



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

IN REPLY
REFER TO J-13

MAY 7 2009

MEMORANDUM FOR MR. ED VISKER, MR. JOHN MCLAUGHLIN, AND
MS. PAT EDGERTON, CHIEF NEGOTIATORS AT
DEFENSE DISTRIBUTION DEPOT SUSQUEHANNA
PENNSYLVANIA

SUBJECT: Locally Negotiated Operating Procedures (LOCNOPS) for Articles 5 and 22
between Defense Distribution Depot Susquehanna Pennsylvania,
and the American Federation of Government Employees (AFGE),
Locals 1156 and 2004

The subject LOCNOPS, dated March 3, 2009, have been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement between the Defense Logistics Agency (DLA) and AFGE Council 169. The LOCNOPS are approved this date by DLA Headquarters and AFGE Council 169, with the following understandings:

The Article 5 LOCNOP is approved with the understanding that the local parties may only negotiate those matters for which they have received a delegation to bargain from DLA Headquarters and AFGE Council 169, pursuant to Article 38, Section 1 of the MLA.

The Article 22 LOCNOP is approved with the understanding that the last sentence in Section 3, paragraph 3 does not preclude management from exercising its right to discipline employees.

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

KAREN D. HILLIARD
Staff Director
Labor and Employee Relations
Human Resources

Attachments

cc:
Mr. Frank Rienti, AFGE Council 169



LOCNOP – ARTICLE 5
BARGAINING DURING AGREEMENT

REFERENCE SECTION 2B. –

- A. Matters subject to consultation and negotiations are changes in personnel policies and matters affecting working conditions of 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.
- B. In order to effect the provisions of this Article, the Employer agrees to notify the Unions when changes are proposed. The intent of both the Employer and the Unions is to discuss proposed changes IAW interest based bargaining prior to implementation.
- C. If traditional bargaining is elected, the proposed changes to personnel policies, standing practices, and matters affecting working conditions as defined by 5 USC, Chapter 71, will be provided in writing. The Union will submit a demand to bargain within 10 workdays. The Union will submit its proposals within 20 workdays 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 USC 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.



JOHN MCLAUGHLIN
President AFGE Local 2004



PAT EDGERTON
VP AFGE Local 1156



EDWARD R. VISKER
Deputy Commander,
DDSP