

DUPLICATE

THE UNIVERSITY OF CHICAGO
DIVISION OF THE PHYSICAL SCIENCES
DEPARTMENT OF CHEMISTRY

ROBERT H. COOKE
1950-1951
PH.D. THESIS

THE CHEMISTRY OF
THE HYDROLYSIS OF
SILICATE MINERALS

BY
ROBERT H. COOKE

Submitted to the Faculty of the Division of the Physical Sciences
in partial fulfillment of the requirements for the degree of
Doctor of Philosophy

CHICAGO, ILLINOIS
1951

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DEPARTMENT OF CHEMISTRY
THE UNIVERSITY OF CHICAGO

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

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| Oscar L. Williams Jr., Chairperson 3 rd Exec. V-President, NVAC 28 S. Lake Street Danville, IL 61832-6101 | Patrick Russell, Member 8 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 | Bill Wetmore, Member 2 nd Exec V-President 2319 Alava Court Waldorf, MD 20803 |
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December 19, 2003

Bonnie M. Kerber, VHA HRM Consultant
VHA HRM Group, Department of Veterans Affairs
206 Woodbury Circle
Council Bluffs, IA 51503

Subject: Demand to Bargain – VHA Directive “Mediation Program for EEO Related Issues”

Dear Ms. Kerber:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council is formally demanding to bargain over the cited VHA Directive listed above in the Department. The Mid-Term Bargaining Committee is requesting a briefing over the cited subject above before sending any proposals. 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
National VA Council #53

cc: Alma L. Lee, President National VA Council #53
Executive Committee, NVAC
Mid-Term Bargaining Committee
Ronald E. Cowles, Associate Deputy for LMR

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

September ,2003

**VHA MEDIATION PROGRAM
FOR EEO RELATED ISSUES**

1. PURPOSE: This Veterans Health Administration (VHA) Directive sets forth VHA policy regarding the use of alternative dispute resolution (ADR) methods to resolve issues pertaining only to matters involving Equal Employment Opportunity (EEO) issues.

2. BACKGROUND:

a. VHA is committed to providing its employees with a work environment that enables them to deliver quality patient care and services to the Nation's veterans. To do this, employees must have access to effective and efficient mechanisms for resolving workplace disputes. In addition to the traditional administrative adjudication processes, every VHA employee must have the opportunity to utilize an ADR process to resolve a workplace difference or dispute.

b. Mediation is the only ADR process that may be used to resolve EEO disputes. The resolution of EEO disputes must be in accordance with Title 29 Code of Federal regulations (CFR) 1614 and Equal Employment Opportunity Commission (EEOC) Management Directive 110. Mediation is an ADR process in which a skilled, impartial third party, called a mediator, assists the parties in reaching a mutually agreeable resolution to a dispute by facilitating better communication, identifying interests, and helping explore possible solutions.

3. POLICY: It is VHA policy to offer mediation to every employee who has an EEO related dispute; when an aggrieved employee has agreed to pursue resolution through mediation, management must always agree to participate in the process. Certain cases may not be appropriate for mediation. Examples of factors which suggest mediation use is inappropriate or may not be productive are listed in 4 b (1) below.

4. RESPONSIBILITIES:

a. Upon the notification to the EEO Manager/ADR Coordinator or VISN Lead Coordinator that an aggrieved individual wishes mediation, a mediation session must be scheduled and management must agree to participate.

b. If mediation is refused by management, VA Form 10-0413 (see Att. A), *Notice of Refusal to Mediate* must be completed and routed through appropriate channels within 5 working days following the refusal.

(1) Certain cases may not be appropriate for mediation. The following factors suggest mediation use is inappropriate or may not be productive:

- (a) an indication that fraud, waste or abuse has been committed;
- (b) an allegation of patient abuse;
- (c) an allegation of sustained, continuing sexual harassment;
- (d) a removal for cause, e.g., removal based upon the commission of a felony.

The ADR Coordinator or EEO Manager will determine the appropriateness of mediation.

5. REFERENCES:

- a. VHA Directive 2002-028, dated May 23, 2002
- b. Title 5 United States Code (U.S.C.) 571-584
- c. VA Directive 5978, Alternative Dispute Resolution (February 12, 2002)
- d. Equal Employment Opportunity Commission (EEOC) 29 CFR 1614
- e. EEOC MD-110
- f. VHA Mediation Handbook, dated March 2000

6. FOLLOW-UP RESPONSIBILITIES: Associate Deputy Under Secretary for Health for Operations and Management (10N) is responsible for the contents of this directive.

7. RESCISSIONS: None. This VHA Directive expires:

Robert H. Roswell, M.D.
Under Secretary for Health

DISTRIBUTION: CO: E-mailed
FLD: VISN, MA, DO, OC, OCRO, and 200

ATTACHMENT A

**Department of Veterans Affairs
Veterans Health Administration**

Notice of Refusal to Mediate

This Notice indicates that _____
(Name of Manager/Supervisor/Key Staff Official)

declined to enter into Mediation of a workplace dispute on _____
(Date)

The above named individual has been advised of the Department's strong commitment to fully support early conflict resolution and mediation initiatives.

Please provide a written explanation for the refusal in the space below. This form must be completed and routed through appropriate channels to the Management Support Office, EEO & Affirmative Employment Team (10A2E), 810 Vermont Ave., N.W., Washington, DC 20402, within five working days following the refusal. This form may be faxed to 202-273-6639.

Submitted by: _____ Facility EEO Manager/ADR Coordinator _____ Date

Received by: _____ Network ADR Coordinator _____ Date

Received by: _____
Management Support Office, EEO & Affirmative Employment Team (10A2E) _____ Date