



**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> 2 <sup>nd</sup> Exec. V-President, NVAC 29 Lake Street Danville, IL 61832-8101	<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> 3 <sup>rd</sup> Exec. V-President 2319 Alava Court Waldorf, MD 20603
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August 15, 2006

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

Subject: Demand to Bargain – VHA Employee Incentive Scholarship Program (Excelsior)

Dear Ms. Kerber:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain over VHA Employee Incentive Scholarship Program in the Department. Please provide the above named bargaining committee with any information and/or data concerning the cited subject. 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  
2<sup>nd</sup> Executive Vice President  
National VA Council #53

cc: Alma L. Lee, President National VA Council #53  
Executive Committee, NVAC  
Ronald E. Cowles, Deputy Assistant Secretary for LMR

**AFGE: The Future Is Ours  
Creating A Shared Vision For The 21<sup>st</sup> Century**