



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

J-13

October 20, 2015

**MEMORANDUM FOR COLONEL KENTON RUTHARDT AND MR. TERRY DAY, CHIEF
NEGOTIATORS AT DLA OKLAHOMA CITY, OKLAHOMA**

**SUBJECT: Locally Negotiated Agreement for Article 29, Reassignments, Details and Loans,
between the Defense Logistics Agency (DLA) Oklahoma City, Oklahoma and the American
Federation of Government Employees (AFGE) Local 916**

The subject local agreement (attached), originally executed on July 23, 2015, and revised and executed on October 19, 2015, has been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement (MLA) between DLA and AFGE Council 169. The revised agreement satisfies the negotiability concerns and is hereby approved.

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

A handwritten signature in black ink, appearing to read "D. Roberts", is positioned above the typed name.

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

Attachment

cc:

Mr. Frank Reinti, AFGE Council 169

DLA-OKLAHOMA CITY & AFGE COUNCIL 169 LOCAL 916
LOCAL AGREEMENTS
ARTICLE 29
REASSIGNMENTS, DETAILS AND LOANS

SECTION 2G. REASSIGNMENTS

The Union shall be given the opportunity to be present at all meetings that involve a reassignment decision due to a personal hardship presented by an employee and will receive a copy of all hardship decisions.

SECTION 3. DETAILS

- A. Details will be kept to the shortest practicable time limits. Details will initially be made for a period not to exceed 120 days per year.
- B. The following rotational procedures will be used in determining which employees will be detailed:
- C. A separate mandatory/voluntary overtime roster, (see Appendix) will be established and maintained for each work supervisor which will include the names of each area employee in seniority order according to service computation date (SCD), title, series, and grade. Employees and Union representatives will be allowed to review said rosters upon request. These rosters will be continued to the next overtime roster and started where left off on the previous overtime roster and maintained for 6 months or until exhausted and all grievances are settled.
- D. Every qualified employee will be given the opportunity to volunteer in seniority order from most senior to least senior.
- E. In the event there are insufficient volunteers for a detail, employees will be detailed by inverse seniority in rotation according to the roster, least senior employee first.
- F. When employees are eligible for a detail, the job requirements and duration will be committed in writing, for ten (10) working days or more, and will be given to the employees after making the selection from the roster. Short term details will be made verbally to the employees after making the selection from the roster.
- G. When bargaining unit employees are involuntarily assigned to another bargaining unit the Employer agrees to notify the local union in advance when possible.
- H. When detailing a Union Representative, the Employer will allow the Union representative to call the Union prior to going to the new work site.
- I. The Employer, in making every effort to detail employees requiring a light duty assignment at their official duty station, will consider input from the Union. Should these joint effort to locate light duty assignments for employees at their official duty station be unsuccessful, the reassignment of the employee to another site to accommodate their restrictions may be

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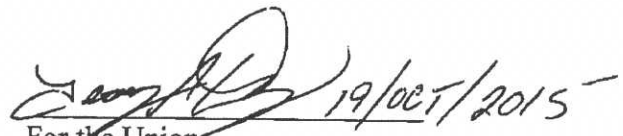
considered on a case by case basis and will be exempt from the rotational provisions of this Article.

SECTION 4. LOANS

The following rotation all procedures will be used in determining which employees will be loaned:

- A. A separate mandatory/voluntary roster, (see appendix) will be established and maintained for each work supervisor which will include the names of each area employee in seniority order according to service computation date (SCD), title, series, and grade. Employees and Union representatives will be allowed to review said rosters upon request. These rosters will be continued to the next overtime roster and started where left off on the previous overtime roster and maintained for 6 months or until exhausted and all grievances are settled.
- B. Every qualified employee will be given the opportunity to volunteer in seniority order from most senior to least senior.
- C. In the event there are insufficient volunteers for a loan, employees will be loaned by inverse seniority in rotation according to the roster, least senior employee first.
- D. When bargaining unit employees are involuntarily assigned to another bargaining unit the Employer agrees to notify the local union in advance when possible.
- E. When loaning a Union Representative, the Employer will allow the Union Representative to call the Union prior to going to the new work site.


For Management


For the Union