



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 5, Proposal for Change During the Term
of the Agreement, 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 with the understanding that ratification of agreements,
as identified in **Section 2.B.E**, must occur prior to the execution of any agreement in accordance
with 5 USC 7114. To ensure statutory compliance, agreements are finalized and executed when
no further action is required, including completion of ratification, which occurs prior to
execution of the agreement.

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 5
PROPOSALS FOR CHANGE DURING THE TERM OF THE AGREEMENT

SECTION 2B: LOCAL BARGAINING ON MATTERS NOT INCLUDED IN THE AGREEMENT

- A. Matters subject to consultation and negotiation are changes in personnel policies and matters affecting working conditions of Bargaining Unit employees which are within the discretion of the Employer so far as may be proper under applicable laws and regulations. The Employer will bring changes to the attention to the AFGE local President or designee. The Union will be given a specified reasonable implementation date.
- B. In order to effect the provisions of this Article, the Employer agrees to furnish in writing to the Union, where the changes are proposed, a copy of all proposed changes to published personnel defined in U.S.C. Chapter 71. If the Union wishes to negotiate, in accordance with 5 U.S.C. Chapter 71, the union will submit a demand to bargain within 10 work days. The Union will submit its proposal/interest within 20 work days of receipt of the proposed change. If the union concurs with the change or does not submit a demand to bargain within 10 work days of the notice of proposed change, the Employer may implement the change. The parties will determine a date on which negotiations will take place, the persons to be involved and the implementation procedures. The Union designee responsible for conducting the negotiations may request information and data in accordance with 5 U.S.C. Chapter 7114. The Employer shall not implement any proposed change prior to completion of negotiations, or prior to impasse in accordance with the Statute, except as permitted by law.
- C. In order to effect the provisions of this Article, the Union agrees to furnish in writing to the Employer the proposed changes. If the Employer wishes to negotiate, the Employer will notify the Union and submit its counter proposals/interests within 20 work days of receipt of the proposed change. The Parties will determine a date on which negotiations will take place, the persons to be involved, and the implementation procedures.
- D. Upon completion of negotiations all local agreements will be forwarded to HQ DLA and Council for review in accordance with Article 38, Section 5 of the MLA. If approved, agreements reached will be implemented promptly by the parties.
- E. Local agreements will be ratified by the local 916 AFGE.


For Management


For the Union