



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

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

Oscar L. Williams, Jr. Chairperson  
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Tucson, AZ 85723

Bill Wetmore, Member  
NVAC Nat. Rep.  
2318 Alava Court  
Waldorf, MD 20803

March 26, 2003

**RECEIVED**

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**AFGE NVAC**

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 5017 “Employee Recognition and Awards”**

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 “Employee Recognition and Awards” in the Department. 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 Mid-Term 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  
3<sup>rd</sup> 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 21<sup>st</sup> Century**