



**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 Black Hills, HCS Hot Spring, SD 57747	Sandra Eggleston, Member 13 th Dist., Rep, NVAC VAMC Tucson Tucson, AZ 85723	Bill Wetmore, Member NVAC Nat. Rep. 2319 Alava Court Waldorf, MD 20603
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March 26, 2003

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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: Demand to Bargain – VA Handbook 5013 “Performance Management Systems”

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 VA Handbook 5013 “Performance Management Systems” in the Department. The Mid-Term Bargaining Committee is requesting a briefing over the Performance Management Systems being changed before sending any proposals. 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. 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

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