

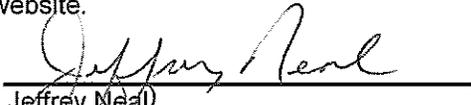
Memorandum of Agreement  
Between  
DLA and AFGE Council 169

The Defense Logistics Agency (DLA) and American Federation of Government Employees Council 169 (the Council) hereby agree to the following concerning the Common Access Card (CAC):

1. The CAC is the standard identification card for Department of Defense (DoD) and is used to enable physical access to buildings, installations, controlled spaces and information technology systems that access DoD computer networks. The CAC will not be used officially or unofficially to record time and attendance.
2. Prior to being issued a CAC, employees will be required to complete the necessary paperwork for civilian employees. Employees will be required to give information concerning the following: their name, work location, office email, pay grade, telephone number, date and place of birth, SSN and home and work addresses. The CAC does not currently include information concerning the employee's blood type, health history or willingness to be an organ donor. The information on the CAC will be safeguarded in the same manner as other Privacy Act data.
3. This agreement covers uses of the CAC identified in paragraph 1. If any other future uses for the CAC are directed by the DoD or proposed by DLA, DLA must satisfy any labor relations obligations with AFGE Council 169 prior to expanding its use.
4. Due to internal security procedures requiring use of the CAC for access to DoD networks, DLA employees will begin using the CAC for such access as soon as networks and applications are enabled for CAC access. It is in the mutual interest of the parties to facilitate the transition and help employees develop good CAC usage habits. In order to provide a transition period, both CAC and user ID/password access will be available for 90 days where practicable. The intent is that employees will use the CAC during the transition period and the User ID/password will be a "safety net" in the event the employee's CAC is not available. The Employer will provide a temporary user ID and password to allow system access when an employee's CAC is not available, to the extent allowed by DoD and/or DLA security procedures in effect at the time such a request is made.
5. The Employer will provide reasonable accommodations to employees with disabilities.
6. Employees who lose their CAC will not be charged a fee for replacement.
7. Issuance of CACs will be in accordance with DLA and DoD security procedures.
8. The parties share an interest in supporting the ability of employees to telework in accordance with Article 9 of the Master Labor Agreement. The employer will provide equipment needed for approved teleworkers to the extent it is available. The Employer will review assignment of laptop computers in an effort to maximize assignment of such computers to teleworkers. The parties recognize that technical and budget realities may limit the Employer's ability to provide such equipment. To the extent permitted by DoD and/or DLA security practices and availability of software licenses, the Employer will provide remote access software and card readers to allow employees to use their home computers to telework. Use of such software and hardware is at the employee's risk. The Employer will not provide technical support for non-government computers.
9. This agreement constitutes the full understanding of the parties. The provisions of this Memorandum of Agreement may be changed only with the mutual agreement of the parties.
10. Copies of this agreement will be posted to the DLA website.

  
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Frank Rienti, Jr.  
For AFGE Council 169

6-15-06  
\_\_\_\_\_  
Date

  
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Jeffrey Neal  
For the Defense Logistics Agency

6-15-06  
\_\_\_\_\_  
Date