

MEMORANDUM OF AGREEMENT
BETWEEN THE
DEFENSE LOGISTICS AGENCY
AND THE
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, COUNCIL 169

The Defense Logistics Agency ("DLA") and the American Federation of Government Employees, Council 169 ("AFGE") (collectively "Parties"), agree to this Memorandum of Agreement ("Agreement") following negotiations over DLA's transfer of positions and employees as identified below from DLA Disposition Services to DLA Distribution. The purpose of this transfer is to integrate the identified positions and employees into DLA Distribution in order to meet the mission of DLA.

DLA will transfer the positions and employees identified in the attached Appendix from DLA Disposition Services to DLA Distribution at or near their same current duty station. The date of the transfers will occur as follows:

Cycle 2 locations where transfers will occur no earlier than August 10, 2014

Anniston, AL	Red River, TX
Barstow, CA	Richmond, VA
Jacksonville, FL	Susquehanna, PA (physically located in
Norfolk, VA (including St. Julien's Creek annex in Portsmouth, VA)	Mechanicsburg, PA)

Cycle 3 locations where transfers will occur no earlier than October 19, 2014

Cherry Point, NC	Guam
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As part of this transfer, certain positions and employees as identified in the Appendix will accrete to another bargaining unit represented by a labor union other than AFGE. The locations of these positions and employees are as follows:

- DLA Disposition Services Cherry Point, NC to DLA Distribution Cherry Point, NC.
- DLA Disposition Services Red River, TX to DLA Distribution Red River, TX.
- DLA Disposition Services Susquehanna, PA (physically located in Mechanicsburg, PA) located in Mechanicsburg, PA to DLA Distribution Susquehanna, PA (physically located in Mechanicsburg, PA).
- DLA Disposition Services Norfolk, VA (including St. Julien's Creek annex in Portsmouth, VA) to DLA Distribution Norfolk, VA (employees will remain at St. Julien's Creek).

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Therefore, the Parties agree to the following:

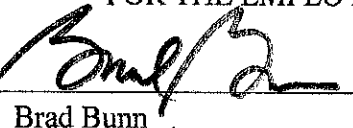
- Until the Parties renegotiate a successor Master Labor Agreement (“MLA”), DLA will continue to follow the applicable local agreements, past practices, and procedures followed at DLA Disposition Services for the transferring employees after they transfer to DLA Distribution, except for those employees who accrete into a bargaining unit represented by a union other than AFGE. These employees’ working conditions shall be determined by any agreement or practices between DLA and the gaining non-AFGE union. For the transferring employees who remain inside a bargaining unit represented by AFGE, any successor MLA that is fully executed and approved upon Agency Head Review shall govern working conditions.
- Nothing in this Agreement prohibits DLA and AFGE Locals to negotiate and agree to any changes to conditions of employment for transferring employees prior to implementation of the successor MLA, provided that any such agreement complies with the requirements in the Parties’ 2013 MLA, including Articles 5 and 38, and this Agreement.
- All transferring employees will remain eligible for Alternative Work Schedules, except as identified above, in accordance with any applicable DLA Disposition Services local agreements, past practices and procedures until implementation of a successor MLA.
- Leave scheduled and approved prior to an employee’s transfer will be honored, provided that these employees followed the scheduling procedures under the current MLA or applicable local agreements. Should management need to cancel already approved leave for these employees, the provisions of Article 24, Section G of the MLA will be followed.

FOR THE UNION:

FOR THE EMPLOYER:


Frank Rienti
President
AFGE Council 169

Date


Brad Bunn
Director, Human Resources (J1)
Defense Logistics Agency

Date