

SEP 04 2015

MEMORANDUM OF AGREEMENT (MOA)

ON


Annual Suicide Prevention Training


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 training as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. The Air Force has been in the business of educating our workforce on the hazards surrounding suicides. For years, training has been integrated into an employee's annual computer based training (CBT) requirement. Recently, the Air Force Community Action Information Board (CAIB) and the Air Force Learning Council approved changes to the suicide prevention training in an effort to enhance its effectiveness. The major change was to replace the CBT with a face-to-face training session. This new hour-long annual training session is aimed at creating an environment where both management and employees have the ability to discuss suicide prevention concepts at a more personal level. The training will revolve around a roughly 24-minute video (developed with a partnership philosophy involving the Union and Management) and a facilitated discussion. The small groups will consist of 20-25 people and a facilitator. Discussions will be guided through a facilitator's guide or handbook. This will supply the facilitator with appropriate questions and discussion topics. The materials for the training will be available via wingmanonline.org. The training will be tracked on an employee's ADLS training record. This MOA implements the Annual Suicide Prevention Training subject to the provisions outlined below.
3. Upon request, an employee who, for reasons of personal history, does not feel comfortable participating in the small group face-to-face sessions will receive a waiver from their supervisor. When waived, the supervisor will direct the employee to view the suicide prevention training video and facilitator guide from the wingmanonline.org website at their personal work station or a workstation in the installation training office. Once training is complete, the supervisor will report the completion to the Unit Training Manager who will update the employee's ADLS training record. Information about the waiver process will be distributed to employees prior to scheduling a face-to-face training session.
4. Employees who are not available (due to TDY, leave, or other reasons) to attend the face-to-face training session should discuss options with their supervisor to attend a make-up session or complete the training online to ensure the annual training requirement is met.

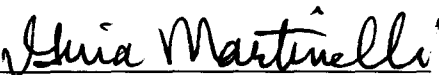
5. Facilitators will follow the standard written curriculum to conduct discussions. If possible, BUE's will not be used as facilitators.
6. If changes are made to the annual curriculum or schedule, the Union will be given the updated training material for review before training is scheduled. Upon review of the training materials, the Union retains the right to open up bargaining over changes that generate a bargaining obligation.
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.

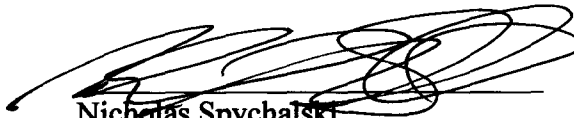
For Management / Date

For the Union / Date


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