



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

J-13

June 16, 2014

**MEMORANDUM FOR SUSAN EARLE AND DAMIANA MAGGIO CHIEF
NEGOTIATORS AT DLA SAN JOAQUIN, CA**

SUBJECT: Locally Negotiated Agreement for Article 15 between Defense Logistics Agency (DLA) at San Joaquin, California and American Federation of Government Employees (AFGE) Local 1546.

The subject local agreement dated June 4, 2014, has been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement between DLA and AFGE Council 169. The subject local agreement is approved this date by both DLA Headquarters and AFGE Council 169.

If you have any questions on this matter, you may contact me at (703)767-6412 or DSN 427-6412.

A handwritten signature in cursive script, reading "Pamela S. Molloy", is positioned above the typed name.

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

Attachments

cc:
Mr. Frank Reinti, AFGE Council 169

DLA - SAN JOAQUIN AND AFGE LOCAL 1546

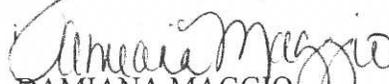
LOCAL AGREEMENT- ARTICLE 15, Safety and Health

SECTION 2 Protective Clothing, Equipment and Tools

- A. The Employer will supply the employees with safety equipment i.e., gloves, cover-alls, safety glasses/goggles, prescription safety glasses (including 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 protection and safety of employees when performing their assigned duties.
- B. The Employer agrees to pay an annual allotment of \$140 for the purchase of safety shoes when required in the performance of assigned duties. Either party may request to meet annually to discuss adjustments to the allotment amount. Annual allotment requests will be initiated at the beginning of each calendar year. Eligible employees will be given a 'request for safety shoes' (locally generated form) on the first workday of January and will submit the completed form to their supervisor by January 16. Management will initiate a roster to track this process which will be made available to AFGE upon request. Management will consolidate and submit requests for payment (normally by January 31) each year. Employees will be notified when the funds are released so they can validate receipt in their pay. Requests for out of cycle allotments will be considered on a case by case basis. In the event an employee demonstrates a need for an additional pair of safety shoes within the year, the employee will be authorized the replacement upon approval by their supervisor. Upon approval and submission of a purchase receipt, the employee will be reimbursed for the additional pair of safety shoes up to the specified limit. In all cases employees are responsible for purchasing the proper ASTM or ANSI compliant shoes.
- C. The Employer recognizes its obligation to provide reasonable accommodation for disabilities under the Americans with Disabilities Act and will ensure specialized shoes are provided to such employees when a valid medical prescription is provided. The employee will additionally be required to provide a written cost from a shoe vendor. Specialized shoes will then be purchased by the employer.
- D. New employees have two options. An allotment request will be initiated immediately upon entry into the position or employee may request shoes be purchased by the employer. An employee who obtains shoes within the last quarter of the calendar year will not be eligible for the next year's allotment.
- E. Transition to this new process will begin upon approval of this agreement. Employees who have not purchased new shoes in 2014 will be eligible to apply for this one-time out of cycle allotment immediately.

 6/4/14
SUSAN EARLE

CHIEF NEGOTIATOR


DAMIANA MAGGIO

PRESIDENT AFGE LOCAL 1546