



DEFENSE LOGISTICS AGENCY
HEADQUARTERS
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FORT BELVOIR, VIRGINIA 22060-6221

J-13

August 14, 2015

MEMORANDUM FOR COLONEL KENTON RUTHARDT AND MR. TERRY DAY, CHIEF
NEGOTIATORS AT DLA OKLAHOMA CITY, OKLAHOMA

SUBJECT: Locally Negotiated Agreement for Article 15, Safety and Health, between the
Defense Logistics Agency (DLA) Oklahoma City, Oklahoma and the American Federation of
Government Employees (AFGE) Local 916

The subject local agreement (attached), executed on July 21, 2015, has been reviewed
pursuant to Article 38, Section 5 of the Master Labor Agreement between DLA and AFGE
Council 169.

The local agreement is approved subject to the following understandings:

- **Sections 2B & 2C** are approved to the extent that payment of safety shoes by the Employer is limited to the actual cost of the required safety shoes, up to the maximum amount of \$185.00 for each eligible employee annually.
- **Section 2D** is approved, consistent with 29 CFR 1910.132, to the extent that such "weather related gear" is not purchased for an individual employee whose normal work does not require such, but only made available for general use "in order to protect the employee from the elements" should the irregular work "require the employee to remain outside of their normal work area."

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

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

Attachment

cc:
Mr. Frank Reinti, AFGE Council 169

DLA OKLAHOMA CITY & AFGE COUNCIL 169 LOCAL 916
LOCAL AGREEMENTS
ARTICLE 15
SAFETY AND HEALTH

SECTION 2: PROTECTIVE CLOTHING, EQUIPMENT AND TOOLS

- A. The employer will supply the employees with personal protective equipment (PPE), which may include gloves, coveralls, safety glasses/goggles, prescription safety glasses (including eye exams), safety shoes, raingear, cold weather equipment (i.e. YAK Tracks, slip on Ice Tracks, etc.) and ear protection at no cost to the employee when it determines that such equipment is necessary for the mission to be accomplished. Equipment shall be provided in accordance with all applicable laws, OSHA regulations and the Master Labor Agreement.
- B. The Employer agrees to make direct payment to the onsite vendor or the outside vendor for shoes purchased by eligible employees who are required, as a condition of their employment, to obtain and wear safety shoes. The Employer agrees to pay up to \$185 for the purchase of safety shoes for each eligible employee annually. Either Party may request to meet annually to discuss an inflationary price adjustment in the payment of safety shoes or if there is a substantial cost increase in the purchase price. In the event an employee demonstrates to their supervisor a need for an additional pair of safety shoes within the year, the employee will be authorized the replacement. The shoes will meet the ANSI/OSHA specification.
- C. The Employer will arrange to have a safety shoe mobile unit on site and establish a voucher program for the employees. Employees will be authorized up to 2 hours administrative leave by their supervisor to obtain shoes from an outside vendor. The mobile vendor will be the primary option. The employer will incur all costs for specialized safety shoes due to medical condition when proper medical documentation is presented.
- D. For any reason that would require an employee to remain outside of their normal work area for RAM, force protection, etc. will be provided the appropriate weather related gear for use to protect the employee from the elements (umbrella's, raincoats, etc.).

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SECTION 10: HEAT STRESS AND COLD WEATHER POLICY.

The Parties recognize that temperature conditions in and around work areas have a direct bearing on employees' 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 heat/cold indexes.

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For Management

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For the Union