



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

Oscar L. Williams Jr., Chairperson 2<sup>nd</sup> Exec. V-President, NVAC  
29 Lake Street  
Danville, IL 61832-6101

Patrick Russell, Member 8<sup>th</sup> Dist. Rep., NVAC  
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2319 Alava Court  
Waldorf, MD 20603

July 31, 2006

Ronald E. Cowles, Deputy Assistant Secretary  
for Labor-Management Relations  
Department of Veterans Affairs, Suite 215  
810 Vermont Avenue, N.W.  
Washington, D.C. 20420

Subject: Demand to Bargain – VA Handbook 5011/7, Hours of Duty and Leave

Dear Mr. Cowles:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain over VA Handbook 5011/7, Hours of Duty and Leave in the Department. Please provide the above named bargaining committee with any information and/or data concerning the cited subject. 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  
2<sup>nd</sup> Executive Vice President  
National VA Council #53

cc: Alma L. Lee, President National VA Council #53  
Executive Committee, NVAC  
Maxcine Sterling, Director, Worklife and Benefits Service

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Creating A Shared Vision For The 21<sup>st</sup> Century**