



DEPARTMENT OF DEFENSE  
CIVILIAN PERSONNEL ADVISORY SERVICE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

JUN 07 2013

MEMORANDUM FOR THE DIRECTOR, DEFENSE LOGISTICS AGENCY  
HUMAN RESOURCES SERVICES (DHRS-C)  
ATTN: (ROCKY WEAVER, CAM)  
8000 JEFFERSON DAVIS HIGHWAY  
RICHMOND, VIRGINIA 23297-5100

SUBJECT: Negotiated Agreement between Defense Logistics Agency (DLA),  
DLA Aviation /DLA Distribution Cherry Point, NC and International  
Association of Machinist Aerospace Workers, Local Lodge 2297

The subject agreement was originally executed on March 5, 2013, and disapproved on April 3, 2013. The parties renegotiated the disapproved provision and submitted it to this office for review. The renegotiated agreement was executed on May 16, 2013 and reviewed by this office pursuant to 5 U.S.C. § 7114(c). After reviewing the revised provision, we find the revised provision satisfies the negotiability concerns described in our April 3, 2013 disapproval memorandum. This agreement, with the understanding set forth in April 3, 2013 memorandum, and set forth below, is hereby approved.

As indicated in the memorandum dated April 3, 2013, the following provision set forth below is approved with the following understanding:

**Article 11, Sick Leave, Section 4-b.** This provision provides "It is a policy of DLA Aviation/Distribution Cherry Point that an employee shall not be required to furnish a medical certificate to substantiate sick leave absences of three (3) days or less (unless under a Letter of Requirement). . . . However, the parties recognize that in accordance with regulations, employees may be required to furnish a medical certificate and/or administratively acceptable evidence regardless of the duration of the absence."

This provision is approved with the understanding that the parties intend, in implementing it, to follow the requirements of 5 C.F.R. § 630.405(a) which affords management the ability to require medical documentation when necessary; specifically, "for an absence in excess of 3 workdays, or for a lesser period when the agency determines it is necessary."

The approval of this revised agreement does not constitute a waiver of or exception to any existing law, rule, regulation or published policy.

This action is taken under authority delegated by DoD 1400.25-M, Civilian Personnel Manual, Subchapter 711, Labor Management Relations. Please annotate the agreement to indicate:

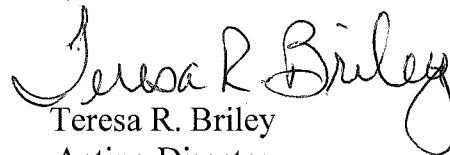
“Approved by the Department of Defense on **JUN 07 2013** .”

Signed copies of the approved agreement, along with one copy of OPM Form 913B, should be forwarded as follows:

One electronic copy identified as the “final approved agreement” emailed to the Defense Civilian Personnel Advisory Service, Labor and Employee Relations Division at [labor.relations@cpms.osd.mil](mailto:labor.relations@cpms.osd.mil). An electronic version of OPM Form 913B is available at [http://www.opm.gov/forms/pdf\\_fill/OPM913.pdf](http://www.opm.gov/forms/pdf_fill/OPM913.pdf) .

If there are any questions concerning the agreement, Mr. Lee Alner can be reached on DSN 381-1635 or commercial (571) 372-1635.

A copy of this memorandum was served on the labor organization, which is a party to this agreement, by certified mail on **JUN 07 2013** .



Teresa R. Briley  
Acting Director

Labor and Employee Relations Division

cc:

Mr. Theodore McNeal, President  
IAMAW, Local Lodge 2297  
P.O. Box 716  
Havelock, NC 28532

The Director, Defense Logistics Agency  
ATTN: J13 (Pamela Molloy, Staff Director, LER)  
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