



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL VETERANS AFFAIRS COUNCIL #53**

**Affiliated with the AFL - CIO
Mid-Term Bargaining Committee**

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December 16, 2009

Scott Holliday, Acting Deputy Assistant Secretary
Office of Labor Management Relations (LMR)
Department of Veterans Affairs
810 Vermont Avenue, NW
Washington, DC 20420

Subject: Employee Education System (EES) e-learning Producers FY2010 Performance Standards/Plans

Dear Mr. Holliday:

The National VA Council #53 is providing our comments on the above cited subject. Article 26 - Performance Appraisal was designed to allow for bargaining unit employees to meet their performance standards, thereby meeting the customer's goals. EES proposed performance standard does not allow for all levels of achievement, as proposed the standards are not based upon any objective criteria, fair, reasonable, realistic or attainable.

NVAC was provided with a VA e-Learning Design Standards with no references to see if the manual is permits accurate measurement of the unit employee(s) performance plans.

If you have any questions please call me at (217) 554-4866.

Sincerely,

Oscar L. Williams, Jr.
Chairperson, Mid-Term Bargaining Committee
2nd 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