



DEFENSE LOGISTICS AGENCY  
HEADQUARTERS  
8725 JOHN J. KINGMAN ROAD  
FORT BELVOIR, VIRGINIA 22060-6221

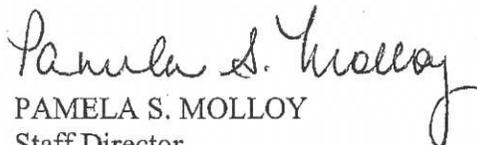
MEMORANDUM FOR MR. J. RICHARD QUARLES, MR. ROBERT BOUTSELIS, AND  
MS. SANDRA L. KRAYBILL, CHIEF NEGOTIATORS FOR THE  
DEFENSE LOGISTICS AGENCY (DLA) SUSQUEHANNA, PA,  
AND THE AMERICAN FEDERATION OF GOVERNMENT  
EMPLOYEES, LOCALS 2004 AND 1156

SUBJECT: Local Agreements for Articles 15 and 49 between DLA Distribution Susquehanna  
and Mechanicsburg and AFGE Locals 2004 and 1156

The subject Local Agreements (LA) dated July 29, 2014, has been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement between Defense Logistics Agency (DLA) and AFGE Council 169. The subject LAs are approved this date by both DLA Headquarters and AFGE Council 169 with the following understanding:

- Article 15 is approved with the understanding that DLA will pay for employee eye examinations only if safety glasses are required for the employee's position of record.
- Article 49 is approved with no understandings noted.

If there are any questions related to this matter, please contact me at (703) 767-6412 or DSN 427-6412.

  
PAMELA S. MOLLOY  
Staff Director  
Labor and Employee Relations  
Human Resources

Attachments

cc:  
Mr. Frank Rienti, AFGE Council 169

Local Agreement – ARTICLE 15  
SAFETY AND HEALTH

SECTION 2 -- PROTECTIVE CLOTHING, EQUIPMENT AND TOOLS:

A. The Employer will supply the employees with safety equipment i.e., gloves, coveralls, safety glasses/goggles, prescription safety glasses (includes eye exams), safety shoes, aprons, raingear, cold weather equipment and ear protection, at no cost to the employee when it determines that such equipment is necessary for the work to be done safely.

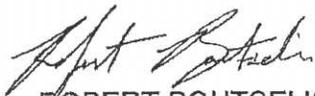
B. SAFETY SHOES –

1. The Employer will determine the designation of work areas as "foot hazardous," "eye hazardous," etc... and will further determine the types of personal protective equipment to be worn by employees working in those areas. A fixed amount will be allotted to all bargaining unit employees each year for the purchase of safety shoes, if required in the performance of their duties. The amount to be allotted will be adjusted each fiscal year by using the Department of Labor's "Table 4. Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W); U.S. City Average, by expenditure category and commodity and service group" which can be found on the internet at <http://www.stats.bls.gov/news.release/cpi.to4.htm>.
2. The unadjusted percent change to November of that year from November of the previous year for the expenditure category "footwear" will be used to calculate the percent of increase or decrease in the allotment amount. This will be done by taking the previous year's allotment and multiplying it by this percent change. The result will be rounded off the nearest whole dollar (using absolute values), with fifty cents or more being rounded up, and less than fifty cents being rounded down. This amount will be added to the previous year's allotment if the percent change is a positive number, and subtracted from it if it is a negative number. This final result will be the new allotment, and will go into effect January 1 of that fiscal year.
3. Employees will purchase footwear during off-duty hours.
4. For employees assigned to foot hazard areas, disbursement for only one pair of shoes is authorized annually, except in case where shoes have been permanently and irreparably damaged during the course of the employee's duties, as determined and approved by the-employee's supervisor. Once approved, the employee is authorized to purchase another pair of ANSI approved safety shoes. The employee will then submit a copy of the purchase receipt for reimbursement for the actual cost, up to but not exceeding the amount of the annual allotment. For employees that are not assigned to work in foot hazard areas but on occasion are required to work in a foot hazard area, reimbursement will be authorized on an as needed basis.

5. Employees are responsible for purchasing the proper ANSI approved shoes as required by their position/work area.
6. Special protection footwear (safety shoes) that are required based on a medical prescription will be handled separately. The employee will present the prescription to his/her supervisor. The shoes may then be purchased either by a disbursement of a check for the required amount from the Agency to cover the cost, or by use of a government credit card from the employee's organization.
7. Forms for safety shoe allotments shall normally be completed, have appropriate management approval, and be forwarded to the organization responsible for processing them by the end of the second full week in January of each fiscal year. It is the responsibility of management to initiate requests for disbursement in sufficient time for the deadline to be met. If an employee is hired into a position requiring safety shoes, and any other PPE (i.e. prescription safety glasses, coveralls) purchased after this initial deadline, a disbursement request will be initiated immediately upon acceptance of the position by the employee.

#### SECTION 10 HEAT STRESS AND COLD WEATHER POLICY –

The parties recognize that temperature conditions in and around work area have a direct bearing on employee comfort, morale, productivity, health and safety. It is agreed that work conditions and accommodations such as extra breaks for the employee to get hydrated in hot temperatures and warm up periods in cold weather are necessary and will be permitted based on local weather conditions and applied equitably to all affected work areas. The supervisor in the individual areas will use good judgment when approving / disapproving these types of relief breaks. The importance of maintaining the employees' health and well-being will be the primary consideration.



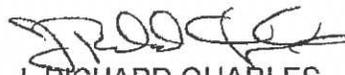
ROBERT BOUTSELIS  
President, AFGE Local 2004  
Chief Negotiator

3/19/14



SANDRA L. KRAYBILL  
AFGE Local 1156  
Chief Negotiator

19 Mar 14



J. RICHARD QUARLES  
Management  
Chief Negotiator

3/19/2014