

Memorandum of Agreement
Between the American Federation of Government Employees, Council 169
And the Defense Logistics Agency

DLA COVID-19 Reentry and Safety Plan

The Defense Logistics Agency (DLA) and the American Federation of Government Employees (AFGE) Council 169 collectively (“Parties”) enter into the Memorandum of Agreement to implement the DLA COVID-19 Reentry and Safety Plan.

The parties agree:

1. Upon request, a listing of bargaining unit employees for each phase will be provided to each AFGE Local.
2. Nothing in this agreement will permanently change any provision in the current collective bargaining agreement.
3. To the extent practicable, covered employees will receive adequate notice of at least 30 days before they are ordered to return to the worksite.
4. To the extent practicable and determined by management, telework flexibility will be given consideration.
5. Nothing in this agreement waives any right by any bargaining unit employee to pursue a grievance, appeal, claim, face retaliation or discrimination.
6. Covered employees having concerns with phasing into the worksite will contact their immediate supervisor in advance, prior to the implementation date. Their concerns will be addressed on a case-by-case basis in accordance with Center of Disease Control and Prevention (CDC) guidance, Force Health Protection and DoD Guidance, and Agency policy.
7. Covered employees will follow CDC guidance, Force Health Protection and DoD Guidance and Agency policy concerning exposure to COVID-19.
8. If covered employees’ reentry to the workplace is impacted by childcare due to childcare centers having a wait list, occupancy limitations, etc., the employer will consider requests for flexible schedules, including core time deviation.
9. Those covered employees who self-identify as medically vulnerable individuals (e.g. persons who are elderly, have underlying health conditions, have respiratory disease, are immunocompromised) should shelter-in-place and be permitted to telework as much as

possible to minimize exposure to COVID-19, to the maximum extent practicable, until HPCON A.

FOR THE UNION

Terry Day
President AFGE Council 169

FOR THE EMPLOYER

Darryl Roberts
DLA, Human Resources
Staff Director, Labor and Employee Relations