

**Memorandum of Understanding
Between The
National Air Traffic Controllers Association, AFL-CIO
And The
Federal Aviation Administration**

This Agreement is entered into by and between the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "Union") and the Federal Aviation Administration ("FAA" or "Agency"), collectively known as "the Parties." This Agreement represents the complete understanding between the Parties at the national level concerning the Agency's 2016 revisions to the FAA Travel Policy ("FAATP").

The Parties agree as follows:

Section 1. Unless otherwise specified in the April 7, 2011, June 2, 2013, and July 24, 2016 Collective Bargaining Agreements (CBA) and this Agreement, reimbursement for travel expenses shall be in accordance with the Federal Aviation Administration Travel Policy (FAATP).

Section 2. The following provisions of the Parties' April 7, 2011 and June 2, 2013 CBAs are hereby amended to read as follows:

Article 96, Section 6:

The Agency agrees that when an employee, if employed within the CONUS, is issued a travel order to attend the FAA Academy for courses more than fifteen (15) class days, the employee may be authorized to travel by Privately Owned Vehicle (POV). Privately Owned Vehicle travel expenses to and from the Academy shall be paid at the rate applicable to such travel as prescribed by the FAATP, as amended, and this Agreement. Payment for local mileage shall be paid in accordance with the FAATP.

Article 96, Section 10:

For purposes of this Agreement, the radius used to determine whether an employee performing travel is eligible for the allowance for subsistence expenses under the FAATP shall be measured from the building to which a bargaining unit employee is permanently assigned and from the residence. The Agency shall pay subsistence expenses if the employee travels to a temporary duty site more than forty (40) miles from his/her official station. Notwithstanding the provisions of this Section, an employee is not entitled to per diem at the employee's official station.

Article 96, Section 11:

Mileage reimbursement for a Privately Owned Vehicle shall be limited to the maximum mileage allowance determined by the GSA.

Article 96, Section 14:

A periodic return trip home, as provided in the FAATP, is justified for employees performing an extended stay travel assignment or a continuous travel assignment. Therefore, an employee performing an extended stay travel assignment which is projected to be thirty (30) days or longer or an employee on a continuous travel

assignment shall be authorized, at the election of the employee, one (1) round trip to his/her home or to another authorized destination during each thirty (30) day period.

Section 3. NATCA BUEs shall receive a maximum allowable reimbursement of \$50.00 for every five days for laundry, cleaning and pressing of clothes at a TDY location.


Section 4. For a TDY that spans an employee's non-workdays, if an employee can show that the actual expense for a return trip home or to another destination on non-workdays is a cost savings to the Agency compared to staying at the TDY location, the employee shall be approved to make the return trip to his or her home or other location during the TDY. All reimbursable TDY expense variables shall be used for this cost comparison.

Section 5. The Agency shall notify the Union at the national level when it learns of a decision by the General Services Administration, the Department of Defense, or the Department of State to lower a per diem rate by five percent (5%) or more. Upon request of either Party, the Parties will meet to review the determination to lower the per diem rate in comparison to the actual subsistence costs in the affected area. If the Parties determine that the lowered per diem rate is not reasonable, the Parties will jointly address the matter with the respective agency.

Section 6. Wherever the FAATP uses language to the effect that the employee "may" receive a certain payment, the Parties agree that the employee will receive the payment provided that the conditions specifically listed in the FAATP, if any, are met.

Signed this 19th day of October 2016.

For NATCA:



Dean Iacopelli



Phil Barbarello




Ryan Smith


For the FAA:



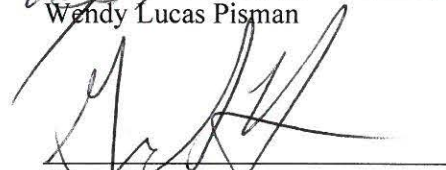
Joe Hodge



Michael Doss



Wendy Lucas Pisman



Greg Ricketts