



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

JUL 16 2009

IN REPLY
REFER TO -13

MEMORANDUM FOR: MS. BARBARA L. SIMBRO, AND WILLIAM J. LEMOS, JR.,
CHIEF NEGOTIATORS FOR DEFENSE LOGISTICS
AGENCY (DLA) OGDEN UTAH AND AMERICAN
FEDERATION OF GOVERNMENT EMPLOYEES (AFGE)
LOCAL 1592

SUBJECT: Locally Negotiated Operating Procedures (LOCNOPS) for Articles 5, 6, 13, 15, 20,
21, 24, 25, 29, 30, 31, and 41.

The subject LOCNOPS dated July 14, 15 and July 16, 2009, have been reviewed pursuant to Article 38, Section 5 of the Master Labor Agreement between the DLA and AFGE Council 169. The subject LOCNOPS are approved this date by both DLA Headquarters and AFGE Council 169 with the following understanding:

Article 21 Section 2.B.K is approved with the understanding that an employee who works overtime that is a continuation of the basic tour of duty is entitled only to the amount of overtime actually worked, not a two-hour minimum.

Articles 5, 6, 13, 15, 20, 24, 25, 29, 30, 31, and 41 are approved with no additional understandings.

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 OGDEN UTAH AFGE LOCAL 1592
LOCALLY NEGOTIATION OPERATING PROCEDURES
ARTICLE 15
SAFETY AND HEALTH

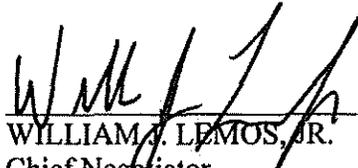
SECTION 2: PROTECTIVE CLOTHING, EQUIPMENT AND TOOLS

- A. Employer will supply employees with safety equipment i.e.; gloves, cover-alls, safety glasses/goggles, prescription safety glasses (including eye exam), safety shoes, aprons, and ear protection, at no cost to the employee when it is determined such equipment is necessary.
- B. Employer agrees to make direct payment to onsite vendor or outside vendor for shoes purchased by eligible employees who are required, as a condition of employment, to obtain and wear safety shoes. Employer agrees to pay up to \$120 for purchase of safety shoes for eligible employees annually. Either party may request to meet annually to discuss inflationary price adjustment or if there is a substantial cost increase in purchase price. In the event an employee demonstrates a need for an additional pair of safety shoes within the year, employee will be authorized replacement provided replacement is necessary through normal wear and tear. Shoes will meet ANSI/OSHA specifications.
- C. Employees may utilize mobile safety shoe vendor on site, or the employer may establish a voucher program for employees to obtain shoes off site. Up to two hours of administrative leave is authorized to obtain shoes. Employer agrees to incur all costs for specialized safety shoes due to employee medical condition when proper medical documentation is presented.
- D. Rain and other weather gear will be provided as necessary to appropriate work centers, for use by all employees to perform work safely.

SECTION 10: HEAT AND STRESS AND COLD WEATHER POLICY

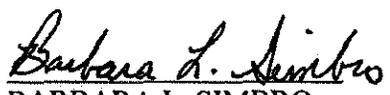
- A. The Parties recognize that temperature conditions in and around work areas have a direct impact on employee's comfort, morale, productivity, health and safety. It is agreed that work conditions and accommodations such as extra breaks for the employee to get hydrated in hot temperatures and warm up in periods of cold weather are necessary and will be permitted based on local weather conditions and heat/cold indexes.

For the Union


WILLIAM J. LEMOS, JR.
Chief Negotiator

7-14-09

For the Employer


BARBARA L. SIMBRO
Chief Negotiator

14 Jul 09