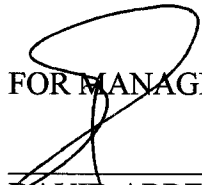


MEMORANDUM OF AGREEMENT
CONCERNING
ORGANIZATIONAL HEALTH CENTERS (OHCs) AND
EMPLOYEE ASSISTANCE PROGRAMS (EAPs)

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC) hereby enter into this MOA regarding the above matters as they apply to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. The parties agree that OHCs and EAPs will be established across the command. The primary function of the OHC is to assist both military and civilian organizations and the primary function of EAPs is to provide short term counseling for civilians. All parties understand the Alcohol, Drug Abuse Prevention and Treatment (ADAPT) service at each installation provides substance abuse assistance and has a different mandate than that of EAPs.
3. The parties agree to implement the programs as discussed by the parties to this agreement. Any future changes, that affect working conditions of bargaining unit employees, will be handled IAW the provisions of the MLA.

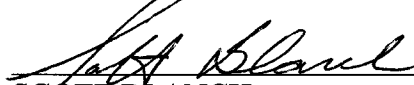
FOR MANAGEMENT



DAVID ARREOLA
Lieutenant Colonel, USAF
Chief, YOFAM/Quality of Life

7 DEC 01
DATE

FOR THE UNION



SCOTT BLANCH
President
AFGE Council 214

Dec. 7, 2001
DATE