

MEMORANDUM OF AGREEMENT

The Defense Finance and Accounting Service and American Federation of Government Employees Council 171 enter into this agreement for the implementation of EDM.

1. In order to perform in a manner expected by the agency, employees must have ample space that meets the needs of their respective DFAS EDM functions and adequate space must be provided to accommodate the EDM system, and downloads associated with these systems.
2. All DFAS Employees performing EDM functions will receive all applicable training that is associated with the specific EDM Site function they perform. The training will be conducted in conjunction with implementation. The Parties reaffirm the goals set forth in Article 27 of the MUMA.
3. All position classification issues including concerns regarding the accuracy of job descriptions shall be addressed in accordance with Article 31 of the MUMA or other applicable negotiated agreements, law, rule, or regulation. In the interest of fairness and equity, positions of employees performing similar work will be classified in accordance with applicable law, rules, and regulation.
4. Tier II EDM employees are encouraged to take periodic relief from viewing the screens to avoid eyestrain. These relief periods should not exceed 10-minutes every two hours. Employees performing EDM functions may request ergonomically suited equipment through supervisory channels or other appropriate Agency representatives.

Subsequent issues regarding the conditions of employment for employees using EDM technology will be resolved in accordance with law, rules, or regulations, and the current MOA between the parties regarding 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agreement will be effective upon its signing by the parties' authorized representatives and will remain in effect until superceded by a subsequent agreement or master agreement.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 26, 2004

Robert McNamara
DFAS, Co-Chair

Kelley Dull
AFGE-171, Co-Chair