

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

COVID-19 Work Schedule Flexibilities

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 work schedule flexibilities due to COVID-19.

The parties agree:

With the implications of COVID19 on schools, dependent care, and daycare facilities, we want to be able to offer employees, subject to mission requirements and supervisory approval, work schedule flexibilities that are not universally available to reduce the impact of the school situation on employee leave balances. This agreement temporarily overrides current local agreements where those limitations exist. Local management will work with the AFGE Council local to determine the best flexibility options that will be utilized for their site. This is intended to facilitate cooperative discussions, not additional negotiations at the local level

Subject to mission requirements such as customer interactions, we'd like to be able to offer the following options that can be discussed between employees and supervisors during this pandemic situation to address concerns regarding school, day or dependent care (e.g. school-like care for disabled children).

1. Core hour deviation for flexible work schedule. This would not apply to those on a fixed work schedules such as a 5/4/9 or 4/10
2. For employees on 5/4/9 or 4/10 work schedules, management may stagger (e.g. one group comes in at 7, with another at 9) individual employee their start and end times (if feasible) and/or at the request of the employee change their fixed work schedule days to include weekends to meet the concerns regarding school, day or dependent care. Any work schedule change is subject to supervisory approval.
3. Elimination of mandatory lunch periods but, the employees are still required to meet their daily work requirement.
4. Increase daily credit hour accumulation to 4 hours. Employees and supervisors need to be aware that a maximum of 24 credit hours can be carried over to the following pay period.) Subject to mission requirements, employees may be allowed to use the time accumulated, consistent with the regulatory and statutory limitations.



Handwritten signature and date: 5-20-2020

