

MEMORANDUM OF AGREEMENT
DLA-wide Deployment of
Employee Activity Guide for Labor Entry (EAGLE)
Amended June 17, 2009

The Defense Logistics Agency (hereinafter referred to as DLA) and the American Federation of Government Employees Council 169 (hereinafter referred to as the Council) hereby agree to the following concerning deployment of EAGLE within all DLA organizations represented by AFGE Council 169.

1. The EAGLE system is intended to account for time and work activities. Daily input of information is strongly encouraged to ensure accuracy, but not required.
2. An employee/timekeeper may be required to project time at the end of the pay period in order to pay the employee in a timely manner. The requirement to input projected time in advance does not prohibit an employee from requesting and being granted leave on the days when attendance was projected. In such cases, the time will be corrected in the system.
3. Transition to EAGLE does not change significant conditions of employment related to recording time and attendance. Such matters (work schedules, procedures for recording time, whether start/stop times are recorded, etc.) are covered by Article 20 of the Master Labor Agreement and are subject to local bargaining in Locally Negotiated Operating Procedures. Deployment of EAGLE will not be delayed pending negotiations of new procedures for recording time and attendance. Negotiations regarding changes that may be necessitated by EAGLE deployment will commence within 30 calendar days of receipt of a timely demand to bargain.
4. Affected Council Locals will be briefed on the EAGLE system prior to implementation.
5. Employees/timekeepers will be provided training needed to use the EAGLE system. Training may be in classrooms, by webinar or other means. Upon request, union representatives will be provided the same training as employee users of the system.

For the Council:



Frank D. Rienti, Jr.
AFGE, Council 169

June 17, 2009
Date

For the Employer:



Jeffrey R. Neal
Director, Human Resources

June 17, 2009
Date