

MEMORANDUM OF AGREEMENT (MOA)

ON

Annual Total Force Sexual Assault Prevention and Response (SAPR) 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 MOA regarding subject training initiative as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the Parties.
2. SAPR training will be on an annual basis. Training sessions will last approximately no more than 30 minutes and are required for all BUEs. This MOA implements the SAPR training program subject to the provisions outlined below.
3. Annual SAPR live training is conducted by facilitators and includes the options of in person or virtual platform.
4. Facilitators for live training will be volunteers who are supported and trained by the installation's SAPR program point of contact.
5. Commanders will be responsible to ensure SAPR training is tracked by the Unit Training Managers (UTMs). The tracking tools may be myLearning, Educations and Training Management System (ETMS), or Training Schedule System (TSS).
6. Employees, who for personal reasons, do not feel comfortable participating in virtual or in person training, will be provided training slides by either the immediate supervisor or the installation SAPR office. These training slides will be sufficient meeting annual training requirements. If the employee goes to their immediate supervisor for the training slides, the supervisor will not ask additional questions in order to protect the employee's privacy.
7. The installation SAPR office 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.
8. Supervisors do not have the authority to deny employee access to the training slides.
9. Those employees not available to attend the training by 31 December, due to Temporary Duty Assignment (TDY), leave, or any other reason will be provided

guidance on make-up sessions by their immediate supervisor.

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.

FOR MANAGEMENT

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