



# Local Supplemental Agreement

Between the

Defense Commissary Agency

And the

American Federation of  
Government Employees at Fort Campbell  
Commissary

October 10, 2018

## **ARTICLE 11 NOTIFICATION OF SCHEDULES**

In addition to Article 11, Section 4, employees shall be notified of their schedule via Employer's Official bulletin board. Any subsequent schedule changes will be dated and posted next to the original schedule. Employees will be verbally notified of changes.

## **ARTICLE 41 Labor Management Meeting (LMM)**

1a. Management and the Local Union agree to hold regularly scheduled LMMs and shall continue until the expiration of the current MLA. The LMMs will normally take place the second Wednesday of the beginning of every quarter unless the second Wednesday falls in the middle of a military pay week. During a military pay week, the LMM will take place the following Wednesday during a non-military pay week. Day and time of LMMs may be changed by mutual agreement.

b. The LMMs will be held in the Fort Campbell Commissary off the work room floor and the meeting time will be no longer than 90 minutes unless times are extended by mutual agreement. The first LMM will be held January 9, 2019, time to be announced.

2a. The purpose of LMMs are not intended to entertain individual employee problems. LMMs are primarily used for the purpose of discussing, exploring, and considering with management matters of mutual concern; provided neither party shall attempt to change, add to or vary the terms of the Master Labor Agreement. The goals of the LMMs are to:

b. Promote more effective, open and continuous involvement between the parties to further enhance a positive working relationship and advance labor management cooperation between the parties;

c. Jointly pursue strategies which emphasize improving employee working conditions and satisfying the customer in terms of service and costs;

d. Work together to seek ways of improving customer service, increasing revenue, and reducing costs; and,

e. Provide an opportunity to jointly discuss new concerns and or initiatives during their developmental stage, in as much as those concerns or initiatives might impact employees or as they might relate to employee working conditions.

3a. Prior to any meeting, both parties are required to submit in writing, an agenda of the topics to be discussed. Agendas will be exchanged by the parties no later than 14 calendar days in advance of the scheduled meeting. Agenda items not resolved, will be

carried over to the next quarterly meeting. If no agenda items exist for either side, the quarterly meeting will be rescheduled to the following quarter.

b. LMMs will be conducted informally and will be attended by no more than 3 management representatives and 3 union representatives. If needed, either party can have a subject matter witness present as an additional representative beyond the aforementioned.

c. A summary of matters discussed at the LMMs will be prepared by the store secretary or designee in attendance (does not count as a representative) and copies provided to the parties.

### **NURSING MOTHERS**

HR Guidance 16-07, Nursing Mothers in Federal Employment dated July 12, 2016, will be posted on the Employer's Official bulletin board.

### **GATE ACCESS**

On a case by case basis, the Employer will make allowances for employees who are occasionally late due to unexpected gate delays. Subject to determination by the Employer, employees who are detained due to Gate access searches, will not be charged AWOL, leave, or LWOP. The employee will notify the supervisor as soon as possible.

### **RECOGNITION EVENTS**

Employees will be permitted to attend planned recognition events (i.e. Retirement, Holidays, Going-Away) during duty hours provided the event is either in or at the Fort Campbell Commissary and the supervisor has determined in the absence of the employee, the Agency can fulfill its mission requirements.

### **ENVIRONMENTAL FACTORS**

During periods of extreme temperatures, employees may wear clothing to acclimate to the temperature, providing the dress is in accordance with Article 49 of the current agreement.



DEFENSE COMMISSARY AGENCY  
HEADQUARTERS  
1300 E AVENUE  
FORT LEE, VIRGINIA 23801-1800

October 10, 2018

The **PARTIES** hereby agree to implement the terms and conditions of this 2018, AFGE Local Supplemental Agreement, effective October 10, 2018. Additionally, the following individuals participated in the negotiations:

**FOR THE EMPLOYER**

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Carl Bozeman  
Chief Negotiator

*Charles Shropshire*  
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Charles Shropshire

*Brian Davis*  
\_\_\_\_\_  
Brian Davis

**FOR THE UNION**

*Judy Hansford*  
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Judy Hansford  
Chief Negotiator

*Angela Garcia*  
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Angela Garcia

*Benjamin Clay*  
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Benjamin Clay