



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

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October 2, 2009

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

Subject: VA Handbook 5007, Part IV Retention Bonuses

Dear Mr. Holliday:

This communication is in response to the Department's letter dated September 16, 2009 and received by me on September 25, 2009. NVAC demand to bargain on VA Handbook 5007, Part IV in my letter dated July 23, 2009. NVAC does not intend to bargain post implementation on this VA Handbook. Any attempts to by-pass the exclusive representative in this matter will lead to appropriate action by NVAC. .

Please cease and desist any implementation until the bargaining obligation has been met. If you have any questions please contact 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  
Executive Committee, NVAC

**AFGE: Good Government We Are Ready**