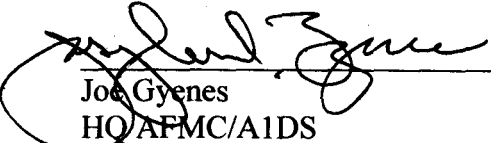



MAY 31 2011

MEMORANDUM OF AGREEMENT (MOA)
ON
"Don't Ask, Don't Tell" (DADT) Repeal Training


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 subject training as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. On 22 December 2010, President Obama signed legislation that repealed Section 654 of Title 10, United States Code, known as "Don't Ask, Don't Tell." To implement the change, Secretary of the Air Force memorandum dated 7 February 2011 directed Air Force activities to conduct DADT repeal training. The training is divided into three "tiers," each aimed at a different segment of the work force. The training is not targeted toward civilians, however, some BUEs—those specifically involved in the policy's implementation or administration—will receive "Tier 1" training.
3. The Union welcomes this change in policy and agrees to the implementation of the training program subject to the following provisions:
 - a. Employees will not be required to take DADT unless their assigned responsibilities involve implementation/administration of the DADT repeal policy.
 - b. Tier 1 training will be provided via email, live presentation, or other methods. Employees will not be required to access the Advanced Distributed Learning System (ADLS) or any other computer based training system. Employees will not be required to update their own training records to show course completion.
 - c. Employees outside of the Tier 1 training target audience can participate in a Tier 1 course offering on request. Attendance in an instructor-led Tier 1 course will be on a space-available basis only.
4. 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


Joe Gyenes
HQ AFMC/A1DS


Gina Williamson
HQ AFMC/A1KL

For the Union / Date


Tom Robinson
AFGE Council 214


Kris Keeler
AFGE Council 214