



**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 rd Exec. V-President, NVAC 29 S. Lake Street Danville, IL 61832-6101	Patrick Russell, Member 8 th Dist. Rep., NVAC VA Blacks Hills, HCS Hot Springs, SD 57747	Sandra Eggleston, Member 13 th Dist. Rep., NVAC VAMC Tucson Tucson, AZ 85723	Bill Wetmore, Member 2 nd Exec. V-President 2319 Alava Court Waldorf, MD 20603
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March 5, 2004

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

Subject: Demand to Bargain – VA Directive 5011 and VA Handbook 5011 Part II, Chapter 4 and Appendix B of Handbook 5011 Directive

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 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 21st Century**