

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

This Agreement is made and entered into by the National Air Traffic Controllers Association, hereinafter referred to as ("NATCA" or "Union"), and the Federal Aviation Administration, hereinafter referred to as ("FAA" or "Agency"), and collectively known as "the Parties". This Agreement represents the complete understanding between the Parties at the National level concerning compliance with the requirements of the Parties' Multi-Unit Collective Bargaining Agreement dated April 7, 2011, as specified in Article 64 Section 1 – equitable assignments to the quarterly inspection schedule and Section 2 – equitable assignments to reserve status for the Drug Abatement bargaining unit.

Section 1. Inspection quarters run concurrent with fiscal year quarters. At least ninety (90) days prior to bidding each quarterly inspection schedule, the Agency at the National level will establish separate eligibility rosters of qualified I Band Inspectors and other qualified Inspectors eligible to bid the quarterly inspection schedule and reserve status for each Center location. Employees at each Center location will bid inspection assignments and reserve status to the quarterly inspection schedule separately for qualified I Band Inspectors and other qualified Inspectors.

Section 2. Upon receipt of the eligibility rosters, the Union at each Center location will prepare the priority rosters. Priority rosters for the first quarter of the fiscal year will be sorted by seniority in descending order. The priority rosters for the second, third, and fourth quarters will be sorted by numerical score in descending order, and then by seniority in descending order. The numerical score is derived from employee assignments from the previous quarter based on choice of assignment as follows: 1st Choice = 1 point, 2nd Choice = 2 points, 3rd Choice = 3 points, etc.

Section 3. At least seventy-five (75) days prior to bidding the first quarter inspection schedule, the Union at the Center level will post the I Band Inspector and other qualified Inspector priority rosters showing the order of names by seniority for the purpose of informing employees of the priority order for bidding the first quarter inspection schedule. At least seventy-five (75) days prior to bidding the second, third, and fourth quarter inspection schedules, the Union at the Center level will post the priority rosters showing the order of names by numerical score and seniority number in descending order, for the purpose of informing employees of the priority order for bidding the inspection schedules for those quarters. The Agency will provide the numerical score information to the Union for this purpose at least ninety (90) days prior to bidding the subject quarter inspection schedule to allow sufficient time for the Union to prepare the priority rosters. The priority rosters will contain the employee's seniority number (as determined by the Union), numerical score, name, and a comment section.

Section 4. Bidding will be accomplished via e-mail to the AAM-810 manager and the designated Union representative for each Center location. These individuals will comprise the "scheduling team" for the purpose of this Agreement. The scheduling team will review and approve I Band Inspector bid assignments prior to reviewing and approving other qualified Inspector bid assignments to the quarterly inspection schedule. Any delegation for bidding for another employee must be accomplished via e-mail to the employee being delegated the authority to bid on behalf of the unavailable employee and the scheduling team. All delegations must be accomplished prior to the bidding closing date. Bidding must be completed not less than forty-five (45) days prior to the first

inspection week of the subject quarter. The quarterly inspection schedule will be posted at least thirty (30) days prior to the first inspection week of the subject quarter.

Section 5. At least seventy-five (75) days prior to bidding the quarterly inspection schedules, the Agency at the National level will distribute to each Center location for posting, the unassigned quarterly inspection schedule for each Center location showing the inspection weeks for the quarter, cities to be visited and name of company, if known. The Agency will also provide this information to all inspectors at each Center location via e-mail at least seventy-five (75) days prior to bidding the quarterly inspection schedules.

Section 6. Each employee will submit via e-mail prior to the bidding closing date, his/her selections, including reserve status, in order of preference to the appropriate scheduling team. The scheduling team will assign each employee to his/her selections for the first quarter inspection schedule in accordance with his/her seniority. The scheduling team will assign each employee to his/her selections for the second, third, and fourth quarter inspection schedules in accordance with his/her numerical scores, with priority ranking highest to lowest. In the event of a tie in numerical score, the employee with higher seniority will be given the assignment. Adjustments may be made by the appropriate Center Manager, with notification to the corresponding Center Representative to accommodate necessary changes (e.g. emergency leave, company cancellations, National Drug Abatement Representative obligations, etc.).

Section 7. Prior to bidding the first quarter schedules of the fiscal year, numerical scores will return and start at zero and the priority rosters will be sorted in seniority order.

Section 8. All bidding identified in this Agreement will be conducted on duty time.

Section 9. If problems arise during the bidding process, the designated parties are encouraged to resolve these problems in a collaborative manner. In the event the Parties are unable to reach consensus on a resolution, they are free to pursue resolution by an appropriate method.

Section 10. In order to evaluate the effectiveness of this Agreement, if problems arise during the initial bidding process, each Party at the Center level will prepare a brief description of the problem and the subsequent outcome to be elevated to the corresponding National point of contact for this process for review.

Section 11. At the conclusion of the initial quarterly bidding process for all Center locations, the Parties at the National level agree to review these procedures and discuss identified problems that have arisen during this process and by mutual agreement, make adjustments to this Agreement as necessary.

Section 12. This memorandum of understanding shall be effective upon signing and remain in effect until a new agreement is reached or throughout the 2011 Multi-Unit Contract.

For the Union:



Dean Iacopelli
NATCA Labor Relations Representative



Paul Wills
National Drug Abatement Representative



Sandra Riviears
Labor Relations Staff Representative

Date: 10/27/11

For the Agency:



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Date: 10/27/11