

## MEMORANDUM OF AGREEMENT

The Defense Finance and Accounting Service and American Federation of Government Employees Council 171 enter into this agreement for the changes of the Career Learning Centers (CLC).

The Parties are committed to Growth & Learning through e-learning resources and will actively promote opportunities to use e-learning capabilities. This constitutes the next step in the evolution of our CLC's and provides for the use of available technology making information available anytime, anywhere.

1. E-learning carrels will be maintained at current functional levels for sites that previously had a CLC. These e-learning carrels will be accessible to all employees.
2. Employee's using the e-learning carrels may seek assistance with e-learning or other HR web based applications from the employee services assistant or other appropriate personnel.
3. Colleges, universities or other organizations offering training for DFAS employees, may coordinate with the appropriate Agency representative for the use of classrooms at each DFAS site, subject to availability.
4. DFAS will provide guidance and information to employees on the use of electronic learning tools.
5. DFAS is committed to supporting Growth and Learning and encourages employees to participate in e-learning opportunities available through the DFAS e-learning center during duty hours. This training can be accomplished at the employee's workstation or the e-learning carrels.
6. Upon request, the Union will be provided the available e-learning usage data.
7. Upon request, the Union will be provided the results of the annual training needs assessment.

Changes to this agreement will be subject to bargaining in accordance with applicable law, rule, or regulation and the MOU governing the level of bargaining (December 2002).

This agreement will be effective upon its signing by the parties' authorized representatives and will remain in effect until superceded by a subsequent agreement or master agreement

Signed this date May 27, 2004

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Robert McNamara  
DFAS, Co-Chair

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Kelley Dull  
AFGE-171, Co-Chair