

MEMORANDUM OF AGREEMENT (MOA) CONCERNING  
AIR FORCE INSTRUCTION (AFI) 36-3009  
FAMILY SUPPORT CENTER PROGRAM 1 FEBRUARY 1997

24 April 1998

1. American Federation of Government Employees (AFGE) Council 214 (Council) and Air Force Materiel Command (AFMC), hereafter referred to as the Union and management, hereby enter into this MOA regarding the above matters as they apply to bargaining unit members covered by the Master Labor Agreement (MLA) between the parties. This agreement recognizes the mutual interest the parties have to identify and establish a process covering the matters at hand, which will enhance their labor-management relationship.

2. It is agreed and understood that the following issues are reporting requirements for only those individuals with positions covered under the *Personnel Reliability Program* and no other bargaining unit employees are subject to these reporting requirements:

- Alcohol Misuse
- Drug Abuse
- Lack of loyalty or trustworthiness
- Negligence/Delinquency in duty performance
- Civil conviction of a serious nature
- Pattern of behavior/actions indicating contemptuous attitude toward law or duly constituted authority

3. It is understood that any mandatory reporting required by AFI 36-3009, will not exceed the minimum reporting required by any state or federal law. Any reports or documents created by the Family Support Center will not be used as the sole evidence in an adverse action.

4. No documentation or reporting will be generated from hearsay or third party accusations or allegations.

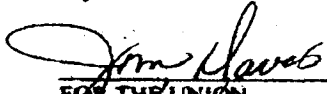
5. Upon request, any individual bargaining unit employee shall be provided a copy of the Family Support Center Individual/Family Data Card, AF Form 2800, which is completed at the time of service.


6. It is agreed that before bargaining unit employees see a counselor, they will sign an informed consent statement. The informed consent statement explains the limits on confidentiality and that under certain limited circumstances, according to federal and state law, reporting is required to appropriate authorities, and that such reports may be used against them in their employment.

7. All remedies available under the MLA or 5 U.S.C. Chapter 71 are applicable to this MOA.

8. The Council shall be provided a copy of the Command's annual Family Support Center Statistical summary report (RCS: HAF-DPC(Q)8401).

9. At the end of the initial 12 month period of this agreement either party may submit a written demand to bargain concerning any subject addressed by this MOA. This demand to bargain must be made within 30 days of the end of the initial 12 month period.

  
FOR THE UNION  
4/24/98  
DATE

  
FOR THE EMPLOYER  
24 Apr 98  
DATE