

MEMORANDUM OF UNDERSTANDING
INTERIM MASTER AGREEMENT IMPLEMENTATION

The Defense Health Agency (“Agency”) and the American Federation of Government Employees, AFL-CIO (“Union”) agree as follows as to the implementation of the Interim Master Labor Agreement (“IMLA”)

1. Provisions included in the IMLA apply to all employees in AFGE’s consolidated professional and nonprofessional units. IMLA provisions will take precedent over any local agreements or past practices as to the same subject matter as covered in the IMLA.
2. Matters that are the subject of local agreements or past practices at the local level may continue in effect unless and until those matters are covered by the IMLA or a successor agreement. At such time as those local agreements/matters are covered by the IMLA, the IMLA will take precedence.
3. Local agreements and past practices may not be in conflict with the terms of the IMLA.
 - a. The parties agree that the agreements between AFGE and DHA that pertain to the DHA Headquarters bargaining unit employees do not conflict with the IMLA and remain in effect.
4. The parties agree to joint training on the IMLA.
 - ~~a. The parties agree that there will be two in person IMLA trainings held during FY 2024 or 2025.~~
 - b. The locations of these two trainings will be mutually agreed upon by both the parties.
 - ~~e. The Agency will solicit an outside third party to design and create the joint training within 60 days of the execution of this agreement.~~
 - d. The Union will be included in designing and concurring on the joint training materials.
 - e. The agency will arrange the logistics such as space, technological support, and other matters in support of the two regional trainings.
 - f. One primary person and an alternate person will be designated by the agency and by the Union to act as instructors.
 - g. The parties agree that the subject of these joint trainings is appropriate for official time for union representatives who attend these trainings. Travel to and from these trainings is also appropriate for official time as long as the travel is during duty time. No overtime or compensatory time will be authorized.
 - ~~h. In addition to the two in person trainings, the parties will also offer joint virtual trainings. These trainings will be scheduled at mutually agreeable dates and times.~~

5. The agency will distribute a copy of the ILMA to all bargaining unit employees via email at their work email address within 14 days of the execution of this agreement.
 - a. Each time the parties agree to modify the ILMA, the agency will distribute an updated copy of the ILMA to all bargaining unit employees via email at their work email address.
6. The parties agree to add the Performance Management article that was granted Agency Head Review approval on March 19, 2024 to the IMLA

For the Agency:

Andrea Dowdy 5/20/24
Date:

For the Union:

Cathie M. Huston 5/20/24
Date:

**Provisions struck through were disapproved on AHR and are not in effect