



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

**Oscar L. Williams Jr., Chair**  
2<sup>nd</sup> Exec. V-President  
29 Lake Street  
Danville, IL 61832-6101

**Bill Wetmore, Member**  
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2319 Alava Court  
Waldorf, MD 20603

**Willie Haywood, Member**  
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17705 Garden Blvd.  
Cleveland, OH 44128

**Jeff Sladek, Member**  
13<sup>th</sup> Dist. Rep., NVAC  
VAMC 3601 S. 6<sup>th</sup> Ave.  
Tucson, AZ 85723

May 19, 2011

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

Subject: VA Handbook 5011 Hours of Duty and Leave

Dear Ms. Wiggins:

In accordance with Article 47, Section 2 C., of the Master Agreement the National VA Council #53 is formally demanding to bargain on the changes to VA Handbook 5011 Hours of Duty and Leave within the Department. Please provide the above named NVAC Mid-Term Bargaining Committee with all information and/or data related to the subject. The negotiations of this matter should normally begin no later than ten (10) workdays after the Management Chief Negotiator in this receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The named NVAC 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**



DEPARTMENT OF VETERANS AFFAIRS  
OFFICE LABOR-MANAGEMENT RELATIONS  
WASHINGTON DC 20420

MAY 17 2011

Oscar L. Williams, Jr.  
2<sup>nd</sup> Executive Vice President  
National VA Council AFGE  
29 Lake Street  
Danville, IL 61832

Dear Mr. Williams:

Enclosed for your review and comment is VA Handbook 5011, Hours of Duty and Leave.

This handbook contains mandatory procedures on hours of duty and leave. The pages in this handbook replace the corresponding page numbers in VA Handbook 5011. Revised text is contained in [brackets].

Significant changes include:

- a. Clarifies that the minimum charge for military leave differs from charges for all other types of leave;
- b. Clarifies that the 12 months of service required for family and medical leave do not have to be recent or consecutive;
- c. Updates the definitions of family member for participation in the Voluntary Leave Transfer Program and for sick leave for general family care and bereavement purposes for Title 38 employees; and
- d. Provides up to 24 hours (3 days) of leave without pay each leave year for family support purposes.

If you would like to bargain or schedule a briefing on this matter, please contact Richard Watkins no later than June 15, 2011. Richard can be reached at [richard.watkins@va.gov](mailto:richard.watkins@va.gov) or (513) 266-3115. Questions regarding this handbook should be addressed to George Miller at (202) 461-7989 or [george.miller@va.gov](mailto:george.miller@va.gov).

Sincerely yours,

*for Denise Braggi*  
Leslie B. Wiggins  
Deputy Assistant Secretary  
for Labor-Management Relations

**RECEIVED**  
MAY 19 2011

Nat'l VA Council  
Mid-Term Bargaining Committee

Enclosure