

By memorandum dated 30 Mar 99, the Department of Defense has issued a change to the Anthrax Vaccine Immunization Program (AVIP) Operational Procedure (One Day Policy.) While the specifics of the program will be distributed through medical channels, this note is intended to remind you of your labor relations obligations in implementing the policy.

The program requires that all emergency essential civilian employees and contractor personnel assigned, deployed or on temporary duty in the high threat areas and contiguous waters of Southwest Asia (Kutait, Saudi Arabia, Bahrain, Jordan, Qata, Oman, UAE, Yemen and Isreal) and the Korean Peninsula for any period of time must initiate vaccination against anthrax in accordance with the prescribed immunization schedule prior to entry into the designated high threat areas.

Remember, this is only applicable to civilian employees and contractors who are designated emergency essential.

Prior to mandating this anthrax immunization requirement for your emergency essential employees, activities must first meet their labor relations obligations. That is, notify your unions of this policy, provide the union an opportunity to request bargaining over the impact and implementation of the change and, if requested by the union, bargain to completion prior to implementing the policy. I believe the substance of the policy (i.e., required immunizations for emergency essential employees assigned, deployed or on temporary duty in the high threat areas, falls within management's reserved right to determine our internal security measures and is, therefore, nonnegotiable.

Questions concerning your labor relations obligations under this program can be addressed to your MACOM or this office.