

MEMORANDUM OF AGREEMENT

Regarding the DLA policy on not using a cell phone while driving on DLA installations without a hands-free device, the parties agree to the following implementation procedures. These procedures apply to the five sites at which DLA controls the installation: the Headquarters Complex, Defense Supply Center Columbus, Defense Supply Center Richmond, Defense Distribution Depot Susquehanna Pennsylvania, and Defense Distribution Depot San Joaquin California. The parties acknowledge that for DLA sites that are a tenant on an installation belonging to a different DoD Component, the host installation controls the implementation of the new DoD/Component cell phone policy.

1. Employees at each site will be notified of the new DLA policy by whatever means that site customarily notifies all employees about new policies or information.
2. Warning signs will be posted at the entrance to each of the five installations, warning motorists of the prohibition on driving while using a cell phone without a hands-free device.
3. To ensure that employees have a reasonable opportunity to hear about this change and adjust their driving habits if needed, enforcement of this change at each of the five sites will begin no earlier than 30 days after the date that the warning signs are posted at that site.

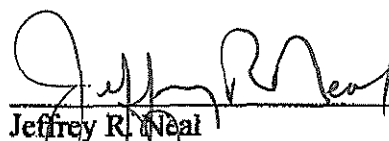
FOR THE UNION:



Frank D. Rienti, Jr.
President
AFGE Council 169

FEB 23 2006

FOR THE EMPLOYER:



Jeffrey R. Neal
Director, Human Resources
Defense Logistics Agency

MAR 3 2006