

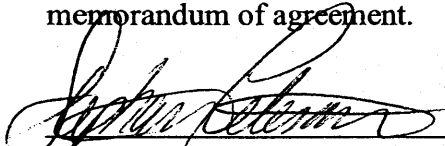
MEMORANDUM OF AGREEMENT
No FEAR Act Training

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 the above matters as they apply to bargaining unit members covered by the Master Labor Agreement.

2. The Parties strongly support the intent and substance of the Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act), which increases Federal agency accountability for acts of discrimination or reprisal against employees. The act makes Federal agencies individually accountable for violations of anti-discrimination and whistleblower protection laws and provides a framework for tracking violations. The parties mutually endorse No FEAR Act training, as briefed to the Union. The training will be provided to all employees in a range of formats, including computer-based training (CBT) and slide shows via group training/presentation. It is understood the employees' unit local training manager will record the completion of training for each employee attending in a slide show/group presentation format in the Education and Training Management System (ETMS). Employees completing subject training via CBT will have their ETMS records automatically updated.

3. Employees are strongly encouraged to complete No FEAR training via CBT or scheduled group presentations. However, employees who can not complete No FEAR training via group presentations or CBT due to work schedules, tight training schedules or lack of computer-access, will be allowed to complete the course by reading the content of course slides in paper form. This option will be granted upon request by employee to the supervisor only if group presentation or CBT course completion is not feasible. The employee must notify their training manager and supervisor in writing when training is completed. Upon receipt of completion documentation, the employees' unit local training manager will input No FEAR course completion into ETMS.


4. All remedies available under the Master Labor Agreement or 5 USC Chapter 71 are available to the parties if either party believes the other has failed to comply with any requirements of this memorandum of agreement.



For Management
Stephanie Peterangelo

18 OCT 06

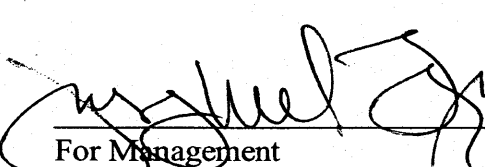
Date



For The Union
Tom Robinson

18 OCT 06

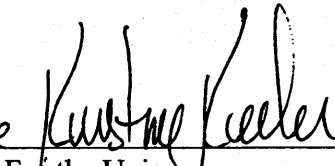
Date



For Management
Joe Gyenes

18 OCT 06

Date



For the Union
Kristine Keeler

18 OCT 06

Date