

**2016 TENTATIVE AGREEMENT
ROLLOVER AND CHANGE SUMMARY**

Preamble: Rollover.

Article 1: Parties to the Agreement

Rollover.

Article 2: Union Recognition and Representation

Added FSS National Rep (80 hours) and Alternate (16 hours) and associated official time; incorporated the TDM/ARVP MOU; changed time to delegate FACREP official time for specific date from 8 to 10 days.

Article 3: Rights of Union Officials

Updated ATO Technical labor office; added AFSIAG for FSS corresponding level.

Article 4: Employee Rights

Incorporated Fatigue MOU/Guidance regarding radios and watches/fitness trackers and informal method to address non-compliance.

Article 5: Management Rights

Rollover.

Article 6: Representation Rights

Added language regarding union representation during DOT IG meetings.

Article 7: Mid-Term Bargaining

Added AFSIAG for FSS corresponding level.

Article 8: Problem Solving

Rollover.

Article 9: Grievance Procedure

Added AFSIAG for FSS corresponding level; clarified duty time for employee and official time for union representative; incorporated PAR MOU.

Article 10: Disciplinary/Adverse Actions

Rollover.

Article 11: Dues Withholding

Updated FPPS code.

- Article 12: Additional Voluntary Allotment Deductions**
Increased number of voluntary allotments from 2 to 4.
- Article 13: Union Publications and Information and Use of Agency's Facilities**
Established language to continue current practices for local internet connectivity; added language to ensure Union and Agency networks remain independent; incorporated PIV MOU.
- Article 14: Names of Employees and Communications**
Added AFSIAG for FSS corresponding level; listed employee information to be provided to the Union by the Agency.
- Article 15: Use of Official Government Telephones**
Rollover.
- Article 16: Agency Directives**
Updated language to provide access to Agency directives at the national and local level.
- Article 17: Position Descriptions**
Added Article 17 MOU language.
- Article 18: CIC/TMSIC/TMCIC/NSIC**
Changed to paid anytime signed on as CIC; added procedures for the equitable distribution of CIC.
- Article 19: Hazardous Geological/Weather Conditions**
Clarified language in section 6.
- Article 20: Performance Standards and Appraisals**
Incorporated FSS language regarding performance appraisals.
- Article 21: Recognition and Awards Program**
Rollover.
- Article 22: Employee Records**
PRoC's retained no longer than 18 months; added language to ensure counseling on conduct/discipline letters are removed no later than 2 years.
- Article 23: Data Security**
Added privacy breach MOU.

Article 24: Annual Leave

Pre-approved accrued leave; union conducts bidding.

Article 25: Sick Leave

Added adoption language for sick leave; added sick leave restriction letter template as an appendix; eliminated the use of sick leave checklists unless negotiated by the parties at the national level; retained 40% sick leave buy back.

Article 26: Leave for Special Circumstances

Added “in loco parentis” and definition; established workgroup for paid parental leave; added fatigue leave.

Article 27: Jury Duty and Court Leave

Rollover.

Article 28: Holidays

Added note to clarify day in lieu of holiday for 4-10 schedule; incorporated FSS.

Article 29: Excused Absences

Changed FAA Academy to initial qualification training to incorporate FSS; incorporated the Academy Grad Travel MOU.

Article 30: Prenatal/Infant Care

Added clarifying language that employee determines order of leave (A30 v. FLMA)

Article 31: Child Care

Added language for facility space and reasonable breaks for lactation.

Article 32: Watch Schedules and Shift Assignment

Added language to clarify what is negotiated as part of BWS; discussion on facility staffing levels and coverage requirements (added definition of coverage requirements); collaborate on shift staffing guidelines.

Article 33: Position Rotation and Relief Periods

Added recuperative break language.

Article 34: Working Hours

Added “Maxiflex-40” (newly created flex schedule) and 5-4-9 schedules; added credit hours.

Article 35: Part-Time Employment/Job Sharing

Rollover.

Article 36: Employee Express

Removed language requiring use of PIN for Employee Express.

Article 37: Back Pay

Clarified language in accordance with FAA Reform.

Article 38: Overtime

Added language that OJTI/CIC cannot be used as a requirement to be on the roster; added by-pass remedy (25%).

Article 39: National Pay Procedures

Rollover.

Article 40: Severance Pay

Updated language to align with CFR.

Article 41: Retirement and Benefits Administration

Added provisions to allow for 8 hours of excused absence to attend Union sponsored retirement briefings.

Article 42: Bidding Procedures

Updated to reflect current bidding practices via USAJOBS.

Article 43: Temporary Promotions

Clarified language to reflect transfers; 180-day limit for temporary supervisors.

Article 44: Temporary Assignments Away from the Facility

Added special events MOU to the appendixes.

Article 45: Temporarily Disabled Employees/Assignments

Rollover.

Article 46: Realignment of Work Force

Eliminated conflicting language because of National release policy; added language for flexibility in timelines by mutual agreement; modified intra-facility incentive bonus to 1% upon transfer and 1% upon certification; incorporated FSS.

- Article 47: Reduction-In-Force**
Incorporated FSS.
- Article 48: Technological Changes**
Updated to reflect current scope of technological changes; incorporated other practices in to Article 114.
- Article 49: Studies of Employees and Their Working Conditions**
Rollover.
- Article 50: Surveys and Questionnaires**
Rollover.
- Article 51: Facility Evaluations, Audits, and Assessments**
Updated language from FSAS to CVT tool.
- Article 52: Professional Standards Program**
Updated article from developing a program to maintaining a program; incorporated current policies and practices from Professional Standards Program policy memo.
- Article 53: Occupational Safety and Health**
Inserted language for government housing standards; additional rep for Alaska region due to FSS; added “Sick Building Syndrome”.
- Article 54: Wellness Centers and Physical Fitness Programs**
Rollover.
- Article 55: Human Performance**
Changed name from Human factors to Human Performance; established a national rep; defined an ATO Human Performance Program.
- Article 56: Equal Employment Opportunity (EEO)**
Updated language to reflect currently protected classes.
- Article 57: Employee Assistance Program (EAP)**
Rollover.
- Article 58: Moving Expenses**
Incorporated current policies and practices from FAATP; established reasonable amount of duty time for travel to new duty station.

Article 59: Return Rights

Developed new return rights agreement; defined pay setting for employees returning from covered non-CONUS or FAA Academy assignments.

Article 60: Facility of Preference

Added AFSIAG for FSS corresponding level; created provisions to allow for PCS benefits while using provisions of Article 60; incorporated FSS.

Article 60-A: Priority Placement

Incorporated Priority Placement MOU.

Article 61: Reassignment of Training Failures

Incorporated Article 61 revision MOU (unsuccessful in training as a result of withdrawing from training during their initial facility assignment); established NEST in CBA.

Article 62: Aviation Safety Reporting System

Replaced “operational errors” with “reported safety events.”

Article 63: National Transportation Safety Board (NTSB) Union Representatives

Established national cadre of 15 ASIs with no regional designation requirement; updated practices for RVP accident/incident notification; established process for additional time for training of ASIs; modified language to allow for multiple ASI’s at any accident/incident investigation.

Article 64: Safety Events Reporting and Review

Incorporated QA/QC MOU.

Article 64-A: Individual Performance

Incorporated Individual Performance Management order.

Article 65: Controller/Employee Performance

Expanded provision to incorporate all controllers/employees that were previously restricted to only journeyman.

Article 66: Medical Qualifications

Incorporated ATCOV MOU; established requirement for Agency to establish SSRI policy by October 31, 2016.

Article 67: Training

Clarified requirement for reasonable opportunities for training success.

Article 68: On-The-Job Training

Incorporated language for FSS OJTI pay; added language to encourage time for pre-briefings at the request of the OJTI.

Article 69: Dress Code

Rollover.

Article 70: Parking

Updated language to conform with Americans with Disabilities Act.

Article 71: Employee Services

Rollover.

Article 72: Calendar Days

Rollover.

Article 73: Substance Testing

Updated to incorporate changes to D&A testing; clarified leave policy as it relates to D&A testing.

Article 74: Critical Incident Stress Management (CISM)

Added language for annual CISM training; defined factors used to determine which CISM team member will be used to proceed to a scene.

Article 75: Injury Compensation

Clarified abeyance timelines by including a determination point.

Article 76: New Facilities/Current Facility Expansion/Consolidation/Collocation

Established process for national level notification prior to building a new facility, combining several ATC functions at a new location, relocating, and/or severing existing facility functions and/or services; established process for appropriate level notification prior to the development of a project implementation plan(s) to expand, remodel, or renovate an existing facility that affects any portion of the facility used by bargaining unit employees.

Article 77: Asbestos

Updated language regarding Asbestos to match current industry practices and standards.

Article 77-A: Hazardous Material/Chemicals

Established new article regarding Hazardous Materials/Chemicals to match current industry practices and standards.

- Article 78: Acquired Immuno-Deficiency Syndrome (AIDS)**
Rollover.
- Article 79: Fare Subsidies for Employees**
Incorporated current policies and practices from DOT Transit Benefit Policy and Guidance.
- Article 80: Employee Recertification**
Updated language and removed outdated reference.
- Article 81: Hazardous Duty Pay**
Rollover.
- Article 82: Aeronautical Center**
Rollover.
- Article 83: Seniority**
Rollover.
- Article 84: Disabled Veterans Affirmative Action Program**
Rollover.
- Article 85: Accommodation of Disabled Employees**
Rollover.
- Article 86: Career Transition Assistance**
Rollover.
- Article 87: Flexible Spending Accounts**
Updated to provide website for Flexible Spending Accounts.
- Article 88: Divestiture**
Rollover.
- Article 89: Government Credit Card**
Rollover.
- Article 90: Leave Transfer**
Updated language to match DOT VLTP policies; incorporated VLTP MOU.

- Article 91: Interchange Agreement**
Updated language to maintain interchange agreement.
- Article 92: Personal Property Claims**
Rollover.
- Article 93: Self-Referral**
Clarified language regarding employee self-referral TRPs; clarified timeline for follow-up testing after successful return-to-duty test.
- Article 94: Outside Employment**
Rollover.
- Article 95: Center for Management and Executive Leadership (CMEL)**
Deleted.
- Article 96: Temporary Duty Travel**
Incorporated current policies and practices from FAATP; established radius when Agency will pay subsistence expenses.
- Article 97: Security**
Incorporated Facility Security Coordinator and installation of security cameras MOUs.
- Article 98: Probationary Employee**
Rollover.
- Article 99: Hardship Employee**
Added AFSIAG for FSS corresponding level; incorporated FSS.
- Article 100: Priority Consideration**
Rollover.
- Article 101: FAA Reform**
Clarified language in accordance with FAA Reform.
- Article 102: Effect of Agreement**
Rollover.
- Article 103: Printing of the Agreement**
Rollover.

Article 104: Reopener

Rollover.

Article 105: Ground Rules

Rollover.

Article 106: Duration

Duration of 72 months (6 years).

Article 107: Legislative Activities

Updated amount of official time from 144 to 184 hours.

Article 108: Pay

Government-wide January raises regardless of band max (no pay capping for 6 years); 1.6% June increase up to band max/lump sum over max; reformatted article for clarity.

Article 109: Waiver of Overpayments

Rollover.

Article 110: Veterans Rights

Rollover.

Article 111: Pay Administration

Removed reference to OSI/SCI.

Article 112: Corrective Action Request/Plan

Changed from operational error reduction initiatives to Corrective Action Request(s)/Plans; incorporated CAP/CAR MOU.

Article 113: Runway Safety

Changed from Runway Incursion Prevention to Runway Safety; established a national rep; updated language to existing practices.

Article 114: Collaboration

Established collaboration; defined consensus decision making; established processes for national, regional and local level workgroups; established process for designation of national reps; requires review of workgroups and national reps.

Article 115: Automated External Defibrillation (AED)

Added language requiring an annual review/discussion regarding funding until such time all facilities with 10 or more employees are equipped with AEDs.

Article 116: Child Care Subsidy

Updated amounts to reflect new Washington DC locality cost.

Article 117: Dependent Education at Non-CONUS Locations

Rollover.

Article 118: Operational Planning and Scheduling Tool

New article covering OPAS, eventual replacement for WMT Scheduler (Webschedules).

Article 119: Covered Event Review

New article covering Covered Event Review; incorporated CER MOU.

Article 120: Electronic Communication

New article establishes workgroup to study feasibility of electronic communication between the Agency and BUEs and the Agency and the Union.

Article 121: Electric Vehicle Supply Equipment (EVSE)

New article establishes workgroup to study feasibility of supplying Electric Vehicle Supply Equipment.

Article 122: Partnership for Safety

New article covering the Partnership for Safety (PFS) program; establishes national rep; incorporated PFS MOU.

Article 123: Safety Management System

New article covering Safety Management System; incorporated SMS MOU.