



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

IN REPLY
REFER TO J-13

DEC 23 2009

MEMORANDUM FOR MR. JAMES MCCLAUGHERTY AND MS. PATTY VIERS,
CHIEF NEGOTIATORS AT DEFENSE SUPPLY CENTER
COLUMBUS, OHIO

SUBJECT: Locally Negotiated Operating Procedures (LOCNOPS) for Articles 6 and 21
between Defense Supply Center Columbus and the American Federation of
Government Employees (AFGE), Local 1148

The subject LOCNOPS (attached), dated November 30, 2009, have been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement (MLA) between the Defense Logistics Agency (DLA) and AFGE Council 169. The LOCNOPS are approved this date by DLA Headquarters and AFGE Council 169, subject to the following understanding:

In the Article 21 LOCNOP, Section C2 provides that the name of an employee whose documented productivity record is minimally acceptable will not be posted on the overtime list or may be removed from the overtime list. However, Section C3 allows management to assign overtime to such employees if needed, in the case of emergencies or if there is an insufficient number of volunteers for the overtime.

In addition, we have noticed that this is the second Article 6 LOCNOP for the Columbus site. (We approved an earlier Article 6 LOCNOP having different provisions that is dated July 21, 2008.) It has been explained that this new LOCNOP is a re-opening of the earlier one, and does not replace the earlier one. To prevent any confusion over multiple LOCNOPS for the same MLA article, the parties may want to consider merging the two Article 6 LOCNOPS into one document. If the parties choose to do this, they should send us a signed copy of a combined LOCNOP, which we would then approve, as it simply combined the provisions of two already-approved separate LOCNOPS.

If there are any questions on this matter, Mr. Neil Glenicki may be reached at (703) 767-3404 or DSN 427-3404.

PAMELA MOLLOY
Staff Director
Labor and Employee Relations
Human Resources

CC:
Mr. Frank Rienti, AFGE Council 169

DLA COLUMBUS AND AFGE LOCAL 1148
LOCALLY NEGOTIATED OPERATING PROCEDURE

Article 6 – Relocation of Employees

SECTION A. This Procedure is under the terms of the DLA-AFGE Master Labor Agreement, Article 6, Section 2, B.

SECTION B. The employer and the union, American Federation of Government Employees Local 1148, hereby agree to the following concerning any physical moves of groups of bargaining unit employees to a different workspace, e.g., to accomplish a reorganization or a re-fit of a building:

1. The employer agrees to limit physical moves to the extent necessary to meet mission requirements.
2. All bargaining unit employees will receive fair and equitable workspace. Whenever practical, the employer will provide consideration of employees requested desired work station/location. Otherwise, preference for allocation of space will be based on the following:
 - a. Mission requirements.
 - b. Medical accommodation.
 - c. Grade.
 - d. If more than one employee of the same grade shows interest in the same workspace, the employee with the highest service computation date receives first priority.
3. Employees may be required to remove personal effects and take them home until the physical move is complete. The employees will be provided the proper moving boxes to accomplish this.
4. Employees who are physically able may prepare their workspaces for a physical move but shall not be required to move (from one area to another) any files, books, or anything belonging to the government during a move.
5. Supervisors shall make arrangements to physically move the personal effects and workspace of employees who are disabled, on extended leave or TDY, or who are otherwise unable to do so.

SECTION C. Copies of this agreement will be posted on the DLA Human Resources labor relations website.

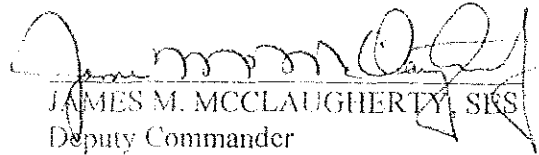
For the Union:



PATRICIA M. VIERS
President, AFGE Local 1148

Date 2 Nov 09

For the Employer:



JAMES M. MCCLAUGHERTY, SRS
Deputy Commander
DSCC

Date 30 Nov 09