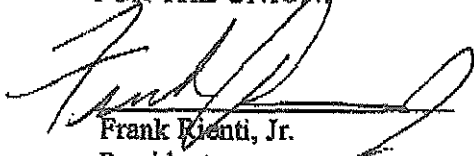


Memorandum of Agreement

The Defense Logistics Agency and the American Federation of Government Employees, Council 169 have agreed to the following provisions regarding management's initiative to improve the administration of the Mass Transit Subsidy Program. Under this initiative, employees who participate in the Mass Transit Subsidy Program will re-apply for the subsidy and turn in any DLA parking decals they may have. This agreement applies to the entire consolidated bargaining unit.

1. Employees will be given at least six weeks to re-apply for the mass transit subsidy after they receive notification. The notification will explain what is happening and why.
2. After employees turn in their DLA parking passes, they may occasionally have to drive in to work because of doctor appointments or similar reasons. This will require them to obtain a parking pass for that day. Management will take into account any delays the employee encounters in obtaining the pass before charging the employee with being tardy. Delays could result from circumstances such as a bus strike, a shutdown of Metro, or other circumstances in which many employees have to get a parking pass on the same day.
3. At sites where parking is controlled by DLA, arrangements for employees may be negotiated locally. The procedures to inform employees on the changes to the mass transit subsidy program and procedures to inform them of how they can obtain parking passes on days when they need them with the least inconvenience, may be negotiated. Nothing in any local agreements can conflict with the parties' Master Labor Agreement (MLA) or this agreement. Completed local agreements will be sent to Council 169 and DLA Headquarters for review, in accordance with MLA Article 38, Section 8.
4. Once an employee is no longer taking advantage of the mass transit subsidy, the employee will have an opportunity to register his or her vehicle again, and will be given the currently used parking decal that is being given to other similarly situated employees at that time.

FOR THE UNION:



Frank Rienti, Jr.
President
AFGE Council 169

JUL 6 2004

FOR THE EMPLOYER:



Jeffrey R. Neal
Director, Human Resources (J-1)
Defense Logistics Agency