



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL VETERANS AFFAIRS COUNCIL #53**

**Affiliated with the AFL - CIO
Mid-Term Bargaining Committee**

Oscar L. Williams, Jr. Chairperson **Patrick Russell, Member** **Sandra Eggleston, Member** **Bill Wetmore, Member**
3rd Exec. V-President, NVAC **8th Dist., Rep, NVAC** **13th Dist., Rep, NVAC** **NVAC Nat. Rep.**
29 S. Lake Street **VA Black Hills, HCS** **VAMC Tucson** **2318 Alava Court**
Danville, IL 61832-6101 **Hot Spring, SD 57747** **Tucson, AZ 85723** **Waldorf, MD 20603**

June 18, 2003

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

Subject: VA Directive and Handbook 5013 "Performance Management Systems"

Dear Mr. Cowles:

In accordance with Article 44, Section 2 C, of the VA/AFGE Master Agreement, the National VA Council #53 formally demanding to bargain in our letter dated March 26, 2003 over VA Handbook 5013 "Performance Management Systems" in the Department. The National VA Council #53 will negotiate a Performance Appraisal System to conform with the Department Performance Management Systems in the new VA/AFGE Master Agreement between the parties during the up coming national negotiations.

Please cease and desist any implementation until the national parties have completed the negotiations on this matter in the new VA/AFGE Master Agreement for AFGE bargaining units employees. If you have any questions please contact me at (217) 554-4866.

Sincerely,

Oscar L. Williams Jr.
Chairperson, Mid-Term Bargaining Committee
3rd Executive Vice President, National VA Council #53
Seventh VA District Council #59 Representative

cc: Alma L. Lee, President National VA Council #53
Executive Committee, NVAC
Mid-Term Bargaining Committee

**AFGE: The Future is Ours
Creating A Shared Vision for the 21st Century**