

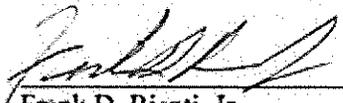
MEMORANDUM OF AGREEMENT
Lactation Program

The Defense Logistics Agency (hereinafter referred to as DLA) and the American Federation of Government Employees, Council 169 (hereinafter referred to as the Council) hereby agree to the following concerning the revisions to DLA Instruction 7306 (Lactation Program):

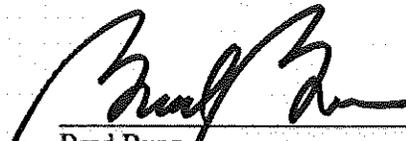
In situations where a DLA activity already provides compensated breaks (e.g., 15 minutes in the morning and/or 15 minutes in the afternoon) that employees can use for any purpose, program participants who use their break time to express milk must be compensated in the same way as other employees who are compensated for such break time. In situations where a DLA activity provides for other break policies, supervisors shall work with nursing mothers to ensure evenness of applying break policies and to ensure they are allowed to utilize breaks in the same manner as other employees who utilize break time at their location. The average time for pumping varies among individuals, so any additional time used beyond the existing break period should be accounted for. A supervisor has the discretion to grant excused absence for these brief absences. Besides normal break times and excused time, when absences are for more than brief periods of time, additional time in 15-minute increments can be charged to annual leave, compensatory time, credit hours, or compensatory time off for travel, or an employee may adjust her work schedule (starting or stopping times) to make up the additional time.

For the Council:

For DLA:



Frank D. Rienti, Jr.
President, AFGE Council 169



Brad Bunn
Director, Human Resources

Date: June 23, 2011

Date: July 6, 2011