

9 January 2019

MEMORANDUM OF AGREEMENT (MOA)

ON

Integrated Suicide Prevention and Integrated Sexual Assault Prevention and Response (SAPR) Annual Training

*(Supersedes the MOA dated 17 Feb 17 on *Integrated Green Dot Total Force Training*)*

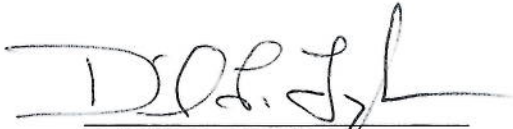
1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this MOA regarding subject training initiative as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the Parties.
2. The Integrated Suicide Prevention and Integrated SAPR Annual Training encompasses multiple areas of potentially hazardous behaviors within the Air Force, particularly sexual assault and suicide. The way forward involves a blend of both suicide and sexual assault prevention training specific to the concerns of the installation. This MOA implements the mandated requirements for Suicide and Sexual Assault Prevention Annual Training programs subject to the provisions outlined below.
3. To meet the annual training requirements there must be one component of suicide prevention and one component of sexual assault prevention. Training will be conducted separately and independently of all Commander/Director calls or any other training/briefing. New employees at their duty station will be required to complete a 90-minute Initial Bystander Training which will meet both the suicide and sexual assault prevention by-law requirements. For all other employees training components (suicide prevention and sexual assault prevention) will be determined locally and therefore will be negotiated locally. Mandatory training requirements must be completed annually by the end of each calendar year, i.e. calendar year 2019 must be accomplished by 31 December 2019.
4. An employee who, for personal reasons, does not feel comfortable participating in the face-to-face annual training will be responsible for notifying their immediate supervisor of the need to complete the mandatory training through the identified and approved alternate method. The supervisor will direct the employee to view the alternate training materials at their personal work station or a work station with privacy. An individual requesting the alternate training method will not be required to complete the training until the training material has been finalized and made available for use. The Union will be informed when the training material has been finalized and will be allowed to view material prior to employee use. Once the training is complete, the supervisor will report completion to the Unit Training Manager who will update the employee's training record. Supervisors do not have the authority to deny employee access to the alternate training method.

5. Those employees not available to attend the training due to TDY, leave, or any other reason will be provided guidance on make-up sessions and alternate training procedures by their immediate supervisor.

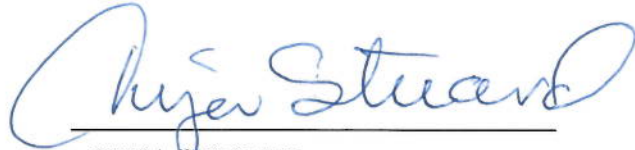
6. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

FOR MANAGEMENT

FOR THE UNION



DAVID L. TAYLOR
Chief, Readiness and
Integration Division
Directorate of Manpower,
Personnel and Services
HQ AFMC/A1R



TUJA STUARD
Executive Assistant
AFGE Council 214



COLLETTE MYERS
Human Resources Specialist,
Labor Relations
HQ AFMC/A1KL



ANDREW POWELL
Executive Assistant
AFGE Council 214