

# Team collaborates on new labor operating procedures for eight DDC sites

By Jessica Walter, APR with John Heuberger, DDTP Deputy Commander

Labor and management representatives met in Philadelphia this spring to formulate Locally Negotiated Operating Procedures to augment the Defense Logistics Agency Master Labor Agreement for eight sites under the command of the Defense Distribution Center.

The sites discussed were Defense Distribution Depots Anniston, Ala.; Albany, Ga.; Barstow, Calif.; Corpus Christi, Texas; San Diego, Calif.; Jacksonville, Fla.; Norfolk, Va., and Tobyhanna, Pa.

The team consisted of union and labor representatives as well as management officials from the DDC sites that were discussed. John Heuberger, deputy commander of the Tobyhanna site, was the chief management negotiator for the team. Bill Lemos, vice president-West of Council 169 of the American Federation of Government Employees, was the chief labor negotiator.

According to Heuberger, Locally Negotiated Operating

Procedures, better known as LOCNOPs, are based upon interests that can be freely discussed and developed by labor and management officials during the course of negotiations. They are permitted in several articles of the DLA Master Labor Agreement.

The two-week negotiating session was very productive, said Heuberger. The team approved procedures covered by 11 articles of the Master Labor Agreement. Two procedures remain, and the team plans to talk about those



Bill Lemos, left, of Council 169 of the American Federation of Government Employees, and John Heuberger, deputy commander of Defense Distribution Depot Tobyhanna, Pa., sign the Locally Negotiated Operating Procedures to augment the Defense Logistics Agency Master Labor Agreement. Lemos and Heuberger were part of a team that collaborated on new procedures for eight Defense Distribution Center sites earlier this year.

later this year.

Heuberger said the team's job was rather challenging since not all eight sites operate the same way as a result of A-76. The A-76 process is a competition that determines the best value for the taxpayer

by examining the benefits of retaining mission work in house or contracting the work out to a private sector source.

"Since some of the sites we discussed are operated by contractors from the private sector and others are run by government employees, we had to work hard to make sure we came up with solutions everyone could live with," Heuberger said.

Negotiations took place at DDC's sister organization Defense Supply Center Philadelphia, and Heuberger was grateful for their help. "DSCP was very accommodating," he said. They provided excellent administrative and IT [information technology] support to the team."

## **The Locally Negotiated Operating Procedures Team Labor Members:**

- Bill Lemos, chief labor negotiator and vice president - West, AFGE Council 169
- Frank Rienti, president, AFGE Council 169
- Rita Lemon, vice president-East, AFGE Council 169
- Stephen Cebrick, AFGE Local 1647
- Chad Mullis, AFGE Local 2317
- Everett Kelley, president of AFGE Local 1945, Anniston Army Depot

## **Management Members:**

- John Heuberger, chief management negotiator and DDTP deputy commander
- Robert Rosarius, DDCT deputy commander
- Rita Varner, DDAG deputy commander
- Charles Elston, DDAA representative