



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

OCT 9 2008

IN REPLY
REFER TOJ-13

MEMORANDUM FOR MR. TOM SCOTT AND MR. ROBERT J. KING,
CHIEF NEGOTIATORS FOR DEFENSE LOGISTICS
AGENCY (DLA) WARNER ROBINS

SUBJECT: Locally Negotiated Operating Procedures (LOCNOPS) for Articles 5, 6, 13, 15, 24,
25, 29, 30, and 31 between DLA Warner Robins and American Federation of
Government Employees (AFGE) Local 987

The subject LOCNOPS dated October 6-8, 2008, 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 subject LOCNOPS are approved this date by both DLA Headquarters and AFGE Council 169 with the following understandings:

Article 5 is approved with the understanding that Article 38 Section 1 of the MLA requires that a delegation to bargain from DLA Headquarters and AFGE Council 169 be requested and granted prior to engaging in local negotiations.

Article 6 Section 1DD: The term "full internet access" does not authorize union officials to visit websites that are prohibited by DOD and DLA regulations such as gambling websites or those which display pornography. Internal security regulations applicable to DLA computers are equally applicable to those computers being used by union officials.

The phrase "placement preference" used in Article 30 Section 6B is understood to mean placement on a particular shift and not to a particular position. The procedures specified in Article 30 Sections 6A and 6B apply to Section 6C.

Articles 13, 15, 24, 25, 29, 30 and 31 have no additional understandings to be noted. Article 41 will be addressed separately.

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

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

Attachment

cc:
Mr. Frank Rienti, AFGE Council 169



DLA WARNER ROBINS AND AFGE LOCAL 987

LOCALLY NEGOTIATED OPERATING PROCEDURE

ARTICLE 29, REASSIGNMENTS, DETAILS AND LOANS

SECTION 2G. REASSIGNMENTS

Hardships:

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

Selection for a Detail shall be determined as described below:

A. Supervisors shall list their employees in descending seniority order using leave SCD. Supervisors will solicit volunteers from among available employees with the requisite skills and qualifications before drafting.

(1) If there are more volunteers than needed for the Detail, the Detail will be considered favorable. The supervisor will select the most senior skilled, qualified, and available volunteer(s) to meet the requirement.

(2) If there are fewer volunteers than needed for the Detail, the Detail will be considered unfavorable. The supervisor will accept any volunteers then draft the least senior skilled, qualified, and available employee(s) using leave SCD to meet the requirement.

B. The Employer shall establish rosters available to the Union to implement the requirements of this section of this Article.

C. Exceptions to this roster may be made for employees who are handicapped and cannot perform the required duties of this Detail or who have been assigned to light duty for medical reasons. Exceptions will be made in situations that require immediate response.

D. The Employer recognizes the need to afford employees the opportunity to develop additional skills when there are recurring needs for those skills. There may be opportunities to develop skills through the use of Details when there are recurring needs for those skills. However, skills development is not the primary purpose of Details.

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SECTION 4. LOANS

Selection for a Loan shall be determined as described below:

A. Supervisors shall list their employees in descending seniority order using leave SCD. Supervisors will solicit volunteers from among available employees with the requisite skills and qualifications before drafting.

(1) If there are more volunteers than needed for the Loan, the Loan will be considered favorable. The supervisor will select the most senior skilled, qualified, and available volunteer(s) to meet the requirement.

(2) If there are fewer volunteers than needed for the Loan, the Loan will be considered unfavorable. The supervisor will accept any volunteers then draft the least senior skilled, qualified, and available employee(s) using leave SCD to meet the requirement.

B. The Employer shall establish rosters available to the Union to implement the requirements of this section of this Article.

C. Exceptions to this roster may be made for employees who are handicapped and cannot perform the required duties of this Loan or who have been assigned to light duty for medical reasons. Exceptions will be made in situations that require immediate response.

D. The Employer recognizes the need to afford employees the opportunity to develop additional skills when there are recurring needs for those skills. There may be opportunities to develop skills through the use of Loans when there are recurring needs for those skills. However, skills development is not the primary purpose of Loans.

For the Union:

For the Employer:

 8 Oct 08

TOM SCOTT
Chief Negotiator

 8 Oct 08

ROBERT J. KING
Chief Negotiator