

8 October 2020

**MEMORANDUM OF AGREEMENT (MOA)**

**on**

**SECRETARY OF DEFENSE (SECDEF) CHILD CARE  
POLICY CHANGE, 21 FEBRUARY 2020 AND UPDATE TO  
CHILD CARE POLICY CHANGE DATED, 23 APRIL 2020**

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, and collectively as the Parties, hereby enter into this Memorandum of Agreement regarding subject program as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the Parties.
2. The purpose of the SECDEF Child Care Policy Change and Update is to adjust child care priorities regarding installation Child Development Centers (CDCs). This MOA addresses the impact and implementation of that Policy Change and Update.
3. Children of the Child Development Program (CDP) Direct Care Staff will receive the highest priority for placement into installation CDCs. At no time will the child of a Direct Care CDP staff member, to include Direct Care CDP staff members who are bargaining unit employees, be supplanted in order to accommodate another eligible patron's child.
4. Bargaining unit employees whose children do end up being supplanted under the SECDEF Child Care Policy Change and Update will be issued written notice 75 days before the date any child is scheduled to be supplanted..

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

MANAGEMENT

*Robert Good*

---

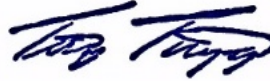
ROBERT GOOD  
AFMC Labor Relations Officer  
HQ AFMC/A1KL

*Collette F. Myers*

---

COLLETTE F. MYERS  
Human Resources Specialist  
(Labor Relations)  
HQ AFMC/A1KL

UNION



---

TROY TINGY  
President  
AFGE Council 214



---

TUJA STUARD  
Executive Assistant  
AFGE Council 214