

MEMORANDUM OF AGREEMENT DOD FACE COVERING REQUIREMENT

1. DLA employees who are required to report to the work site have been provided at least two masks by the agency. If an employee feels that additional protection is needed, they will be allowed to double their mask. For the touch workforce (e.g. warehouse workers) who are required to report to work on-site as part of the mission-essential workforce, upon request, those employees may ask for additional DLA supplied masks up to a total of six masks, so that an employee has masks on-hand if the mask needs to be replaced during the day. Employees also have the option to use any mask that they purchased that meet the requirements outlined in the Secretary of Defense memo “Use of Masks and Other Public Health Measures,” Feb. 4, 2021. In recognition that there may be unique local circumstances, the agency will not unreasonably deny requests on a case-by-case basis for additional masks. Any disagreement on additional masks will be addressed by the parties at the local level collaboratively with the assistance of the FMCS.
2. Reasonable accommodation requests will be addressed in accordance with the established reasonable accommodation procedures, which could include alternative measures for employees with disabilities. Alternative safety measures, including exceptions to the mask requirement may be made, which could include approving the use of alternative face coverings, adequate social distancing, exceptions for communicating with persons who are hearing impaired, etc.. Decisions on alternative safety measures should be discussed with local union representatives, with the final decision made by management.
3. Smoking is allowed in smoke shacks, pavilions, and other designated areas when social distance of 6 feet or more is maintained. Smokers will not exhale smoke in the direction of another employee. Face coverings will be worn during travel to the authorized smoking area and replaced as soon as the employee is no longer smoking.
4. Supervisors shall grant employees up to four hours of administrative leave, per vaccination event, to receive COVID-19 vaccinations administered by DoD, Federal, state and local government organizations, or private health care organizations and pharmacies. The use of administrative leave is limited to time spent traveling to and from the vaccination location, time at the vaccination location, and, if needed, for a reasonable amount of recovery time. For employees who experience an adverse reaction to a COVID-19 vaccination, no more than two workdays of administrative leave will be granted for recovery associated with vaccinations, consistent with DoD policy.

//s// 03/31/2021
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//s// 03/31/2021
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