

**MAY 12 2015**

**MEMORANDUM OF AGREEMENT (MOA)**


ON


Air Force Instruction (AFI) 90-505, "Suicide Prevention Program", Dated 6 October 2014 &  
AFMC Supplement, Dated 19 Nov 2014

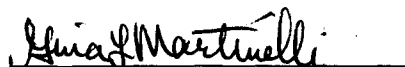
1. The American Federation of Government Employees (AFGE) Council 214 and the Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding subject instruction as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. AFI 90-505 outlines requirements to conduct education and training to prevent acts of harm to self and raise awareness in the prevention of suicide and suicidal behavior. The AFI highlights a community based suicide prevention initiative, risk factors attributed to suicides, and leadership involvement within the program. The program is built on a framework consisting of 11 elements stressing leadership and community involvement in the prevention of suicides. The AFI sets forth the roles and responsibilities of the chain of command. The AFMC supplement outlines and establishes a two-phase Suicide Event Review (SER), focusing on select background information of the victim, the sequence of events leading up to the event, relevant findings, actions taken by the unit, lessons learned and recommendations to enhance the overall suicide prevention program. Union and management have fostered a strong relationship over the years in an effort to minimize suicides and create an environment where individuals feel comfortable seeking and getting the help they require.
3. Implementation of this MOA is representational of the ongoing partnered commitment to minimizing suicides. Management recognizes that the Union and BUE's, are essential partners toward the overall success or failure of this program. Management also recognizes that the workplace pressures, conflicts and stress play a critical role as factors in suicidal decisions. The Union can offer a wealth of knowledge in evaluating these factors.
4. In the event of a BUE suicide, the union will be given the opportunity to provide meaningful input on possible factors contributing to the event. The union will be used as a resource during the Phase II review portion of the Suicide Event Review and given the opportunity to provide meaningful input on possible factors contributing to the incident. The Union will be invited to attend the AFMC Community Action Information Board (CAIB) where action items during Phase I and Phase II event reviews would be presented.
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.


For Management / Date

For the Union / Date

 12 May 15  
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 12 May 2015  
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