



2016 FAA-NATCA CBA Joint Guidance



Joint Guidance - Article 18 (CIC)

Q1. Will the CIC/TMCIC get CIC/TMCIC pay when they are working alone?

A1. Article 18 does not determine when the CIC/TMCIC position is open or when to assign an employee to the position. However, if an employee is performing the duties of a CIC/TMCIC, then they should be signed on to CIC/TMCIC position and they will receive CIC/TMCIC premium pay.

Q2. How does the Mid-shift only CIC work with the other CIC times?

A2. The Parties at the Local level shall jointly develop the process to be used when a CIC/TMSIC/TMCIC/NSIC is required for a full shift.

Q3. Do daily assignments to the roster have to be made on a equitable basis?

A3. Yes. Equability is for the shift or instance in which CIC duties are assigned and should be assigned based on the CIC roster that is updated daily.

Q4. How does the Tower only CIC work with the other CIC times?

A4. CIC rosters can be specific to the operational area and if there is tower-only CIC qualified employees, then a Tower CIC roster should be maintained if agreed to by the Parties at the local level.

Q5. Do facilities have to change their rotation process to accommodate the individual with the lowest hours each time they come back from break?

A5. The assignment of CIC is for the shift or instance in which CIC duties are assigned and should be assigned based on the CIC roster. If the employee is on position or not able to perform CIC because they are assigned to another position, then CIC should be assigned to the first available person with the lowest cumulative time.

Q6. How do you address the CIC roster for facilities with more than one operational area or operational areas physically separated in different locations?

A6. Facilities may have a CIC roster for the facility or area as agreed to by the Parties at the local level.

Q7. How do we address a full shift assignment when there is a FLM bridging both shifts?

A7. Annually, the Parties at the local level will jointly develop the process to be used when a CIC is required for a full shift. As part of this collaborative discussion, the Parties should define what constitutes a full shift and address the issue of when there is a FLM bridging those shifts.



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Q8. When assigning CIC duties while posting a watch schedule, should adjustments be made to CIC totals while making the assignments?

A8. No. The assignment of CIC is for the shift or instance in which CIC duties are assigned and should be assigned based on the CIC roster that is current at the time of assignment.

Q9. What date should be used for calculation of CIC time for equitable distribution of assignment of CIC duties?

A9. If the Parties have been tracking the CIC hours then existing balances should carry forward unless the Parties mutually agree to reset the balances to zero. If the Parties have not been tracking CIC hours, then the tracking of hours should start no later September 15, 2016.