



DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD
FORT BELVOIR, VIRGINIA 22060-6221

OCT 6 2008

IN REPLY
REFER TO J-13

MEMORANDUM FOR MR. JOHN M. CARROLL AND MR. WILLIAM J. LEMOS,
CHIEF NEGOTIATORS FOR DEFENSE DISTRIBUTION
DEPOT, SAN JOAQUIN (DDJC)

SUBJECT: Locally Negotiated Operating Procedures (LOCNOPS) for Articles 5, 13, 25,
and 31 between DDJC and American Federation of Government Employees
Local 1546

The subject LOCNOPS dated September 29 and 30, 2008, have been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement (MLA) between the Defense Logistics Agency (DLA) and AFGE Council 169. The subject LOCNOPS are approved this date by both DLA Headquarters and AFGE Council 169 with the following understandings:

Article 5 is approved with the understanding that Article 38 Section 1 of the MLA requires a delegation to bargain from DLA Headquarters and AFGE Council 169 be requested and granted prior to engaging in local negotiations. Further, Article 44 of the MLA requires matters for police officers related to training, equipment, uniforms, physical fitness standards, and other similar matters affecting conditions of employment will be negotiated at the level of recognition unless the parties mutually agree to delegate the authority to bargain to the local level.

Articles 13, 25, and 31 have no additional understandings to be noted.

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

KAREN D. HILLIARD
Staff Director
Labor and Employee Relations
Human Resources

Attachment

cc:
Mr. Frank Rientj, AFGE Council 169



DDDL/AFGE 208 882 2004 09/29/08 05:43pm P. 002

DDC DEFENSE DISTRIBUTION DEPOT SAN JOAQUIN AND AFGE LOCAL 1546

LOCALLY NEGOTIATED OPERATING PROCEDURE

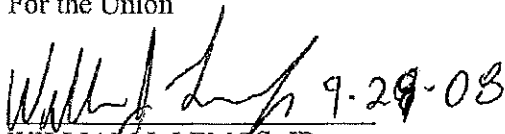
ARTICLE 5, Proposals for Change During the Term of the Agreement

SECTION 2B Local Bargaining on Matters Not Included in the Agreement


- A. Matters subject to consultation and negotiations are changes in personnel policies and matters affecting working conditions of 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 of the AFGE Local President. 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 changes are proposed, a copy of all proposed changes to published personnel policies, standing practices, and matters affecting working conditions as defined in 5 U.S.C. Chapter 71, the Union will submit a demand to bargain within 10 workdays. The union will submit its proposals within 20 workdays 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. 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.

For the Union


WILLIAM J. LEMOS, JR.
Chief Negotiator

For the Employer


JOHN CARROLL
Chief Negotiator