

MEMORANDUM OF UNDERSTANDING (MOU)
Between the
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
And the
FEDERAL AVIATION ADMINISTRATION

This Agreement is made 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 at the national level concerning all issues related to Human Resources Policy (HRPM), EMP 1.11, External Temporary and Time-Limited Hiring, and HRPM EMP 1.14, Permanent Internal Assignment. With respect to these two policies, the parties agree to the following:

Section 1. HRPM EMP 1.11 and EMP 1.14 are not applicable to the initial hiring of Air Traffic Control Specialists. This includes individuals hired as Air Traffic Controllers in BUS code 0064.

Section 2. These policies are applicable to all other NATCA bargaining units except where the respective Collective Bargaining Agreements contain conflicting provisions.

Section 3. The Agency agrees to involve NATCA in pre-decisional discussions whenever changes are made to these policies that affect working conditions and to meet its bargaining obligations established by statute and the Parties' collective bargaining agreements.

Section 4. "Time-Limited" employees are a type of temporary employees. Those bargaining unit employees that are "time-limited" are subject to the same procedures and protections under the Collective Bargaining Agreements as a temporary employee.

Section 5. The Agency agrees to provide the Union a list of employees represented by NATCA, who are currently in position that were advertised as Temporary or Time-Limited with the option of "may be made permanent."

Section 6. The Agency is under no obligation to convert temporary employees to permanent positions. However, the Agency shall allow current temporary employees that were hired under competitive hiring procedures and who received the option of "may be made permanent," to compete for internal vacancies.

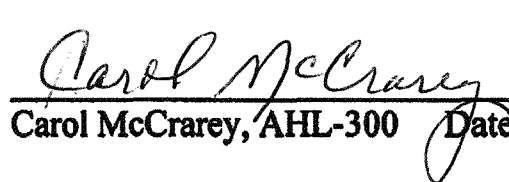
“Current” refers to those on board prior to the signing of this agreement. These individuals shall be grandfathered for the length of their appointment at the date of the signing of this agreement. The new rules established by the revised EMP 1.11 and 1.14 will apply for any subsequent appointments.

Section 7. This agreement does not constitute a waiver of any right guaranteed by law, rules, regulations, or contract on behalf of either party. Changes to this process/procedure shall be negotiated at the National Level in accordance with the law and/or Collective Bargaining Agreement.

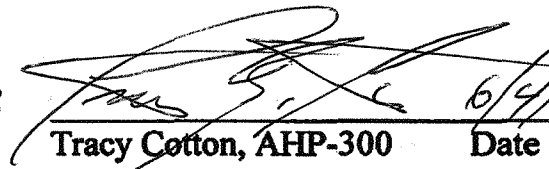
For the Union:

For the Agency:


Anna Jancewicz 6/4/13
Date


Carol McCrarey, AHL-300 6/4/2013
Date


Barry Krasner 6/4/13
Date


Tracy Cotton, AHP-300 6/4/13
Date