



**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 LOCAL987

LOCAL AGREEMENTS

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

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

1. Matters subject to consultation and negotiation are changes in personnel policies and matters affecting working conditions of Bargaining 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 or designee. The Union will be given a specified reasonable implementation date.
2. In order to affect the provisions of this Article, the Employer agrees to furnish in writing to the Union, where the changes are proposed, a copy of all proposed changes to published personnel defined in 5 U.S.C. Chapter 71. 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 work days. The Union will submit its proposal/interest within 20 work days 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.
3. 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 may notify the Union and submit its counter proposals/interests within 20 work days 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.
4. Agreements reached under this Section will be promptly implemented by the Employer. Disputes over the application of the implementing directive will be subject to resolution under Article 36 (Grievance Procedures).

For the Union

16  
TJ  
TJ  
Shandanh Thomas  
Chief Negotiator

For the Employer

Danny Snow  
Chief Negotiator

APZ  
Jury