



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

Oscar L. Williams Jr., Chair
2nd Exec. V-President, NVAC
29 Lake Street
Danville, IL 61832-6101

Bill Wetmore, Member
3rd Exec. V-President
2319 Alava Court
Waldorf, MD 20603

Patrick Russell, Member
8th Dist. Rep., NVAC
VA Blacks Hills, HCS
Hot Springs, SD 57747

Sandra Eggleston, Member
13th Dist. Rep., NVAC
VAMC Tucson
Tucson, AZ 85723

February 26, 2010

John Dandridge Jr., Director
Mid-South Healthcare Network (VISN 9)
1801 West End Avenue, Suite 1100
Nashville, TN 37203

Subject: VISN 9 Learning Needs Evaluation for Front Line Staff – FY2010

Dear Mr. Dandridge:

This communication is in response to your letter dated February 8, 2010, received by me on February 25, 2010. Your letter states the survey is voluntary and responses will be anonymous. However the instruction paragraph to employees, would lead employees to believe their participation is mandatory. The instruction letter does not contain any words of voluntary or anonymous. If the changes are made to the instruction letter, NVAC will approve the survey for bargaining unit employees.

If you have any questions please contact 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
David Mollett, 5th District Representative NVAC

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