

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

**Oscar L. Williams, Jr. Chairperson**  
7th Dist. Rep., NVAC  
29 S. Lake Street  
Danville, IL 61832-8101

**Richard Zimnoch, Member**  
2nd Exec. V-President  
VA Regional Office  
20 Washington Place  
Newark, NJ 07102

**Jeanese Staley, Member**  
Pres., AFGE Local 1916  
7212 S. Lake Marion Cr.  
Columbia, SC 29223

**Bill Wetmore, Member**  
NVAC Nat. Rep.  
2319 Alava Court  
Waldorf, MD 20603

December 18, 2000

**Norman E. Jacobs**  
Customer Advisory & Consulting Group (051A2)  
Department of Veterans Affairs  
810 Vermont Avenue, N.W.  
Washington, D.C. 20420

**Subject: Demand to Bargain -- VHA Implementation Process of the Nurse Qualification Standards**

Dear Mr. Jacobs:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council is formally demanding to bargain over the VHA implementation process of the Nurse Qualification Standards in the Department. Please provide the above 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 Chairperson receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The bargaining committee may request a briefing over the cited subject above, before sending any proposals. If you have any questions please call 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  
James H. Lee, Director VHA HR Group (10ND)  
National VA Council Executive Committee  
Mid-Term Bargaining Committee

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Creating A Shared Vision For The 21<sup>st</sup> Century**