

Seniority

Notwithstanding the 2009 CBA, the National Air Traffic Controllers Association National Constitution dated September 12, 2008, governs seniority for NATCA bargaining unit employees. FacReps and Locals should provide seniority lists to the FAA in accordance with the NATCA National Constitution.

Article XV of the NATCA Constitution, entitled Seniority, states: Section 1. The following shall be used to determine seniority for the National Air Traffic Controllers Association:

- 1. Cumulative NATCA Bargaining Unit Time*
- 2. First Tie Breaker: NATCA Bargaining Unit Time*
- 3. Second Tie Breaker: EOD/FAA*
- 4. Third Tie Breaker: SCD*
- 5. Fourth Tie Breaker: Lottery (the lottery shall be determined at the local level)*

For the purpose of facility release policies, seniority will be determined by facility time only as a bargaining unit member at that present facility.

NATCA Bargaining Unit Time is defined as the total time in a given bargaining unit represented by NATCA and as defined by the FLRA petition for representation of that unit. Cumulative NATCA Bargaining Unit Time is derived by totaling all time together spent in each of the NATCA bargaining units.

Section 2. Reemployed annuitant NATCA bargaining unit employees shall have their initial seniority date adjusted to reflect the date they rehire into any FAA NATCA bargaining unit.

Section 3. Any bargaining unit member who accepted a supervisor/management job after June 6, 2006 and returns to the

bargaining unit will have his/her cumulative seniority date set to the day they return.