

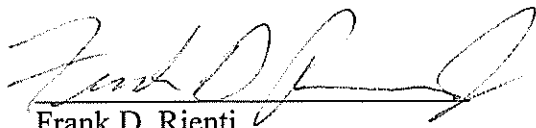
MEMORANDUM OF AGREEMENT

March 30, 2006

The parties have studied the Voluntary Protection Program (VPP) that is sponsored by the Occupational Safety and Health Administration (OSHA), and agree as follows:

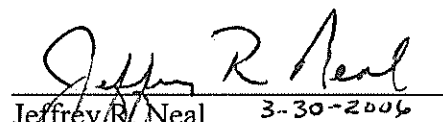
- The parties agree that the safety of the DLA workforce is of the utmost importance. Reducing accidents as much as possible is the right thing to do for the DLA workforce, and it directly enhances the accomplishment of DLA's very important mission.
- The parties acknowledge that OSHA administers VPP on a geographic site basis, rather than for an entire nationwide employer. Due to this feature of VPP, the parties agree that the various geographic sites within DLA will have to pursue VPP separately at their own pace, based on their particular safety issues.
- Geographic sites will apply to OSHA for the VPP star after satisfying all OSHA requirements and upon agreement of the local and the employer that it is appropriate to do so. "Site" includes all DLA organizations at a given geographic location.
- At each site pursuing VPP, local management and the AFGE Local will work together on VPP activities. VPP is not a program that can be bargained into existence. It will succeed only when management, the union and individual employees are committed to its success.
- While the VPP program itself is not about bargaining, it cannot be used to change conditions of employment without satisfying labor relations obligations in accordance with the provisions of the Master Labor Agreement. This memorandum constitutes the parties' agreement regarding VPP.
- Management agrees to keep the Council 169 Executive Board informed of the status of DLA's participation in VPP.

For the Union:


Frank D. Rienti
President, Council 169

3-30-06

For the Employer:


Jeffrey R. Neal 3-30-2006
Director, Human Resources (J-1)