

21 November 2024

MEMORANDUM OF AGREEMENT (MOA)

ON

By-Law Annual Training for Suicide Prevention and Initial Wingman Intervention Training (IWIT)

*(Supersedes the MOA dated 13 Jan 20 on *By-Law Requirements for Suicide Prevention and Bystander Intervention 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 this MOA regarding subject training initiative as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the Parties.
2. To meet annual by-law Suicide Prevention and IWIT training requirements, Air Force Materiel Command (AFMC) will change the previous training and discontinue quarterly AFMC Connect discussions, which consisted of supervisor led, 15–30-minute conversations with employees on a designated topic.
3. New employees at their first duty station will be required to complete a 90-minute IWIT by-law requirement.
4. By-law Suicide Prevention training will be delivered in a small group discussion. The training will be conducted either face-to-face or virtually and take approximately 30 minutes to complete.
5. Facilitators will be unit volunteers who will be supported and trained by the Integrated Primary Prevention Workforce (IPPW), who is the primary point of contact (POC).
6. Commanders will be responsible to ensure Suicide Prevention training is tracked by Unit Training Managers (UTMs) and Unit Training Additional-duty Managers (UTAMs). Completion of training will be tracked in myLearning.
7. An employee who, for personal reasons, does not feel comfortable participating in face-to-face or virtual training will be responsible for notifying their immediate supervisor or IPPW staff of the need to complete the mandatory training through the approved alternate method. The employee will view alternate training materials (i.e. PowerPoint slides) at their personal workstation

or a workstation with privacy. Supervisors do not have the authority to deny employee access to the alternate training method.

8. Installation IPPW will provide the employee a training completion certificate. The employee will provide the training certificate to their supervisor who will ensure training completion is documented.

9. Those employees not available to attend the training due to TDY, leave, or any other reason will be provided the annual Suicide Prevention training material by their supervisor so they can review at their personal workstation.

10. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

Management

Union

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