

**MEMORANDUM OF UNDERSTANDING
A80/LAX Return Rights and Priority Release**

This Agreement is made by and between the National Air Traffic Controllers Association ("NATCA" or "the Union") and the Federal Aviation Administration ("FAA" or "the Agency"), collectively known as "the Parties." This Agreement represents the complete understanding of the Parties at the national level concerning the establishment of a return rights and priority release policy for employees transferring to Atlanta TRACON ("A80") and Los Angeles ATCT ("LAX").

Section 1. The Parties recognize that A80 and LAX are currently two of the more critically staffed air traffic control facilities in the National Airspace System.

Section 2. Employees not currently assigned to C90/N90/A80/LAX/D10, who have been selected for transfer to an ATCS bargaining unit position at A80 or LAX shall be given priority release dates. Release dates shall be within three (3) months of selection, or at the election of the Employee no later than twelve (12) months. However, unless staffing and workload permit, no more than one (1) employee per facility in each six (6) month period will be released to A80 and/or LAX in accordance with the terms of this Agreement.

Release dates for multiple employees from the same facility will be determined on a first come, first serve basis. In the event more than one (1) employee is selected for transfer to A80 and/or LAX from the same facility on the same date, release dates in accordance with this Agreement shall be determined in order or seniority.

Section 3. Release dates provided in accordance with this Agreement are not subject to the provisions of the National Release Policy.

Section 4. Agency initiated release dates beyond three (3) months from selection and employee requests beyond twelve (12) months from selection require approval of the Vice President of Air Traffic Services (VP-ATS). Requests for release dates of longer than three and twelve months respectively must be supported with written justification.

Section 5. Employees that transfer under the provisions of this Agreement and do not achieve full certification, other than those that have an approved hardship with an available vacancy, will be transferred back to their prior facility and will not be processed in accordance with the EMP 1.14a.

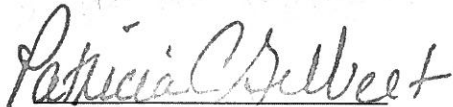
Section 6. No local agreement, release policy, nor other decisions may conflict with this Agreement.

Section 7. Priority release dates for employees transferring to A80 and LAX shall not adversely affect the release date for employees that have been established prior to the signing of this Agreement.

Section 8. This agreement shall remain in effect for the duration of the Parties' 2016 Collective Bargaining Agreement.

Signed this 6th day of September 2017.

For the Union:

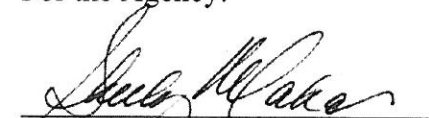


Patricia Gilbert

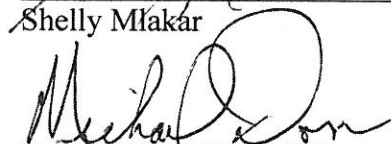


Dean Iacopelli

For the Agency:



Shelly Mfakar



Michael Doss