

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**DEFENSE LOGISTICS AGENCY**

**AND**

**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 169**

**Electronic Piece Count Scale Implementation**

The Parties agree:

1. The American Federation of Government Employees (AFGE) Council 169 (Union) and Defense Logistics Agency (DLA, Agency, or Management) (collectively the parties), hereby enter into this Memorandum of Agreement regarding Electronic Piece Count Scale Implementation, as it applies to bargaining unit employees covered by the 2016 Master Labor Agreement (MLA) between the parties.
2. The Agency will calibrate the Electronic Piece Count Scales based on manufacture recommendations. Counts completed with an Electronic Piece Count scale will be annotated. Provided Bargaining Unit Employees follow the SOP for the Electronic Piece Count Scales, disciplinary actions will not be taken against a Bargaining Unit Employee solely for count discrepancies based on the use of the Electronic Piece Count Scales.
3. The Agency will request damaged or broken Electronic Piece Count Scales be repaired or replaced following notification the Electronic Piece Count Scale is damaged/broken.
4. The Agency will discuss any substantial performance plan changes related to the use of the Electronic Piece Count Scale with the affected Bargaining Unit Employee and a draft copy will be provided to the employee and the Union in accordance with Article 18 of the 2016 MLA.

For the Union:

For the Agency:

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Terry A. Day      Date  
President, AFGE Council 169

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Sharyn Saunders      Date  
Director, DLA  
Human Resources