

MEMORANDUM OF AGREEMENT

Regarding the motorcycle safety requirements in DoD Instruction 6055.4, DoD Traffic Safety Program, 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 motorcycle safety rules.

1. DLA shall provide a motorcycle safety class approved by the Safety Office to any DLA employee who wishes to operate a motorcycle on a DLA facility. The motorcycle safety class will be provided at no cost to the employee(s). Employees attending the class during normal duty hours will not be charged leave to attend the class.
2. DLA shall accept a state driver license motorcycle endorsement as having met the safety class requirement, if the motorcycle license requirements of that state meet the DoD motorcycle safety requirements.
3. In accordance with paragraphs 1 and 2, some employees may not qualify for a motorcycle permit until they have completed the motorcycle safety class. In those cases, DLA shall provide a temporary permit to operate a motorcycle on the installation until an employee has an opportunity to take the next available motorcycle safety class. The employee will provide evidence of registering for the motorcycle safety class when obtaining the temporary permit. The temporary permit may be extended if the employee has a valid reason why he or she missed the class.
4. Bargaining unit employees may take the motorcycle safety class as refresher training after one year if space is available.
5. To assist employees who ride motorcycles to meet the DoD requirements for brightly colored upper garments during the day and reflective upper garments at night, employees are encouraged to check with the Security office at their site if they are unsure whether a particular garment is considered sufficiently bright or reflective.
6. If an employee arrives at the gate to a DLA facility without all of the required personal protective equipment on, he or she will be allowed to put on the remaining equipment in the existing area where vehicle inspections are conducted before proceeding through the gate.
7. Employees who are riding a motorcycle to work for the first time will be permitted to enter the DLA facility on that day even if they do not have all of the personal protective

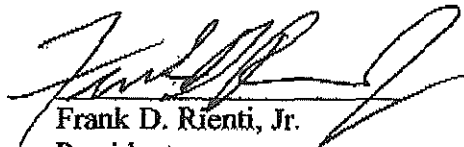
equipment required by DoD rules. However, they must be wearing all protective equipment required by state law at that location.

8. The motorcycle safety requirements will be publicized at each affected site by whatever means that site customarily notifies all employees about new policies or information.

9. The motorcycle safety requirements will be enforced at a particular site no sooner than 30 days after the notice referred to in paragraph 8 is released. During the 30-day notice period, motorcycle riders who are not wearing adequate personal protective equipment as required by DoD rules will be advised about the required equipment on their way in through the gate. All personal protective equipment required by state law at each location will be required for all motorcycle riders, even during the 30-day notice period.


10. The parties acknowledge that the requirements of DoD Instruction 6055.4 apply to "all persons at any time on a DoD installation".

FOR THE UNION:



Frank D. Rienti, Jr.
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FOR THE EMPLOYER:



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