

MEMORANDUM OF AGREEMENT (MOA)

On

Security Cooperation Workforce Development (SCWD) Certification Program

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, and collectively as the Parties, hereby enter into this Memorandum of Agreement regarding the DoD Security Cooperation Workforce Certification Program as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the Parties.
2. The certification program implements a required element of the Security Cooperation Workforce Development Program (SCWDP) as prescribed by 10 U.S.C. 384, one of the Security Cooperation reforms enacted in the National Defense Authorization Act for Fiscal Year 2017. This MOA authorizes implementation of the SCWD Certification Program, subject to the provisions below.
3. The cornerstones of the Certification Program are training, experience, and continuous learning. A properly trained, experienced, and certified workforce will improve DoD's ability to design and execute Security Cooperation programs and activities that advance National Defense Strategy objectives.
4. The Certification Program is for all AFMC Bargaining Unit Employees (BUEs) with Security Cooperation responsibilities (including Foreign Military Sales (FMS)). Exemptions are for BUEs that are in operational units with intermittent or incidental interactions.
5. BUEs who inform their supervisor that barriers exist for adequate training and use of the computer based training (i.e. disability, educational, language, etc.) will be provided assistance or allowed access to alternative existing methods in accordance with Air Force policy.
6. BUEs will be provided adequate duty time to access and complete mandatory training requirements.
7. BUEs will be notified of the mandatory certification requirements applicable to their specific positions which will include the date which certification should be completed. If the BUE feels the duty time provided is insufficient to complete the mandatory training requirements, the employee may request additional time from their supervisor. If additional time is not approved, the employee may file a grievance in accordance with Article 6 of the MLA.
8. Any BUE who is unable to complete certification within the allotted time, may request a waiver extension.
9. Upon request from Council 214, the Union will receive, from Management, annual reports on the DoD Security Cooperation Workforce Development Certification program. These reports will be categorized by base, contain BUE names, include the total number of BUEs

participating in the certification program, current number of BUEs pursuing certification not yet completed, and any BUEs that are delinquent on certifications.

10. 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

For the Union / Date

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