

HEADQUARTERS UNITED STATES ARMY EUROPE AND AFRICA
AS HIGHEST SERVICE AUTHORITY (HSA)
OF THE U.S. ARMY
IN GERMANY
AND
THE HEAD WORKS COUNCIL (HWC)
UNITED STATES ARMY EUROPE AND AFRICA
CONCLUDE THE FOLLOWING
SHOP AGREEMENT
ON
THE INTRODUCTION AND USE OF ILLEGAL DRUGS UNDER THE GERMAN NARCOTICS LAW
AND
THE INTRODUCTION AND USE OF PARTLY LEGALIZED SUBSTANCES UNDER THE CANNABIS
CONSUMPTION LAW

§ 1 Scope of Application

- a) This shop agreement applies to access to military facilities of the U.S. Army and AAFES in Germany.
- b) It covers all Local National employees who fall within the area of responsibility of the Highest Service Agency, United States Army Europe and Africa and the Head Works Council United States Army Europe and Africa under the German Personnel Representation Law.
- c) This shop agreement shall take effect upon signature.

§ 2 Regulatory content

The purpose of this shop agreement is health protection, including occupational safety, thereby avoiding the risk of accidents at work and providing a positive and conflict-free work environment. Another essential concern is the harmonization with existing U.S. legal provisions on the possession and consumption of drugs of any kind on military premises, insofar as this is permissible in compliance with German law in accordance with the provisions of the NATO Status of Forces Agreement, its supplementary agreement and the associated protocol of signature.

- a) The introduction and use of illegal drugs subject to the provisions of the German Narcotics Law is prohibited without exception.

- b) The introduction and use of partly legalized substances under the German Law on the Use of Consumer Cannabis is prohibited unless the use is medically indicated, whereby said indication must be documented.

§ 3 Procedural commitment

The parties to the agreement declare that they will immediately begin talks with the aim of reaching a shop agreement on the prevention of risky consumption of intoxicants and on dealing with addiction problems at the workplace.

§ 4 Termination

The shop agreement may be terminated with an ordinary notice period of 3 months to the end of the respective quarter.

§ 5 Signatures

German Original signed

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