

**Memorandum of Agreement  
Between the  
National Air Traffic Controllers Association  
and the  
Federal Aviation Administration**

This Agreement is made by and between the National Air Traffic Controllers Association, AFL-CIO (“NATCA” or “the Union”) and the Federal Aviation Administration (“FAA or “the Agency”), collectively known as “the Parties.” This Agreement represents the Parties complete understanding of the Parties concerning the representation of the Flight Procedures Teams bargaining unit as identified in FLRA Certification Case No. WA-RP-12-0064 (Attached).

**Section 1.** In accordance with Article 2 of the Collective Bargaining Agreement dated June 2, 2013, (CBA) between the National Air Traffic Controllers Association and the Federal Aviation Administration, Appendix A of the CBA is hereby amended to include those employees covered by the Certification of Representative (Case No. WA-RP-12-0064) dated January 31, 2013.

**Section 2.** Article 11 Section 2a of the CBA is amended to include Flight Procedures Specialists, BUS code 5918, FPPS code 597.

**Section 3.** Appendix B (Normal Points of Contact) of the CBA is amended to add Section 4, Flight Procedures Specialists, as follows:

- National Level - The Union’s National President and/or his/her designee(s) and the National Officials of the Agency and/or their designee(s).
- Service Level - The NATCA Region X Vice President and/or his/her designee(s) and the FAA’s ATO Vice President for Mission Support Services or his/her designee(s).
- Service Center Level - The Union’s Representative at each ATO Service Center location and/or his/her designee(s) and the respective Service Center Director or his/her designee(s).

**Section 4.** Appendix C (Official Time Amounts), Section 2 of the CBA is amended to include Flight Procedures Specialists at Service Centers. Official time is increased from fourteen (14) hours to twenty-one (21) hours.

**Section 5.** Conversion From the FG System. Under no circumstances will an employee’s base pay in Block 20C of the SF-50 be less after conversion to the new pay system than the base pay prior to conversion. This Section applies to employees who are converted from the FG system as a result of this Agreement.

- a. When an employee is converted from the FG pay plan to the plan established by this Agreement, his or her next Within Grade Increase (WIG) will be “bought out” on a pro-rated basis to reflect the length of time served toward the next WIG. The WIG Buyout amount shall be added to base pay at the time of conversion.

Employees at the FG step 10 level do not receive a WIG buyout.

The WIG Buyout shall be calculated as follows:

Percentage of WIG Earned	Normal WIG Amount	WIG Buyout
$\frac{\text{\# Days Since Last WIG}}{\text{\# Days Between Scheduled WIGs}}$	$\times \text{Planned WIG Increase (Excluding Locality Pay)}$	$= \text{Pro-Rated WIG Increase}$

WIG Increase Example:

If an employee were an FG 13, Step 5, and if the date of the last actual WIG were December 31, 2000, and if the scheduled date of the next WIG were December 29, 2002, then the amount of the next WIG increase would be \$1,980 (excluding Locality Pay). If the employee were converted on October 6, 2002, the following calculations would apply:

- Number of Days Since Last WIG = 644 (46 pay periods from 12/31/00 to 10/06/02)
- Number of Days Between Scheduled WIGs = 728 (52 pay periods from 12/31/00 to 12/29/02)
- Pro-Rated WIG Increase = \$1,752

b. Special Salary Rate Conversion Process

Step 1. Identify the employee's current Base Pay.

Step 2. Divide that number by 1.XXX. The "XXX" is the applicable OPM locality rate. For example, in 2002 an employee whose official duty station is located in the area to which the Washington DC locality rate applies will have his or her base pay divided by 1.1148. An employee whose official duty station is located in the area to which the Atlanta locality rate applies will have his or her base pay divided by 1.0974.

Step 3. This value does not appear on the SF-50.

Step 4. Add the WIG buyout, if applicable.

Step 5. Add the ATRA roll-in, if applicable.

Step 6. Increase the amount by the locality pay percentage applicable to the employee's official duty station.

Step 7. The final conversion salary will appear in block 20C of the SF-50.

c. Special Circumstances

- (1) Relationship of Basic Pay to the Band Minimum at Time of Conversion. If, at the time of conversion to the pay system established by this Agreement, an employee's rate of basic pay would otherwise fall below the minimum of the applicable pay band, the employee's rate of basic pay will be increased to the minimum of that pay band.
- (2) Rate of Basic Pay Exceeds the Pay Band Maximum at Time of Conversion. An employee whose rate of basic pay exceeds the maximum of the appropriate pay band at the time of conversion will receive future annual increases in accordance with Article 108, of the CBA.
- (3) Air Traffic Revitalization Act (ATRA) Compensation. Upon conversion to the new system, employees in positions currently eligible to receive ATRA on a full-time, permanent basis will have it incorporated into their basic pay at a rate of four and one tenth percent (4.1%). Bargaining unit employees designated as "Tiger Team" and coded as eligible to receive ATRA pay as of the date of this Agreement shall have such pay rolled into their basic pay in the amount of one percent (1%) at the time of conversion to the new pay.

**Section 6.** Article 108A of the CBA is hereby amended to include Flight Procedures Specialists (5918).

For the Union:



Michael MacDonald  
Region X Vice President  
National Air Traffic Controllers Association



Barry Krasner  
Executive Director  
National Air Traffic Controllers Association



Eugene Freedman  
Deputy General Counsel  
National Air Traffic Controllers Association

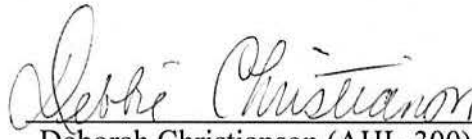
For the Agency:



Michael Doss (AHL-300)  
Federal Aviation Administration



Eddie J. Dill (AJG-L1)  
Federal Aviation Administration



Deborah Christianson (AHL-300)  
Federal Aviation Administration

Date: 12-9-2013



UNITED STATES OF AMERICA  
BEFORE THE FEDERAL LABOR RELATIONS AUTHORITY

FEDERAL AVIATION ADMINISTRATION  
Activity

-and-

NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION, AFL-CIO  
Exclusive Representative

Case No. WA-RP-12-0064

**CERTIFICATION OF REPRESENTATIVE**

An election was conducted in the above matter under the supervision of the undersigned Regional Director of the Federal Labor Relations Authority, in accordance with the provisions of Chapter 71 of Title 5 of the U.S.C., and the Regulations of the Federal Labor Relations Authority. A majority of the valid ballots has been cast for a representative for the purpose of exclusive recognition.

Pursuant to authority vested in the undersigned,

IT IS CERTIFIED that the **National Air Traffic Controllers Association, AFL-CIO** is the exclusive representative of all employees in the following unit:

**Included:** All employees of the Flight Procedures Teams (AJV-240), Operations Support Groups of the ATO Service Centers (Dallas-Ft. Worth, Atlanta and Renton), Federal Aviation Administration, U.S. Department of Transportation.

**Excluded:** All professional employees; other nonprofessional employees; management officials; supervisors; and employees described in 5 U.S.C. 7112 (b)(2), (3), (4), (6) and (7).

**Dated:** January 31, 2013

FEDERAL LABOR RELATIONS AUTHORITY

Jean M. Perata, Regional Director  
San Francisco Region

**Attachment:** Certificate of Service