



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

Oscar L. Williams Jr., Chairperson 3 rd Exec. V-President, NVAC 29 S. Lake Street Danville, IL 61832-6101	Patrick Russell, Member 6 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 NVAC, Nat. Rep. 2319 Alava Court Waldorf, MD 20603
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November 5, 2002

Ronald E. Cowles, Associate Deputy, LMR
Office of Labor Management Relations (LMR)
Department of Veterans Affairs, Suite 215
810 Vermont Avenue, NW
Washington, DC 20420

Subject: Demand to Bargain – VHA Handbook 1850.4 “Employee Uniforms”

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 the cited subject above. Please provide the named bargaining committee with any information and/or data concerning the cited subject above. 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
Bonnie M. Kerber, VHA HRM Group

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

Department of Veterans Affairs
Veterans Health Administration
Washington, DC 20420

VHA HANDBOOK 1850.4
Transmittal Sheet
November 1, 2002

EMPLOYEE UNIFORMS

1. REASON FOR ISSUE: This Veterans Health Administration (VHA) Handbook provides procedures for furnishing and servicing employee uniforms.

2. SUMMARY OF MAJOR CHANGES: The Handbook designates employees who are required to wear a uniform, describes the major articles that make up the uniform and denotes whether uniforms are to be provided by issue or by an allowance paid to the employee. It documents the revision of the employee uniform policy, which now eliminates the police officer uniform. *NOTE: The prescribed uniform for police officers and the logistics for acquiring uniforms for police officers are addressed in the Department of Veterans Affairs (VA) Handbook 0730.*

3. RELATED ISSUES: None.

4. FOLLOW-UP RESPONSIBILITY: The Chief Facilities Management Officer (18) is responsible for the content of this Handbook. Questions concerning this Handbook may be directed to the Director, Environmental Programs Service (181C) at (202) 565-8525.

5. RESCISSIONS: M-1, Part VII, Chapter 8, dated March 14, 1994, is rescinded.

6. RECERTIFICATION: This document is scheduled for recertification on or before the last working day of November 2007.

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

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Nat'l V. A. Council
Midterm Bargaining Committee