



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

Oscar L. Williams Jr., Chairperson 3 <sup>rd</sup> Exec. V-President, NVAC 29 S. Lake Street Danville, IL 61832-8101	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	Bill Wetmore, Member 2 <sup>nd</sup> Exec. V-President 2319 Alava Court Waldorf, MD 20603
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November 22, 2005

Ronald E. Cowles, Associate Deputy Assistant Secretary  
for Labor-Management Relations (LMR)  
Department of Veterans Affairs, Suite 215  
810 Vermont Avenue, N.W.  
Washington, DC 20420

Subject: Demand to Bargain – VA CREW Initiative (Civility, Respect, Engagement in the Workplace)

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 CREW Initiative in the Department. Please provide the above 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**