



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

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

Oscar L. Williams Jr., Chairperson Bill Wetmore, Member Patrick Russell, Member Sandra Eggleston, Member
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February 4, 2008

Meghan Serwin-Flanz, Deputy Assistant Secretary
for Labor Management Relations (LMR)
Department of Veterans Affairs, Suite 250
1575 I Street, NW
Washington, DC 20420

Subject: VHA 2008 All Employee Survey (AES)

Dear Ms. Flanz:

The National VA Council #53 in the spirit of good labor cooperation is approving and supporting the VHA 2008 AES for this year. VHA needs to implement changes that improve employee's satisfaction and morale as alleged in the letter from VHA. The NVAC feels bargaining unit employees should not have to participate in the AES so that non-bargaining unit VA employees can meet their performance measures. If the results of the AES were to improve employee's satisfaction and morale, the results of earlier AESs would have been making a difference by now. The results of prior year AESs have only increased the number of non-bargaining unit positions and bonuses for upper officials within VHA in the Department.

NVAC Locals have full authority to negotiate on the VHA 2008 AES local implementation at their duty station. 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

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