



**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 nd Exec. V-President 29 S. Lake Street Danville, IL 61832-6101	Bill Wetmore, Member 3 rd Exec. V-President 2319 Alava Court Waldorf, MD 20603	Patrick Russell, Member 5 th Dist. Rep., NVAC VA Blacks Hills, HCS Hot Springs, SD 57747	Sandra Eggleston, Member 13 th Dist. Rep., NVAC VAMC Tucson Tucson, AZ 85723
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April 5, 2007

Meghan Serwin-Flanz
Deputy Assistant Secretary
for Labor Management Relations (LMR)
Department of Veterans Affairs, Suite 215
810 Vermont Avenue, NW
Washington, DC 20420

**Subject: VA's Implementation of USA Staffing™ Recruitment and Application Process
in the Department**

Dear Ms. Flanz:

The National VA Council #53 is formally demanding to bargain on VA's use of USA Staffing™ recruitment and application process for filling AFGE bargaining unit positions. The implementation of this process without prior notice to the exclusive representative constitutes a by-pass and refutation of the collective bargaining agreement. The Department shall cease and desist implementation at those facilities where AFGE/NVAC bargaining unit positions are being filled using the USA Staffing™ process.

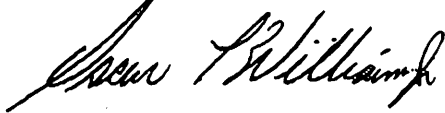
I have spoken with several AFGE/NVAC District Representatives and Local President that have indicated that HR Staff at VA Puget Sound HCS, American Lake, WA and Louis Stokes Cleveland Medical Center, Brecksville, have been filling bargaining unit positions with USA Staffing software.

The USA Staffing™ process would change Article 22 of the VA/AFGE Master Agreement currently under national negotiation. Article 22 does not allowed the parties to make any change through Mid-Term Bargaining. Therefore the implementation of USA Staffing™ or any similar process can only be made during term negotiation.

**AFGE: The Future Is Ours
Creating A Shared Vision For The 21st Century**

Please cease and desist any further implementation until after the bargaining obligation has been met through term negotiation. If you have any questions please call me at (217) 554-4866.

Sincerely,

A handwritten signature in cursive script, appearing to read "Oscar L. Williams, Jr.", written in dark ink.

**Oscar L. Williams, Jr.
Chairperson, Mid-Term Bargaining Committee
2nd Executive Vice President
National VA Council #53**

**cc: Alma L. Lee, President National VA Council #53
Executive Committee, NVAC**