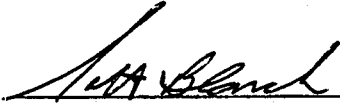
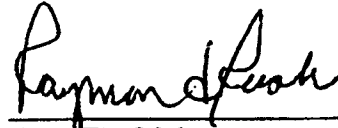


**MEMORANDUM OF AGREEMENT (MOA)
CONCERNING SICK LEAVE FOR FAMILY CARE PURPOSES**

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this MOA regarding Sick Leave for Family Care Purposes.
2. The parties agree that Sick Leave for Family Care Purposes shall be administered in accordance with the principles set forth in 5 CFR Part 630.
3. The parties agree for the purposes of supporting evidence for sick leave used for family care purposes, if an employee is out for more than three consecutive workdays, and the affected family member receives treatment from a health care provider a certificate from the health care provider will be required. The certificate will be provided within 10 workdays or upon the employee's return to work, whichever occurs sooner. If the employee is out for more than three consecutive workdays for sick leave used for family care purposes, and the affected family member does not receive treatment from a health care provider, the employee may self-certify for absences up to 10 workdays, with the exception of those employees covered by MLA Section 24.03. For self certification purposes, the employee's personal written statement must include the name of the family member, nature of illness, and that the employee had to care for a family member who had a serious mental or physical health problem. Normally, if the employee is out for more than 10 consecutive workdays for sick leave used for family care purposes, the employee may self-certify. If there are unusual circumstances, the employer may require that the employee provide a written statement from a health care provider, indicating the name/relationship to the employee, general nature of illness, and the anticipated duration of the absence. In such an instance, an employee may grieve the supervisor's requirement for health care provider certification.
4. The parties agree that requests for sick leave for family care purposes shall be accomplished in accordance with Article 24 of the MLA.
5. All remedies available under the MLA or 5 U.S.C. Chapter 71 are available to the Parties if either party believes the other has failed to comply with any of the requirements of this MOA. Prior MOAs between the parties; Sick Leave for Adoptive Parents, dated 25 April 91; AFR 40-630, 1 February 1988 Absence and

Leave dated 18 December 1992; The Family and Medical Leave Act (FMLA) of 1993 dated 2 September 1993; and Amendment to Memorandum of Agreement (MOA): the Family and Medical Leave Act (FMLA) of 1993, dated 4 November 1993, are still in effect. The MOA between the parties: Family-Friendly Leave Act (FFLA), dated 27 January 1995 shall be no longer applicable on the effective date of this MOA.


For AFGE Council 214 Date 13/mar/01


For AFMC Management Date 12 April 01