

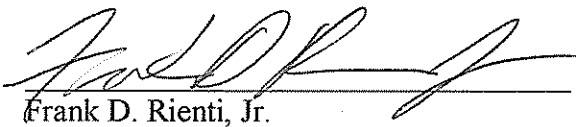
**MEMORANDUM OF AGREEMENT COVERING
CY 2008 NAVY BRAC TRANSFEREES TO DLA**

The Defense Logistics Agency (DLA) and the American Federation of Government Council 169 (the Council) hereby agree to the following concerning the Navy employees transferring to DLA as a result of BRAC 2005.

The terms of the DLA Master Labor Agreement (MLA) will govern the employees who are transferred from the Navy 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 transfer. In order to ease the transition to DLA, the parties agree to the following additional provisions:

- In accordance with the provisions of the MLA, positions transferred from the Navy at Mechanicsburg, PA and Philadelphia, PA are covered by the LOCNOPS at DDC/DDSP and Philadelphia (DSCP), respectively. Positions transferred into DSCR in CY 2008 as a result of BRAC that are not addressed by the MLA will be covered by the DSCR/Local 1992 LOCNOPS. Existing practices regarding matters subject to Locally Negotiated Operating Procedures (LOCNOPS) for which LOCNOPS have not yet 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 Headquarters DLA and AFGE Council 169 for review in accordance with Article 38 of the DLA MLA.
- Navy employees transferred to DLA will be placed on DLA performance standards. They will be placed onto the DLA performance appraisal cycle (January 1 to December 31) at the time of transfer.

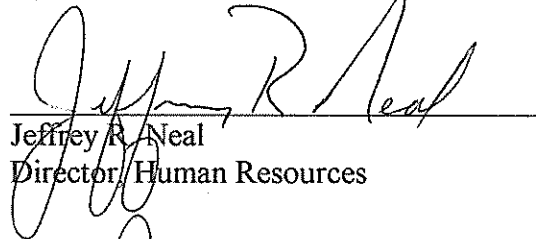
For the Council:



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

Date: June 26, 2008

For DLA:



Jeffrey R. Neal
Director, Human Resources

Date: June 26, 2008