

9 March 2021

**MEMORANDUM OF AGREEMENT (MOA)**

**on**

**SECRETARY OF DEFENSE (SECDEF) EXTREMISM  
STAND-DOWN DAY DATED, 11 FEBRUARY 2021**

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 subject program as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the Parties.
2. The Secretary of Defense has directed all services conduct a stand-down to address extremism. Command teams may tailor execution of the Extremism Stand-Down Day to meet the unique needs of their Airmen and Department of the Air Force civilian employees and their local environment. Active component commanders will ensure the stand-down event is conducted no later than (NLT) 6 April 2021; reserve unit commanders will conduct the stand-down NLT 6 June 2021. Commanders may elect to kick-off this event with Town Halls; however, they must be followed by small group guided discussions that reach 100% of our military and civilian Airmen.
3. Training will be accomplished via email or other virtual avenues (i.e. zoom, teams etc) for those in telework status. Supervisors and or training officials will give credit to employees for completing training via email or virtually. Employees will not be required to do any testing in relation to this training. Full time union stewards will be able to accomplish training via email or virtually and will receive credit accordingly. Any face to face training must be conducted in accordance with COVID restrictions per the Centers for Disease Control and Prevention (CDC) guidance. Employees in Temporary Duty (TDY) status, on leave or otherwise unable to accomplish the training before the deadline, will be afforded the opportunity to accomplish the training upon return.

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

MANAGEMENT

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UNION

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President  
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