

**MEMORANDUM OF UNDERSTANDING
BETWEEN
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND
FEDERAL AVIATION ADMINISTRATION**

This Memorandum of Understanding ("MOU") is entered into between the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or the "Union") and the Federal Aviation Administration ("FAA" or the "Agency"), herein collectively referred to as "the Parties." This MOU represents the complete understanding of the Parties concerning the Agency's upgrade of its Computer Aided Engineering Graphics (CAEG) Bentley software suite to be compatible with Windows 7.

Section 1. The parties agree that nothing in this MOU shall relieve either party from its responsibility to comply with all applicable sections of the current Collective Bargaining Agreements and Memoranda of Understanding in effect between the Parties.

Section 2. The Agency and the Union shall each designate a local representative to serve as the point of contact at each facility to negotiate and make decisions regarding the installation of the new software, the activation of the new software, and any issues regarding the ongoing use of the new software by bargaining unit employees. In the event the local representatives cannot reach agreement, the outstanding issues shall be elevated to the NATCA Regional Vice President for Region X and the corresponding Agency official at the national level for resolution. If the Regional Vice President and Agency official are unable to reach agreement, either Party may pursue whatever courses of action available to it under the CBA, Federal Service Labor/Management Relations Statute and all applicable laws, rules and regulations. The Windows 7 upgrade will be completed on or before April 8, 2014. The Agency and the Union agree to work together to ensure that all currently affected NATCA BUEs will be able to complete the training as soon as practicable after the completion of the Windows 7 upgrade.

Section 3. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation or contract by either Party.

Section 4. This MOU is effective on the date signed by the parties and remains in effect for one year from the date the last current NATCA BUE has completed the training, or, until reopened by mutual agreement of the Parties.

For the Union:

Kevin Hale 12/13/13
Name Date

Lamin Wane 12/17/13
Name Date

For the Agency:

Michael Nader 12/12/13
Name Michael Nader AJW-291 Date

Patrick McGlone 12/12/13
Name Patrick McGlone AHL-300 Date

Mary a Hahn 12/12/2013
Name Mary Hahn Date

Ben Powers AJW29 12/12/13
~~NAME~~ Ben Powers AJW29 Date