

Local Agreement – Article 21 Overtime Assignments

BETWEEN

DLA Distribution (collectively) including: San Diego, CA; Jacksonville, FL; Tobyhanna, PA; Barstow, CA; Albany, GA; Anniston, AL; Corpus Christi, TX

AND

American Federation of Government Employees (AFGE), Council 169

Section 1: General

- A. Article 21 Overtime Assignments Section 3(I) and Section 4(B) of the Master Labor Agreement (MLA) between DLA and AFGE C169 allow for overtime procedures and rostering procedures not specifically negotiated in Article 21 to be locally negotiated at each site. Accordingly, the parties agree to the overtime and rostering procedures set forth below.

Section 2: Overtime and Rostering Procedures

- A. An overtime roster will be established and maintained for each work area. The roster will include the name of each employee in seniority order according to service computation date and pay plan, series, grade, and work area. Sign-up sheets will be made available to employees as soon as an overtime requirement is identified. Once overtime is approved, a roster showing who was selected for overtime will be posted/published and sent to the local union.
 - 1. Normally, planned overtime will be scheduled at least 24 hours in advance based on workload. Overtime roster will be posted when the need arises and will remain posted for a minimum of two (2) days, except when the need for overtime was unforeseen and mission requires less notice.
 - 2. Same-day overtime will apply to employees on duty when the work is to be accomplished.
- B. Voluntary Overtime
 - 1. Qualified volunteers will be selected for overtime in seniority order. The cut-off point for each solicitation will be recorded, identifying the last employee on the roster who was solicited for overtime. The next overtime solicitation will begin at the cut-off point with the next most senior employee on the roster receiving the first offer.
 - 2. The Employer will not be obligated to contact and solicit an employee who is in a non-duty status (leave or regular day off) unless the employee has previously indicated their availability for voluntary overtime on that date.
- C. Tie Breaker
 - 1. In the event of a tie in SCD, the tie breaker will be a blind draw.

Section 3: Overtime Absenteeism

- A. Once an overtime roster is approved and posted, the employee is considered scheduled to work the overtime and the employee is expected to report to work.
- B. An employee who fails to report for his/her scheduled overtime and does not utilize the established overtime call-off procedures will be temporarily removed from the overtime roster for a period of twenty-eight (28) calendar days.

For the Union:

RANDOLPH ELLIOTT
Executive Vice President, AFGE Council 169

For the Agency:

JOE ARNOLD
Director, DLA Distribution Warner Robins