

JAN 13 2020

MEMORANDUM OF AGREEMENT (MOA)

ON

By-Law Requirements for Suicide Prevention and Bystander Intervention Training

(Supersedes the MOA dated 9 Jan 19 on *Integrated Suicide Prevention and Integrated Sexual Assault Prevention and Response (SAPR) Annual 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 MOA regarding subject training initiative as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the Parties.
2. To meet annual by-law Suicide Prevention and Bystander Intervention training requirements, Air Force Materiel Command (AFMC) will change the formal 60-minute training to an informal approach with the introduction of AFMC Connect. This MOA implements the mandated requirements for Suicide and Bystander Intervention Annual Training programs subject to the provisions outlined below.
3. New employees at their first duty station will be required to complete a 90-minute Initial Bystander Intervention Training which will meet both the Suicide Prevention and Bystander Intervention by-law requirements.
4. AFMC Connect will consist of monthly discussions where supervisors will lead a 15-30 minute conversation with employees on a designated topic. Each quarter questions will be embedded in the conversation that will meet the face-to-face by law training requirement. The objective is for maximum participation, however the mandatory training requirements will only be included quarterly.
5. An employee who, for personal reasons, does not feel comfortable participating in the face-to-face AFMC Connect discussions or the 90-minute Initial Bystander Intervention Training will be responsible for notifying their immediate supervisor of the need to complete the mandatory training through the identified and approved alternate method. The supervisor will direct the employee to view the alternate training materials at their personal work station or a work station with privacy. Supervisors do not have the authority to deny employee access to the alternate training method.
6. Those employees not available to attend the training due to TDY, leave, or any other reason will be provided the AFMC Connect document by their supervisor so they can review at their personal work station.

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

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