

**LOCAL AGREEMENT – Article S21  
OVERTIME  
BETWEEN  
DLA Philadelphia (includes all bargaining unit employees for DLA Components co-located  
at the Naval Support Activity – Philadelphia Installation)  
AND  
American Federation of Government Employees (AFGE), Local 62**

**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 Council 169, dated September 2022, allow for overtime procedures and rostering procedures not specifically negotiated in Article 21 to be negotiated locally at each site. Article 21, Section 7 of the MLA allows for parties to negotiate the timeframes for temporarily removing employees from an overtime roster due to absenteeism. Accordingly, the parties agree to the overtime, rostering and absenteeism procedures set forth below.

**Section 2 – Overtime and Rostering Procedures**

- A. The Employer and the Union recognize a mutual responsibility for expeditious and efficient service to the public, including the need for a willingness on the part of employees to be available when workloads require overtime.
- B. Overtime assignments will be distributed and rotated among available qualified employees, in seniority order, within an organizational branch and the parties agree this to be the preferred method of assigning overtime.
- C. Use of **scheduled leave** during an employee's normal hours of duty does not normally preclude the employee from working overtime the same day.

**Section 3 – Overtime Absenteeism**

- A. The Employer and the Union agree that overtime hours are necessary for the efficient function of the Agency in service to the Warfighter and its Whole of Government Partners.
- B. When an employee is scheduled to work overtime, whether overtime was requested, based on a volunteer solicitation/assignment or directed by management, they are expected to report for duty in accordance with their overtime schedule. An employee who

fails to report for their scheduled overtime without utilizing the established overtime call-off procedures in accordance with Section 7 of Article 21 will not be eligible for any additional overtime assignments for **28 calendar days**.

For the Union:

For DLA:

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Digmarie Aponte, President  
AFGE Local 62

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David Johns, Deputy Director, Medical  
DLA Troop Support/Philadelphia

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Date

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Date