

MEMORANDUM OF AGREEMENT
BRAC Transfer at Tobyhanna, Pennsylvania

The Defense Logistics Agency (hereinafter referred to as DLA) and the American Federation of Government Employees, Council 169 (hereinafter referred to as Council 169) hereby agree to the following concerning the Tobyhanna, Pennsylvania Base Realignment and Closure (BRAC) site transferring to DLA in February 2010:


The terms of the DLA Master Labor Agreement (MLA) will cover the employees transferred to DLA as a result of BRAC 2005 and included in the AFGE consolidated bargaining unit. The provisions of the MLA will be in effect at the time of the transfer. Existing practices regarding matters subject to Locally Negotiated Operating Procedures (LOCNOPS) for which LOCNOPS have not been negotiated will be followed unless they are in conflict with the provisions of the MLA, or other arrangements are negotiated in accordance with the MLA. Any such agreements will be forwarded to HQ DLA and Council 169 in accordance with Article 38 of the MLA.

The Tobyhanna site will use the 8 Depot LOCNOPS.

Employees transferred to DLA will be placed on DLA performance standards. They will be placed onto the DLA performance appraisal cycle (January 1 through December 31) at the time of the transfer.

For the Council:

For DLA:



Frank D. Rienti, Jr.
President, AFGE Council 169



Brad Bunn
Director, Human Resources

Date: Nov. 24, 2009

Date: 11/25/9