

Defense Supply Center Columbus (DSCC) and the International Federation of Professional and Technical Engineers (IFPTE) Local 7 hereby agree to the following:

DSCC and IFPTE agree to include in the bargaining unit, under the terms of the Federal Labor Relations Authority certification of IFPTE Local 7, Equipment Specialist, GS-1670, and Quality Assurance Specialist, GS-1910, interns in the DLA Corporate Intern Program stationed at DSCC. A separate Competitive Area will be established within the DLA Training Center (DTC) to facilitate this action. All other DTC positions will remain excluded from the bargaining unit.

1. DSCC agrees that DLA Corporate Interns in GS-1670, Equipment Specialist, and GS-1910, Quality Assurance Specialist, positions targeted for DSCC will be treated as IFPTE bargaining unit members beginning on the date of this agreement.

2. The parties agree that the DSCC-IFPTE Local 7 Agreement will apply to Equipment Specialist and Quality Assurance Specialist participants in the DLA Corporate Intern Program designated for DSCC positions, to the extent that it does not conflict with the provisions of this Memorandum of Agreement.

3. The following procedures will be used to fill DLA Corporate Intern positions advertised through Merit Promotion:

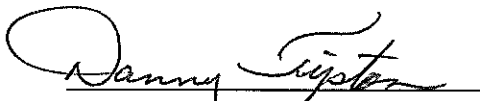
- Candidates for DLA Corporate Intern positions will be evaluated using a questionnaire rating and ranking plan. DSCC and IFPTE will jointly agree to the point distribution for experience, education/training, awards, and performance. Content of questions will be determined by DSCC and will be relevant and related to the position. DSCC will provide IFPTE with the questions 15 days prior to the open date of announcements to allow time for IFPTE to offer comments.
- Merit Promotion JOAs will remain open for not less than 14 calendar days and applications must be received or postmarked by the closing date.
- Applications postmarked by the closing date must be received within 5 business days after the announcement closes.
- Announcements may be issued for DSCC and other DLA locations and various grade levels. JOAs will clearly indicate the duty location(s) for which the announcements are issued. At the time an actual offer is made, selectees will be notified of the permanent duty station being offered.

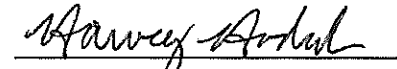
## DLA Corporate Intern Program      DSCC-IFPTE Local 7 Memorandum of Agreement

- Merit Promotion certificates will include the top ten promotion candidates, with one additional candidate for each additional vacancy. Ties will not be broken.
  - All promotion candidates referred will be offered the opportunity to be interviewed. Panels may opt to conduct telephone or VTC interviews.
  - DSCC will use panels to interview and make selections. Although multiple panels may be convened, it is the intent of the parties that selections will be made by the interviewers.
4. The “Conditions of Employment” are amended to read as follows: “Interns may be required to travel frequently for training and developmental purposes and may perform one or more TDY assignments of up to 2 months in duration. Interns may not necessarily remain in the same job series throughout the Program. In the event a reassignment becomes necessary, the employee’s qualifications will be matched to the qualification requirements of available positions to the extent practicable, with the intent of maximizing the likelihood of successful performance. Interns normally will be notified at least 15 calendar days in advance of a reassignment. Such notification will be in writing and will include the reason for reassignment. The employee’s personal situation will be considered at his/her request prior to a final decision on a reassignment. Interns will be required to satisfactorily complete the training program. Failure to do so may result in removal from the program, reassignment, change to lower grade, or separation from Federal service. Promotions are not guaranteed and are dependent upon successful competition of training and satisfactory job performance.”
5. All DSCC IFPTE Corporate Interns will be advised of the provisions of this Agreement and provided a copy.
6. DSCC and IFPTE understand that the DLA Corporate Intern Program will change over time. The parties agree that changes to aspects of the program not addressed in this Agreement will not be subject to further bargaining until August 1, 2003. However, DSCC will notify IFPTE, in writing, of any changes 15 days prior to their effective date in order to give IFPTE the opportunity to offer comments and/or suggestions for improvement.
7. The provisions of this agreement apply solely to the DLA Corporate Intern Program and will not be precedent-setting.

## DLA Corporate Intern Program      DSCC-IFPTE Local 7 Memorandum of Agreement

8. This agreement constitutes the full understanding of the parties and satisfies all concerns with respect to the intern program that may have existed prior to signing this memorandum. The provisions of this Memorandum of Agreement may be changed only with the mutual agreement of the parties.

  
DANNY TIPTON  
President, IFPTE Local 7

  
HARVEY HODAK  
DSCC Labor Relations Officer

APR 11 2002

Date