

14 December 2007

**MEMORANDUM OF AGREEMENT (MOA)
CONCERNING**

Air Force Instruction (AFI) 36-2232, *Maintenance Training*,

Draft AFMC Supplement, dated 20 Aug 2007

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 the above matters as they apply to AFGE bargaining unit members covered by the Master Labor Agreement (MLA) between the Parties.

2. The parties agree that referenced supplement affects courseware development and reporting responsibilities related to maintenance training. It does not introduce changes in workload, create new duties or change performance management for bargaining unit employees. The following provisions shall apply:

a. Temporary Recurring Training Requirements (RTRs) Extensions. Temporary extensions for RTRs can be approved locally by the Center maintenance (MA) director as long as they do not violate specific requirements of higher level regulatory documents. The extensions must be in writing and a copy maintained by the Center Maintenance Training Manager. Extension requests are routed through Air Logistic Centers (ALCs) /MAW, Aerospace Maintenance and Regeneration Group (AMARG), Production Acceptance Certification (PAC)/Training Office of Primary Responsibility (OPR) for approval by the Center MA director. The training provider, if applicable, must be notified. Extensions will not exceed 90 days unless a waiver is obtained from HQ AFMC/A4. This period is extended to 180 for employees who are on Temporary Duty (TDY). TDY personnel who have been extended past 90 days will be immediately retrained upon return, obtain a waiver from HQ AFMC/A4, or be disqualified/decertified as applicable.

b. Maintenance Training PAC working groups shall be composed of all product division Maintenance Training Managers and PAC Program Managers, a representative of the AFGE Local, and chaired by the center PAC Program Managers.


c. Egress Familiarization/Cockpit Access Training. All personnel, other than qualified egress personnel, who require access to cockpits equipped with operational egress systems, must complete an initial familiarization course that must be hands-on using an aircraft. When the use of an actual aircraft is truly not practical, a suitable trainer can be used if approved by the applicable egress

qualification official. This course will include aircraft safe for maintenance procedures, location and installation procedures of egress safety devices, cockpit entry/exit procedures, procedures for determining whether or not an egress component is expended, emergency procedures associated with an expended egress component and local maintenance concerns identified by the egress qualification official. Refresher training will be repeated every 12 months (center option to extend to 15 months if approved by the Center MA and documented in the local PAC directive) using an aircraft, maintenance trainer, and/or any media desired by the instructor. This requirement includes newly assigned personnel regardless of past experience. If the instructor is not a qualified egress technician, the training must be witnessed and verified by the applicable Special Skills Qualification (SSQ) egress qualifying official or an egress supervisor every 6 months, as a minimum. The purpose of this course audit is to ensure the adequacy of the course content and the competence of the instructor.

d. Traditional On-The-Job Training (OJT) and Structured On-The-Job Training (SOJT) - SOJT will be accomplished by a Work Leader (WL). When a PAC task qualified/certified WL is not available to conduct SOJT, a journeyman mechanic who is PAC certified to conduct the training will be detailed to a WL position in accordance with MLA Article 20/Details to Bargaining Unit Positions. Traditional OJT will be conducted by a WL or experienced journeyman (if a qualified WL is not available) who has been assigned to the employee by the supervisor.

3. The Parties intend to update the 19 November 2002 MOA on *Maintenance Training & Production Acceptance Certification (PAC) Program per AFMCI 21-108 dated 1 May 2002*. Until that agreement is replaced all provisions remain in force.

4. All remedies available under the MLA or 5 U.S.C. Chapter 71 are available to the Parties if either party believes the other has failed to comply with any of the requirements of this MOA.


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