

LOCAL AGREEMENT – ARTICLE 21
OVERTIME ASSIGNMENTS
BETWEEN
DLA DISPOSITION SERVICES
FIELD SITES (NOT CO-LOCATED WITH OTHER DLA ACTIVITIES)
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES (AFGE), LOCAL 1626

Section 1: General

Article 21 *Overtime Assignments* Section 3(I) and Section 4(B) of the Master Labor Agreement (MLA) between DLA and AFGE C169 allow for overtime procedures and rostering procedures not specifically negotiated in Article 21 to be locally negotiated at each site. Article 21, Section 7 of the MLA allows for the 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:

- A. The Employer's intent is to provide an ample opportunity for all qualified employees to sign up for overtime in a timely manner.
- B. The Employer will establish an overtime roster for each work area and maintain it as needed. The roster will include the name of each employee in seniority order according to service computation date and pay plan, series, grade, and work area.
- C. Voluntary Overtime
 - 1. Qualified volunteers will be selected for overtime in seniority order. The cut-off point for each solicitation will be recorded, identifying the last employee on the roster who was solicited for overtime.
 - 2. The solicitation hierarchy for voluntary overtime is as follows:
 - i. All qualified employees by pay plan, series, grade, and work area within a work area. A work area may encompass multiple first-line supervisors if that is the smallest unit possible where the overtime work is needed.
 - ii. All qualified employees by pay plan, series, grade, and work area within a branch.
 - iii. All qualified employees by pay plan, series, grade, and work area within a division.
 - iv. All qualified employees by pay plan, series, grade, and work area within an organization.

3. If voluntary overtime is to follow an employee's normal scheduled hours, the Employer will not be obligated to contact and solicit an employee who is in a non-duty status (e.g., an employee who is on leave or on a regular day off).

D. Tiebreaker

1. Tie-breakers will utilize the following method if there are too many volunteers:
 - a. Service Comp Date (Annual Leave); if same SCD then utilize (b).
 - b. Month and day of the birthday (not year) using the Julian Date, in ascending order.

E. Eligibility/Qualifications

1. IAW MLA Article 21 Section 2B, the Employer has the sole and exclusive right to determine who meets the appropriate qualifications for overtime assignments and may consider a number of factors including physical requirements, medical restrictions, documented performance deficiencies, training requirements, licensure requirements, and system access requirements.
2. Use of scheduled leave during an employee's normal duty hours does not preclude the employee from working overtime that day.

Section 3: Overtime Absenteeism

- A. Once an overtime roster is approved and posted, the employee is considered scheduled to work the overtime and the employee is expected to report to work.
- B. If an employee is unexpectedly going to be absent due to either an illness or other emergency, then they must contact the appropriate overtime supervisor or the supervisor's designated representative within one (1) hour of the start of overtime.
- C. Employees who fail to report for their scheduled overtime, fail to follow established overtime procedures, or repeatedly call off will be temporarily removed from the overtime roster for a period of seven (7) workdays.
- D. The parties recognize that temporary removal from the overtime roster is not a disciplinary action.

For the Union:

 30 MAY 23

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 30 MAY 23

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