



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

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December 2, 2008

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

Subject: Demand to Bargain – VHA RN Residency Program Pilot Implementation Plan

Dear Ms. Flanz:

In accordance with Article 44, Section 2 C, of the Master Agreement, the National VA Council #53 formally demanding to bargain over VHA RN Residency Program Pilot Implementation Plan in the Department. Please provide the Title 38 Bargaining Committee with any information and/or data concerning the cited subject. The negotiations of this matter should normally begin no later than ten (10) 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 named bargaining committee may request a briefing over the cited subject above, before sending any proposals. 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: The Future Is Ours  
Creating A Shared Vision For The 21<sup>st</sup> Century**