ronald E. Cowles, Associate Deputy for LMR
Executive Committee NVAC

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Creating A Shared Vision For The 21st Century**