



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

J-13

May 27, 2015

MEMORANDUM FOR MR. DAVID GIBSON AND MS. LUCY LEWIS CHIEF
NEGOTIATORS AT DLA AVIATION, DEFENSE SUPPLY CENTER RICHMOND,
VIRGINIA

SUBJECT: Locally Negotiated Agreement for Article 15 between the Defense Logistics Agency (DLA) Aviation, at Defense Supply Center Richmond, Virginia and the American Federation of Government Employees (AFGE) Local 1992

The subject local agreement dated April 30, 2015, has been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement between DLA and AFGE Council 169. The subject 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 black ink, appearing to read "D. Roberts", written over a horizontal line.

DARRYL E. ROBERTS
Staff Director
Labor and Employee Relations
Human Resources

Attachments

cc:

Mr. Frank Reinti, AFGE Council 169

DSCR AND AFGE LOCAL 1992

LOCAL AGREEMENT

ARTICLE 15, SAFETY AND HEALTH

SECTION 2. PROTECTIVE CLOTHING, EQUIPMENT AND TOOLS

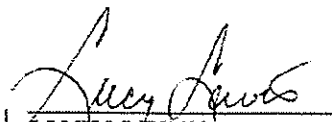
1. The Employer will supply the employees with personal protective equipment (PPE), which may include, gloves, coveralls, safety glasses/goggles, prescription safety glasses (including eye exams), safety shoes, raingear, cold weather equipment and ear protection at no cost to the employee when it determines that such equipment is necessary for the work to be done safely. Equipment shall be provided in accordance with all applicable laws, OSHA regulations, and the Master Labor Agreement. Employees will be responsible for the care and cleaning of coveralls.

2. The Employer agrees to make direct payment to an outside vender for shoes purchased which are required, as a condition of employment, to obtain and wear safety shoes. Employees will be authorized up to two hours of excused absence to obtain shoes when using an outside vendor. The Employer agrees to pay up to \$165.00 for the purchase of safety shoes for each eligible employee annually. Either Party may request to meet annually to discuss an inflationary price adjustment in the payment for safety shoes or if there is a substantial cost increase in the purchase price. In the event an employee demonstrates a need for an additional pair of safety shoes within the year, the employee will be authorized the replacement. Supervisors will ensure that individual employees' safety shoes are unserviceable due to working conditions prior to approving a request for replacement issue. The shoes will meet the ANSI/OSHA specifications. Request for specialized safety shoes due to medical conditions will be administered in accordance with the reasonable accommodation procedures.

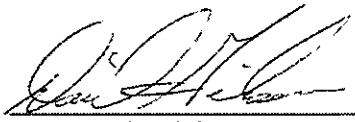
SECTION 10. HEAT STRESS AND COLD WEATHER POLICY

The Parties recognize that temperature conditions in and around work areas have a direct bearing on employees' comfort, morale, productivity, health and safety. During extreme work conditions, the Employer will permit necessary accommodations such as extra breaks for employees to get hydrated in hot temperatures and to warm-up in cold temperatures.

For the Union


LUCY LEWIS
CHIEF NEGOTIATOR

For the Employer


DAVID GIBSON
CHIEF NEGOTIATOR

4/30/15