



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

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July 22, 2016

Larry Bennett, Staff Director  
Office of Labor Management Relations (LMR)  
Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

Subject: VHA Center for Engineering & Occupational Safety and Health (CEOSH) "Employee Threat Assessment Team (ETAT): A Guidebook for Managing Risks Posed by the Disruptive and Threatening Employee"

Dear Mr. Bennett:

In accordance with Article 47, Section 2, of the Master Agreement, National VA Council #53 is formally demanding to bargain on the VHA CEOSH ETAT Guidebook as cited above within the Department. Please provide the NVAC's Mid-Term Bargaining Committee with all information and/or data related to this subject. The negotiations of this matter should normally begin no later than twenty (20) 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 NVAC's Mid-Term 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  
2<sup>nd</sup> Executive Vice President  
National VA Council #53

cc: Alma L. Lee, President National VA Council #53  
NVAC Executive Committee

**AFGE: Good Government We Are Ready**

# ETAT: A Guidebook for Managing Risks Posed by the Disruptive and Threatening Employee

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## ***Employee Threat Assessment Team (ETAT): A Guidebook for Managing Risks Posed by the Disruptive and Threatening Employee***

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*Published by*

**VHA Center for Engineering & Occupational  
Safety and Health (CEOSH)**

St. Louis, Missouri



[vaww.ceosh.med.va.gov](http://vaww.ceosh.med.va.gov)

*April 2016*

**RECEIVED**

**JUL 22 2016**

AFGE National VA Council #53  
Mid-Term Bargaining Committee