



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

J-13

March 31, 2014

MEMORANDUM FOR COLONEL DANIEL K. HICKS AND MS. SHANDANH THOMAS  
CHIEF NEGOTIATORS AT DLA WARNER ROBINS, GA

SUBJECT: Locally Negotiated Agreements for Articles 5, 6, 13, 15, 21, 22, 24, 25, 30, 31, and  
41 between Defense Logistics Agency (DLA) at Warner Robins and American  
Federation of Government Employees (AFGE) Local 987

The subject local agreements dated March 19, 2014, have been reviewed pursuant to  
Article 38, Section 5 of the Master Labor Agreement between DLA and AFGE Council 169.  
The subject local agreements are approved this date by both DLA Headquarters and AFGE  
Council 169.

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

A handwritten signature in cursive script, reading "Pamela S. Molloy", is positioned above the typed name.

PAMELA S. MOLLOY  
Staff Director  
Labor and Employee Relations  
Human Resources

Attachments

cc:

Mr. Frank Reinti, AFGE Council 169

DLA WARNER ROBINS AND AFGE LOCAL 987

LOCAL AGREEMENTS

ARTICLE 15, SAFETY AND HEALTH

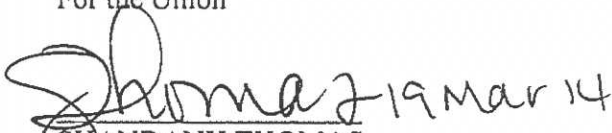
SECTION 2. PROTECTIVE CLOTHING, EQUIPMENT AND TOOLS

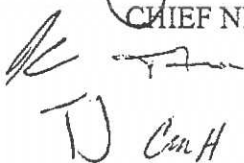
1. The Employer will supply the employees with safety equipment i.e. gloves, cover-all, safety glasses/goggles, prescription safety glasses (including eye exams), safety shoes, aprons, raingear, cold weather equipment and ear protection, at no cost to the employee when it determines that such equipment is necessary for the work to be done safely.
2. The Employer will arrange to have a safety shoe mobile unit on site, or establish a voucher program for the employees. The Employer agrees to make direct payment to the onsite vendor or the outside vendor for shoes purchased by eligible employees who are required, as a condition of employment, to obtain and wear safety shoes. Employees will be authorized up to two hours of administrative leave to obtain shoes when using the outside vendor. The Employer agrees to pay up to \$135 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 of 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 employee's safety shoes are unserviceable due to working conditions prior to approving a request for replacement issue. The shoes will meet the ANSI/OSHA specification. The Employer will incur all costs for specialized safety shoes due to medical conditions when proper medical documentation is presented.

SECTION 10. HEAT STRESS AND COLD WEATHER POLICY


The Parties recognize the temperature conditions in and around work areas have a direct bearing on employee's comfort, morale, productivity, health and safety. It is agreed that work conditions and accommodations such as extra breaks for the employee to get hydrated in hot temperatures and warm up periods in cold weather are necessary and will be permitted on local weather conditions and heat/cold indexes.

For the Union

  
SHANDANH THOMAS  
CHIEF NEGOTIATOR

  
TJ Con H

For the Employer

  
DANIEL K HICKS, Col, USAF  
CHIEF NEGOTIATOR  
3/19/14 