

MEMORANDUM OF AGREEMENT (MOA)

23 FEB 2018

ON

Revisions to the Federal Workplace  
Drug Testing Program

REFERENCE:

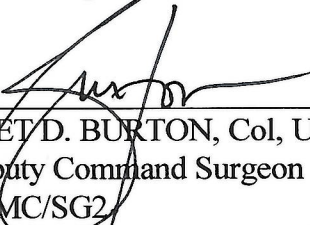
AFI 90-508, "Air Force Civilian Drug Demand Reduction Program,"  
28 August 2014 MOA, dated 18 March 2015

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 Memorandum of Agreement regarding the modifications of drugs included in the drug testing panel as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. The Department of Defense has initiated an update to the drug testing panels for which its Federal civilian workforce may be tested, in compliance with the Department of Health and Human Services (DHHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs. This revision removed one drug, methylenedioxyethylamphetamine (MDEA), from the standard testing panel for employees and applicants. Additionally, four synthetic Schedule II opioid drugs have been added to the testing panel. These additions are oxycodone, oxymorphone, hydrocodone, and hydromorphone.
3. Management will provide an updated list to of BUEs on Testing Designated Positions (TDPs) to Council 214 NLT 30 days after implementation of this MOA. Additionally, the updated list of drugs or classes of drugs that employees may be tested for will be provided to Council 214 within 30 days of implementation of this MOA. Employees on TDPs will be provided notification of the removal and additions of the drugs listed above and a 30-day notice period as described in AFI 90-508 from the date they have been provided the updated drug testing panel.
4. A bargaining unit employee who believes he/she may have a drug problem, and who self identifies as such, and agrees to the provisions of the civilian drug testing program, as described in the AFI 90-508, will not be subjected to disciplinary action for past use. Management and the Union both recognize the importance of a drug free workplace for safety and health reasons. Employees who voluntarily seek assistance with substance abuse issues may not be subject to disciplinary action if they meet all the conditions of the "Safe Haven Provisions" shall not relinquish any rights to appeal regarding future charges.

5. Management will notify employees on TDPs about the Employee Assistance Program (EAP) and Alcohol and Drug Abuse Prevention and Treatment (ADAPT) Program being available for assistance with counseling and rehabilitation services. However, the employee is able to use any other treatment they deem necessary, at his or her own expense, and are not limited to EAP and ADAPT.

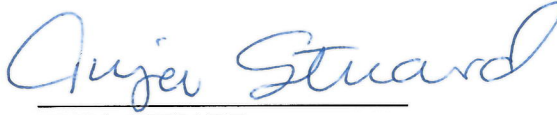
6. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.

For Management/date

  
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