



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

<b>Oscar L. Williams Jr., Chairperson</b> 3 <sup>rd</sup> Exec. V-President, NVAC 29 S. Lake Street Danville, IL 61832-6101	<b>Patrick Russell, Member</b> 8 <sup>th</sup> Dist. Rep., NVAC VA Blacks Hills, HCS Hot Springs, SD 57747	<b>Sandra Eggleston, Member</b> 13 <sup>th</sup> Dist. Rep., NVAC VAMC Tucson Tucson, AZ 85723	<b>Bill Wetmore, Member</b> 2 <sup>nd</sup> Exec. V-President 2319 Alava Court Waldorf, MD 20603
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January 5, 2006

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

**Subject: Demand to Bargain – VA Implementation of the 5-Level Performance Plans and the ending date for the Pass-Fail Performance for AFGE Bargaining Unit Employees.**

Dear Mr. Cowles:

The National VA Council #53 is formally demanding to bargain on VA implementation of the 5-Level Performance Plans and the ending dates of the current Pass-Fail Performance Plans for AFGE bargaining unit employees in the Department. The negotiations of this matter should normally begin no later than ten (10) workdays after the Management chairperson receives the Union's demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. NVAC is submitting our proposals with this letter. If you have any questions please contact me at (217) 554-4866.

Sincerely,

Oscar L. Williams, Jr.  
2<sup>nd</sup> Executive Vice President  
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 21<sup>st</sup> Century**