



DEFENSE LOGISTICS AGENCY  
HEADQUARTERS  
8725 JOHN J. KINGMAN ROAD  
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 30, Reorganization, 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.

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

A handwritten signature in blue 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

**DLA OKLAHOMA CITY & AFGE COUNCIL 169 LOCAL 916**  
**LOCAL AGREEMENTS**  
**ARTICLE 30**  
**REORGANIZATION**

SECTION 6: SHIFT REALIGNMENT

- A. When reorganizations necessitate shift/tour movement, supervisors shall list their employees in descending seniority order using leave SCD. Supervisors will solicit volunteers from among available employees with the requisite skills and qualifications before drafting.
- a. If there are more volunteers than needed for the shift realignment, the shift realignment will be considered favorable and the voluntary roster will be used. The supervisor will select the most senior skilled, qualified, and available volunteer(s) to meet the requirement.
  - b. If there are fewer volunteers than needed for the shift realignment, the shift realignment will be considered unfavorable and the mandatory roster will be used. The supervisor will accept any volunteers then draft the least senior skilled, qualified, and available employee(s) using leave SCD to meet the requirement.
  - c. The rosters will be maintained for 6 months after it is exhausted or until all grievances associated with that roster are settled.
- B. The Employer and the Union shall jointly survey all affected employees for their placement preferences. The Union will be given the opportunity to be present during the process.

  
For Management

  
For the Union