

DLA COLUMBUS AND AFGE LOCAL 1148

LOCAL AGREEMENT

Article 21- Overtime Assignments

SECTION 1. The parties agree that where overtime work can be directly identified as requiring specific skills or belonging to the job duties of an employee in a specific technical/administrative position, the overtime may be granted directly to the employee. Management maintains the right to determine the qualifications needed to perform the work. Upon request, management will explain the qualifications required for the overtime. If management does not exercise its discretion to directly assign an employee overtime work using this procedure, it will follow the procedures in Section 2.

SECTION 2. For positions for which job duties and assignments are determined to be interchangeable among qualified employees, the parties agree that overtime will be distributed among employees within the same job classification and grade and/or within the same basic work/organization unit, as appropriate. In such instances where overtime is offered and there are more volunteers than overtime hours available, overtime will be offered to employees in accordance with an overtime roster as follows:

A. A posted overtime roster will be maintained which will be composed of the employees of the same job classification and grade and/or in the same basic work/organizational unit, whichever is applicable. Names on the roster will be ranked from top to bottom by employee service computation date, with the most senior names first. Any employee turning down overtime will be bypassed. Management reserves the discretion to pass over any employee on the roster whose work performance is not currently meeting performance standards at the fully successful level, regardless of the rating of record on file.

B. If an employee has been passed over for overtime, the supervisor will explain the basis for omission from overtime. If an employee who has been passed over for overtime improves his/her performance to a satisfactory level, he/she will promptly be eligible for overtime in accordance with the procedure stated above.

C. In the event time is limited or an insufficient number of volunteers are obtained, the Employer will exercise its prerogative to assign overtime. However, an employee on excused leave, or his/her regular day off will maintain his/her position on the list.

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SECTION 3. The fact an employee used annual leave or sick leave during a pay period will not be sufficient cause to exclude him/her from working overtime during that same pay period.

FOR THE UNION




ROBIN MENEFEE
Chief Negotiator for Local 1148

12/7/23

Date

FOR THE EMPLOYER



DON SCHULZE
Chief Negotiator for DSCC Columbus

12/7/23

Date

DS RM