



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

J-13

June 8, 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 5 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 June 5, 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, consistent with Article 2, Section 4 of the Master Labor Agreement and 5 U.S.C. Chapter 71, that this Article shall not impinge upon, negate, reduce, detract from the rights provided to the Employer.

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

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

Attachments

cc:
Mr. Frank Reinti, AFGE Council 169

DSCR and AFGE LOCAL1992

LOCAL AGREEMENT

ARTICLE 5, PROPOSALS FOR CHANGE DURING THE TERM OF THE AGREEMENT

Section 2.C: LOCAL BARGAINING ON MATTERS NOT INCLUDED IN THE AGREEMENT

1. Management Initiated Changes:

In order to effect the provisions of this Article, the Employer agrees to furnish in writing to the Union, a copy of all proposed changes. 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 business days of receipt of the proposed changes. Within 20 business days of receipt of the employer's proposal, the Union will submit its proposals concerning the proposed changes. The Parties will determine a date on which "face-to-face" negotiations will take place, the persons to be involved, and the implementation procedures. The Employer shall not implement any proposed change prior to completion of negotiations, or prior to impasse in accordance with 5 U.S.C. Chapter 71, except as permitted by law.

2. Union Initiated Changes:

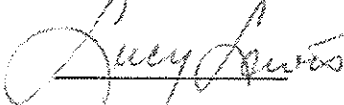
In order to effect the provisions of this Article, the Union agrees to furnish in writing to the Employer the proposed changes. If the Employer wishes to negotiate, the Employer will notify the Union and submit its counter-proposal(s)/interest(s) within 10 business days of receipt of the proposed changes. The Parties will determine a date on which "face-to-face" negotiations will take place, the persons to be involved, and the implementation procedures. The Union's proposal shall not be implemented prior to completion of negotiations, or prior to impasse in accordance with 5 U.S.C. Chapter 71, except as permitted by law.

3. Upon completion of negotiations all local agreements will be forwarded to HQ DLA and Council 169 for review, in accordance with Article 38, Section 5 of the MLA. If approved, agreements reached will be implemented promptly by the Parties.

4. Either party may challenge appropriateness for local bargaining. The challenging party shall submit the proposal to DLA HQ (J-1) and AFGE Council 169 for determination of appropriateness for local bargaining within five workdays. All timeframes are held in abeyance until concurrence/non-concurrence is received from DLA HQ (J-1) and AFGE Council 169.

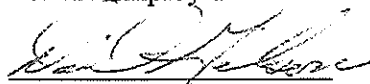
5. If HQ DLA (J-1) and AFGE Council 169 deem the proposal inappropriate for local bargaining, the proposal is terminated. In addition, any new proposals not covered in the MLA must be approved by DLA HQ (J-1) and AFGE Council 169 as appropriate for negotiation at the local level.

For the Union



Lucy Lewis
Chief Negotiator

For the Employer



David Gibson
Chief Negotiator

5 June 2015