

MEMORANDUM OF AGREEMENT

OVERSEAS HOST NATION HUMAN IMMUNODEFICIENCY VIRUS (HIV)
ANTIBODY SCREENING

1. Any AFLC employee in the bargaining unit submitting to HIV screening will be strictly voluntary on the part of the employee. AFGE Council 214 bargaining unit DAF civilian employees selected for sponsorship, employment, or assignment overseas will not be required to submit to mandatory HIV screening requirements imposed by host countries.
2. AFLC will protect and uphold employees' constitutional rights.
3. There will be no record and no penalty or adverse action taken against an employee for refusing to submit to HIV screening by host countries.
4. It is understood and agreed that currently the only host country requiring HIV screening is Egypt. Additional host countries requiring HIV screening will be made available to AFGE Council 214 and the bargaining unit members upon request.
5. There will be no discrimination against any employee testing positive on an HIV screening imposed by host countries.
6. The Medical Services Office of Primary Responsibility within AFLC will retain exclusive responsibility for any particular employee test results which are positive in HIV screening. Screening results are not intended for release or dissemination to supervisors/managers and/or civilian personnel.
7. AFLC will publicize the HIV screening requirement of a host country.
8. No rights of employees, AFGE, or the employer are waived by this agreement.

Paul D. Palacio
FOR AFGE COUNCIL 214

Paul D. Palacio
President

8 May 1989
DATE

Gerald V. Piesik
FOR AFLC

Gerald V. Piesik
Labor Relations Specialist

8 MAY 1989
DATE