

Frequently Asked Questions (FAQs)
Regarding the April 2007
AFGE Council 169/Defense Logistics Agency Master Labor Agreement

1. **Is an AFGE local permitted to designate a substitute representative when an officially designated FTE representative is absent?** Normally, FTE representatives will not designate another representative to fill-in for them when they are absent. Another officially designated FTE or a representative using Appendix A time will cover representational functions during absences of the officially designated FTE representative. When the absence of the FTE is expected to equal two consecutive weeks or more, then the representative may designate an individual to serve as the acting FTE during the regular representative's absence. When the officially designated representative returns to duty, the temporarily designated FTE is no longer entitled to a block grant of official time.
2. **Do 50% FTEs have to use their official time as 50% each work day or are other arrangements permitted?** 50% FTE's should work out a schedule with their supervisors as to when the official time for representational functions will be conducted and when their duty time will occur. It may be 50% each day or it may be an alternative arrangement during the pay period that does not exceed 50% of the available work hours of the employee. For example, if a representative works a 4-10 schedule and is designated as a 50% FTE, the representative and the supervisor may work out a schedule whereby the representative spends 5 hours each day performing representational functions and 5 hours of work. It would also be acceptable for the representative to work 2 days each week and spend 2 days each week in the union office. It is important for the union representative and the supervisor to work out a schedule where the needs of the Agency and the needs of the union can be addressed in accordance with the time authorized by the Master Labor Agreement.
3. **For locals that have agreed to forego Appendix A time (except for the limited 200 hours per year for extenuating circumstances) to increase their FTEs by 50%, does time spent in authorized union sponsored training under Article 42 count against the 200 hour limit?** No it does not. The 200 hour annual limit is for representational functions authorized by Article 3. Training that is authorized under Article 42 Section 1 must be related to one or more of the representational functions authorized in Article 3. Official time for other union sponsored training has not been authorized and should be charged as leave or attended during non-duty time.
4. **DLA is adding new employees at Warner Robins, GA, Ogden, UT and Oklahoma City, OK as a result of BRAC. When do those locations have to start negotiating LOCNOPS?** The parties recognize that management and the union need time to adapt to the BRAC implementation and anticipate LOCNOP negotiation commencing within approximately six months.

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