

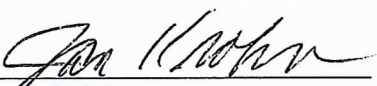
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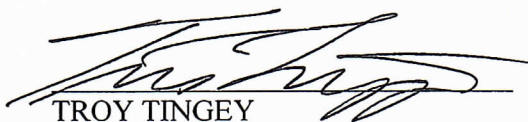
MEMORANDUM OF AGREEMENT (MOA)  
Concerning  
**DoD Performance Management Appraisal Program  
(DPMAP) Workforce Training**

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 Memorandum of Agreement regarding subject training as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. Prior to DPMAP implementation, Air Force has established that a training plan and schedule must be in place to ensure that covered employees and their supervisors receive DPMAP training. DoD has established two types of training, instructor-led training (ILT) and computer-based training (CBT). AFMC has also pursued a third option for training, in which training will be presented as a combination of the ILT and CBT. The length of the ILT and combination training sessions may vary due to the audience and instructor.
3. The parties agree that employees will be allowed to complete DPMAP training while in a duty status.
4. The local union president will be invited to attend and participate in the ILT sessions. Union presidents may designate a representative to attend and participate on their behalf.
5. Employees are free to contact the local union presidents or the servicing Civilian Personnel office if they have questions concerning the topics addressed in the DPMAP training.
6. All remedies available under the MLA or 5 U.S.C. Chapter 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

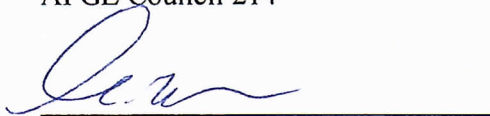
For Management/Date

For the Union/Date

  
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