



DEFENSE LOGISTICS AGENCY
HEADQUARTERS
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FORT BELVOIR, VIRGINIA 22060-6221

OCT 9 2008

IN REPLY
REFER TO J-13

MEMORANDUM FOR MR. JOHN M. CARROLL AND MR. WILLIAM J. LEMOS,
CHIEF NEGOTIATORS FOR DEFENSE DISTRIBUTION
DEPOT, SAN JOAQUIN (DDJC)

SUBJECT: Locally Negotiated Operating Procedures (LOCNOPS) for Articles 6, 15, 22, 24,
29, and 30 between DDJC and AFGE Local 1546

The subject LOCNOPS dated September 29, 30, and October 1, 2008, have been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement between the Defense Logistics Agency (DLA) and American Federation of Government Employees (AFGE) Council 169. The subject LOCNOPS are approved this date by both DLA Headquarters and AFGE Council 169 with the following understandings:

Article 6 Section ID4: The term "full internet access" does not authorize union officials to visit websites that are prohibited by DOD and DLA regulations such as gambling websites or those which display pornography. Internal security regulations applicable to DLA computers are equally applicable to those computers being used by union officials.

Article 22 Section 3C is approved with the understanding that the language does not preclude management from exercising its right to discipline employees.

The phrase "placement preference" used in Article 30 Section 6B is understood to mean placement on a particular shift and not to a particular position. The procedures specified in Article 30 Sections 6A and 6B apply to Section 6C.

Articles 15, 24, and 29 have no additional understandings to be noted.

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

KAREN D. HILLIARD
Staff Director
Labor and Employee Relations
Human Resources

Attachment

cc:
Mr. Frank Rienti, AFGE Council 169



DDC DEFENSE DISTRIBUTION DEPOT SAN JOAQUIN AND AFGE LOCAL 1546

LOCALLY NEGOTIATED OPERATING PROCEDURE

ARTICLE 29. Reassignments, Details and Loans

SECTION 2G REASSIGNMENTS

The Union shall be given the opportunity to be present at all meetings that involve a reassignment decision due to a personal hardship presented by an employee and will receive a copy of all hardship decisions.

SECTION 3 DETAILS

Details will be kept to the shortest practicable time limits. Details will initially be made for a period not to exceed 120 days per year.

The following rotational procedures will be used in determining which employees will be detailed:

- 1) A roster will be established and maintained for each work area which will include the names of each area employee in seniority order according to service computation date (SCD), title, series, and grade. Rosters will be posted in plain sight for employees and union representatives to view.
- 2) Every qualified employee will be given the opportunity to volunteer in seniority order from most senior to least senior.
- 3) In the event there are insufficient volunteers for a detail, employees will be detailed by inverse seniority in rotation according to the roster, least senior employee first.
- 4) When employees are eligible for a detail, the job requirements and duration will be committed in writing, for ten (10) working days or more, and will be given to the employees after making the selection from the roster. Short term details will be made verbally.
- 5) When detailing a Union representative, the Employer will allow the Union representative to call the Union prior to going to the new work area.
- 6) The Union will assist the Employer in making every effort to temporarily detail employees into a light duty job at their official duty station. Should these joint efforts to locate light duty work for injured employees at their official duty station be unsuccessful the reassignment of the injured employee to another site to accommodate their restrictions will be made on a case by case basis and will be exempt from the rotational provisions of this Article.

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SECTION 4 Loans

A. The following rotational procedures will be used in determining which employees will be loaned:

- 1) A roster will be established and maintained for each work area which will include the names of each area employee in seniority order according to service computation date (SCD), title, series, and grade. Rosters will be posted in plain sight for employees and union representatives to view.
- 2) Every qualified employee will be given the opportunity to volunteer in seniority order from most senior to least senior.
- 3) In the event there are insufficient volunteers for a loan, employees will be loaned by inverse seniority in rotation according to the roster, least senior employee first.
- 4) When loaning a Union Representative, the Employer will allow the Union Representative to call the Union prior to going to the new work area.

For the Union

 10-1-08

WILLIAM J. LEMOS, JR
Chief Negotiator

For the Employer

 10-1-08

JOHN CARROLL
Chief Negotiator