



**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<sup>rd</sup> Exec. V-President, NVAC  
20 S. Lake Street  
Danville, IL 61822-6101

Patrick Russell, Member  
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VA Black Hills, HCS  
Hot Springs, SD 57747

Sandra Eggleston, Member  
13<sup>th</sup> Dist. Rep., NVAC  
VAMC Tucson  
Tucson, AZ 85723

Bill Wegmore, Member  
2<sup>nd</sup> Exec. V-President  
2319 Alava Court  
Waldorf, MD 20603

June 30, 2004

**RECEIVED**

JUL 01 '04

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

**AFGE NVAC**

Subject: Demand to Bargain – VHA Implementation Clinical Nurse Leader

Dear Mrs. Kerber:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council is formally demanding to bargain over VHA implementation of Clinical Nurse Leader in the Department. Alma L. Lee, President, National VA Council will be naming the chairperson and members of the bargaining committee. 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  
Ronald E. Cowles, Associate Deputy for LMR  
Executive Committee, NVAC

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