



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

IN REPLY
REFER TO J-13

DEC 8 2008

MEMORANDUM FOR MR. FREDERICK BAILLIE AND MS. NANCY DIBBLE,
CHIEF NEGOTIATORS AT DEFENSE LOGISTICS (DLA)
HEADQUARTERS

SUBJECT: Locally Negotiated Operating Procedures (LOCNOP) for Article 29
between DLA Sites defined as the National Capital Region and American
Federation of Government Employees (AFGE) Local 2449

The subject LOCNOP dated December 1, 2008, has been reviewed pursuant
to Article 38, Section 5 of the Master Labor Agreement between DLA and AFGE
Council 169. The subject LOCNOP is approved this date by both DLA Headquarters
and AFGE Council 169.

If there are any questions on this matter, Ms. Pamela Molloy may be
reached at (703) 767-5401 or DSN 427-5401.

Karen D. Hilliard
Staff Director
Labor and Employee Relations
Human Resources

Attachment

cc: Mr. Frank Rienti, AFGE Council 169




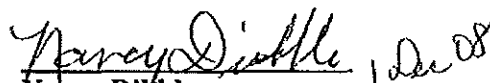
AFGE 2449 Local Operating Procedures

Article 29 – Reassignment, Details and Loans

Section 2 – Management Directed Reassignments, Details or Loans

- a. Management will consider hardship circumstances presented by employees as a result of management directed reassignments. Hardships are defined as financial, medical or personal related matters. The following steps will be taken in submitting a request for hardship:
1. Affected employee will submit written justification to management of a hardship related to a directed reassignment within 2 work days from the date of receipt of such action. All requests will be evaluated on a case by case basis.
 2. Management will respond to a request for hardship within 3 work days. If necessary, a meeting will be scheduled within 2 work days from date of management response. Extensions may be granted with mutual consent.
 3. A decision will be provided in writing by the manager within 5 work days.
 4. Employees selected for reassignments, details or loans will be released as mission requirement permits. The gaining Supervisor must coordinate with the losing Supervisor within 3 work days, during the same time Management is responding to the Employee.
 5. When Bargaining Unit Employees are involuntarily being reassigned, detailed or loaned to another bargaining unit position outside the HQC building, the Employer agrees to notify the local union in advance.
 6. In accordance with the MLA, Article 3 Section 3b2, when reassigning, detailing or loaning a Union Representative, the Employer will allow the Union Representative to meet with the Local President prior to going to the new work site to eliminate conflict of interest.
- b. Upon employee's request, Local 2449 shall be provided the opportunity to be present at any meetings resulting in a denial of reassignment, detail or loan due to hardship request.


Frederick Baillie
Chief Negotiator 21 Nov 2008
DLA-HQ


Nancy Dibble
Chief Negotiator
President, AFGE Local 2449