

27 MAR 2015

MEMORANDUM OF AGREEMENT (MOA)

ON

Sexual Assault Prevention and Response (SAPR) Training

References:

- A. AFI 36-6001, *Sexual Assault Prevention and Response*, dated 29 September 2008, MOA dated 8 September 2009
- B. National Defense Authorization Act (NDAA) of 2012, Sec. 585 (a), *Sexual Assault Prevention and Response Training and Education*
- C. Air Force SAPR Stand-Down Day standard training guidance, dated 2014
- D. Sexual Assault Prevention and Response (SAPR) Training MOA, dated 22 May 2014
- E. FY 2015 SAPR Training Materials, dated 2015

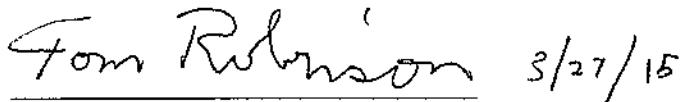
1. The America Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding subject training initiative as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. Air Force Instruction 36-6001, as implemented in our 2009 MOA (Reference A), provides a multifaceted program for addressing the problem of sexual assaults in the Air Force. The problem has received growing attention, culminating in 2012 NDAA legislation that mandates annual SAPR training for all military and civilian DOD employees (Reference B). In 2014, the Air Force issued detailed guidance for conducting the initial round of SAPR training (Reference C). The first round of annual training was conducted under a 2014 MOA (Reference D). In 2015, Air Force provided new training materials and a revised roll-out plan (Reference E). Under this plan, training will consist of an initial 90 minute large group session (Module 1) and three 20-30 minute small group (10-15 people) discussions to be conducted throughout the training period (Module 2). The full training regimen must be completed by 30 September each year. Module 1 and Module 2 training is mandatory and will be tracked in the employees' ADLS training records. This MOA supersedes the 2014 MOA (Reference D) and paragraph 6 of the 2009 MOA (Reference A). It implements the annual SAPR training program, subject to provisions outlined below.
3. Employees who, for reasons of personal history, do not feel comfortable participating in Annual SAPR Training will be granted a waiver, upon request to the installation Sexual Assault Response Coordinator (SARC). Information about the waiver option will be distributed via email to all employees before the first scheduled Module 1 training date and briefed during the Module 1 training.
4. Employees who are not available (due to TDY, leave, or other reasons) to attend the large group session should contact the installation SAPR Office to receive guidance on make-up/waiver procedures. For the small group discussion, employees should schedule a make-up session through their supervisor.

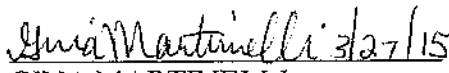
5. SAPR training will be documented for all employees who accomplish the training or obtain a waiver from the training.
6. The volunteer facilitators will follow a standard written curriculum to conduct discussions. A copy of this curriculum will be provided to C214 each year for review.
7. Facilitators are required to report problems with particular individuals or discussion groups to the installation SARC. Named employees will be made aware of any such report and will be provided a copy of any such report upon request.
8. If changes are made to the annual curriculum or schedule, the Union will be given the updated training material for review before training is scheduled. Upon review of the training materials, the Union retains the right to open up bargaining on bargainable changes.
9. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.

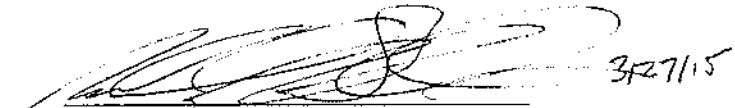
For Management / Date

For the Union/Date


SIMONE KORAM
HQ AFMC SAPR Chief
AFMC/AIZ


TOM ROBINSON
Executive Assistant
AFGE Council 214


GINA MARTINELLI
Labor Relations Specialist
AFMC/AIKL


NICHOLAS SPYCHALSKI
Executive Assistant
AFGE Council 214