



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

J-13

October 14, 2015

MEMORANDUM FOR MR. DAVID GIBSON AND MS. LUCY LEWIS CHIEF
NEGOTIATORS AT DLA AVIATION, DEFENSE SUPPLY CENTER RICHMOND,
VIRGINIA

SUBJECT: Locally Negotiated Agreement for Article 25, Sick Leave, between the Defense Logistics Agency (DLA) Aviation, at Defense Supply Center Richmond, Virginia and the American Federation of Government Employees (AFGE) Local 1992

The subject local agreement dated October 9, 2015, has been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement between DLA and AFGE Council 169.

The attached local agreement is approved with the understanding that, consistent with Article 2, Section 4 of the Master Labor Agreement and 5 U.S.C. Chapter 71, that this Article shall not impinge upon, negate, reduce, detract from the rights provided to the Employer. This includes the understanding that the Employer may disapprove leave requests, as appropriate.

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

A handwritten signature in black ink, appearing to read "D. Roberts", is positioned above the typed name.

DARRYL E. ROBERTS
Staff Director
Labor and Employee Relations
Human Resources

Attachment

cc:
Mr. Frank Reinti, AFGE Council 169

DSCR AND AFGE LOCAL 1992

LOCAL AGREEMENT

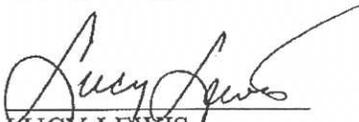
ARTICLE 25, SICK LEAVE

SECTION 2

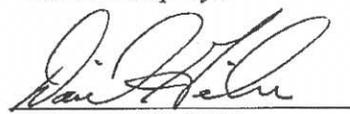
1. Procedures for requesting /approving request for sick leave.
 - a. Non-emergency request for sick leave should be made NLT one full day in advance.
 - b. Request may be submitted on OPM Form 71, Request for Leave or Approved Absence.
 - c. Employees may use annual leave in lieu of sick leave.
 - d. An employee's right to privacy will be respected. The employer agrees that information concerning an employee's medical history will be safeguarded against unauthorized access. Any information provided by the employee will be kept in strict confidence.
 - e. The Employer shall not contact the employee's doctor regarding a non-occupational illness or injury without the employee's prior knowledge.
 - f. Use of approved sick leave, standing alone, shall not be a consideration in an employee's performance evaluation, Merit Promotion practices, advancement to target grades or Incentive Awards.
 - g. The Employer agrees not to routinely visit or phone employees at home during duty hours for the purpose of checking on sick leave usage.

2. Request for advanced sick leave will be submitted in writing by the employee through the immediate supervisor to the director for final approval. Request will be submitted on DLA Form 1869, Request for Advanced Leave.

For the Union


LUCY LEWIS
CHIEF NEGOTIATOR

For the Employer


DAVID GIBSON
CHIEF NEGOTIATOR

10-9-2015