

14 Jun 16

MEMORANDUM OF AGREEMENT (MOA)

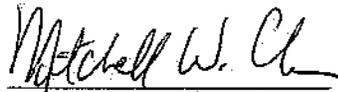
ON

Total Force Awareness Training (TFAT) Religious Freedom Training

Total Force Awareness Training (TFAT) MoA dated 18 Feb 2010 remains effective, this MoA replaces the "TFAT Change 2011 MoA dated 3 Nov 2011."

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. Total Force Awareness Training (TFAT) is a computer and internet-based training sequence designed to encompass the Air Force mandated annual training requirements for all employees. The training is offered on the Advanced Distributed Learning Service (ADLS) website. The TFAT program was designed to refine and condense existing ancillary training which formally took several hours to complete. The current change to TFAT includes a new Religious Freedom Training course which replaces the Free Exercise of Religion and Free Exercise of Religion for Supervisors
3. To accommodate the impacts on Bargaining Unit Employees (BUE), Management agrees to the following:
 - a. Employees, at their own discretion, may choose to take the TFAT in printed form as an alternative to using the ADLS system.
 - b. BUE's are only required to complete the Religious Freedom Training course one time. BUE's who previously completed the Free Exercise of Religion course are grandfathered in and are not required to complete this revised course. BUE's who have never completed the Free Exercise of Religion Course or the newly revised Religious Freedom Training will complete this training within 90 days of the effective date of this MoA.
 - c. New hire BUE's will complete the Religious Freedom Training within 120 calendar days of their official hire date.
4. 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



MITCHELL CLARK
Deputy, Force Development Division
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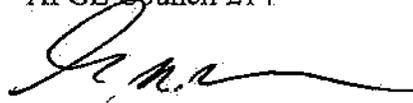


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