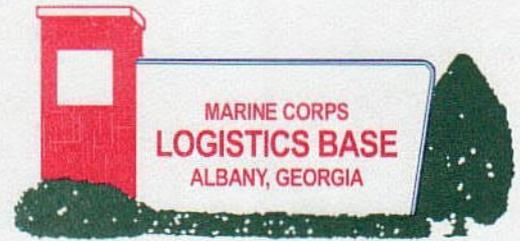




American Federation of
AFFILIATED WITH
THE AFL-CIO
Government Employees



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LOCAL 2317
P. O. BOX 43116
ALBANY, GEORGIA 31704

13 July 2011

From: Bert Black, President
To: Colonel Terry V. Williams, Commanding Officer

Subj: MARINE CORPS LOGISTIC BASE, ALBANY'S VOLUNTARY
PROTECTION PROGRAM POLICY

As the authorized Collective Bargaining Agent for the Employees of American Federation of Government Employees Local 2317, we, in an effort to assure a safe and healthy work environment, do hereby agree to participate in a joint commitments with the Occupational Safety and Health Administration (OSHA), and AFGE Local 2317 in DoD (OSHA) Voluntary Protection Programs (VPP) initiative.

Further, the Union Leadership pledges its full support to VPP and our encouragement in all our Local union members to participate. We feel VPP will be an effective tool in reaching our common goal of an incident free workplace.

Let it be understood, that in signing this agreement, we, the members of AFGE Local 2317, do not forfeit our rights under the OSHA Act.

AFGE Local 2317 reserves the right to withdraw our support from this agreement at any time.

Bert Black