



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

<b>Oscar L. Williams Jr., Chairperson</b> 3 <sup>rd</sup> Exec. V-President, NVAC 29 S. Lake Street Danville, IL 61832-6101	<b>Patrick Russell, Member</b> 8 <sup>th</sup> Dist. Rep., NVAC VA Blacks Hills, HCS Hot Springs, SD 57747	<b>Sandra Eggleston, Member</b> 13 <sup>th</sup> Dist. Rep., NVAC VAMC Tucson Tucson, AZ 85723	<b>Bill Wetmore, Member</b> NVAC, Nat. Rep. 2319 Alava Court Waldorf, MD 20603
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September 3, 2002

Ronald E. Cowles, Associate Deputy, LMR  
Office of Labor Management Relations (LMR)  
Department of Veterans Affairs, Suite 215  
810 Vermont Avenue, NW  
Washington, DC 20420

**Subject: Demand to Bargain – VA “Replacement of Employee Self Service (ESS) with Employee Express (EXX)”**

Dear Mr. Cowles:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council is formally demanding to bargain over the cited subject above. Please provide the named bargaining committee with any information and/or data concerning the cited subject above. 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  
Executive Committee, NVAC

**AFGE: The Future Is Ours  
Creating A Shared Vision For The 21<sup>st</sup> Century**