

**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 Finance and Management (AFN) bargaining unit as identified in FLRA Certification Case Nos. WA-RP-14-0012 and WA-RP-14-0014.

- Section 1.** In accordance with Article 2 of the "Multi-Unit" Collective Bargaining Agreement dated April 7, 2011, (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-12-0012 and WA-RP-14-0014) dated January 25, 2016. The references in Appendix A to "Financial Services Employees (ABA) FLRA Case number WA-RP-00106" and "Logistics, Financial Services, and IT Employees (ARC) SF-RP-00038, WA-RP-90123" shall be deleted.
- Section 2.** Article 11, Section 2a of the CBA is amended to include AFN (Finance and Management – BUS code 5959), FPPS code 596. The references to ABA (Finance – 0063) 589 and ARC (Logistics – 0068) 576 shall be deleted.
- Section 3.** Appendix B (Normal Points of Contact) of the CBA as amended is attached as Appendix 1 to this Agreement.
- Section 4.** Appendix C (Official Time Amounts) of CBA [Attachment 2] as amended is attached as Appendix 2 to this Agreement.
- Section 5.** Eligible bargaining unit employees will continue to receive Special Rates of Pay, based upon occupation and location, in addition to or in lieu of locality pay, in accordance with applicable law, rule, and/or regulation.
- Section 6.** Within sixty (60) days of the signing of this Agreement, bargaining unit employees who are not currently covered by the Agency's Core Compensation Plan will be converted to Core Compensation Plan in accordance with Article 108, Section 5 of the CBA.
- Section 7.** Those bargaining unit employees who were not previously covered by the AFSCME, PASS ATO, NFFE Collective Bargaining Agreements, or the CBA, and who received less than a 2.6% increase in January 2016, shall receive an increase to base pay equal to the difference between the percentage received in January 2016 and 2.6%.

This Section does not apply to those bargaining unit employees covered by the terms of Section 6 above.

Section 8. Former AFSCME bargaining unit employees who have an accrued balance of two hundred fifty-six (256) hours of annual leave as of the end of the 2016 leave year shall be able to maintain that balance through the end of the 2017 leave year. Thereafter, beginning with the 2018 leave year, those former AFSCME bargaining unit employees shall be limited to carrying over two hundred forty (240) hours of annual leave.

Section 9. FLSA non-exempt employees with a credit hour balance shall be able to use any credit hours earned.

Section 10. Article 69, Section 3(b) of the CBA is amended as follows:

Employees in ARP and AGC, and those in Series 1102 (Contracting Officers and Specialists) with duty locations in Washington, DC or Atlantic City, NJ, when meeting with external organizations.

Signed this 21st day of July 2016.

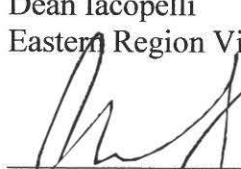
For the Union:



Michael MacDonald
Region X Vice President



Dean Iacopelli
Eastern Region Vice President



Eugene Freedman
Special Counsel to the President

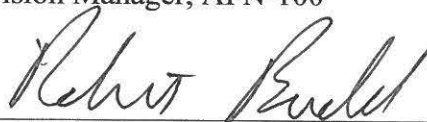


Ryan Smith
Director, Labor Relations

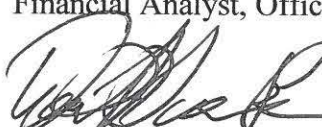
For the Agency:



Warren A. Pegram
Division Manager, AFN-100



Robert Budd
Financial Analyst, Office of Labor Analysis



Wendy Lucas Pisman
Labor Relations Specialist, AHL-300

APPENDIX B NORMAL POINTS OF CONTACT

1. Drug Abatement Inspectors and Investigators Bargaining Unit (AAM 800)

- National Level – The Union’s National Representative and/or their designee(s) and Drug Abatement Division Manager (AAM-800), and/or their designee.
- Washington Headquarters Level for ADAP Branches – The Union’s Headquarters Representative and/or their designee and the appropriate Branch Manager and/or their designee.

Center Level – The Union’s Center Representative and/or their designee and the appropriate Center Manager and/or their designee.

2. Aircraft Certification Service Directorate Bargaining Unit (AIR)

- National Level – NATCA Aircraft Certification National Representative and/or their designee(s) and the Director of Aircraft Certification Service, AIR-1 and/or their designee(s).
- Directorate Level – The Union’s Directorate Representative(s) and/or their designee(s) and their corresponding Directorate Manager(s), as appropriate, and/or their designee(s).
- Local/Office Level – The Union’s Local Office Representative(s) and/or their designee(s) and the corresponding Manager(s) of the Aircraft Certification Offices (ACO), Directorate Staff, GASOO, or BASOO Manager as appropriate, and/or their designee.

3. Aircraft Certification Service Delegation & Airworthiness Programs Branch (AIR-140)

- Local Level – The Union’s Local Representative and/or their designee(s) and the Aircraft Certification Service – Delegation & Airworthiness Programs Branch Manager and/or their designee(s).

4. Terminal and En Route Automators Bargaining Unit (AJT1400 and AJE1600)

- National Level – The Union’s National En Route Automation Representative and/or their designee(s) and the Manager, Field Automation Support/Manager, En Route Program Operations Office, as appropriate, and/or their designee. The Union’s National Terminal Automation Representative and/or their designee(s) and the

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manager Terminal Field Operations Support/Manager, Terminal Program Operations Office, as appropriate, and/or their designee.

- Local Level – The Union’s Center Automation Representative and/or their designee(s) and the Automation Manager and/or their designee(s). The Union’s OSF Facility Representative and/or their designee(s) and the OSF Manager and/or their designee(s).

5. Airports Employees (ARP)

- National Level – The Union’s ARP National Representative and/or their designee(s) and the Associate Administrator of Airports, ARP-1 and/or their designee(s).
- Regional Level – The Union’s Regional Representative and/or their designee(s) and the Airports Regional Division Manager and/or their designee(s).
- Branch Level – The Unions Branch Representative and/or their designee(s) and the Airports Branch Manager and/or their designee(s).
- Local Level – The Union’s Airport District Representative and/or their designee and the Airport District Manager and/or their designee(s).

6. Office of Chief Counsel Employees (AGC)

- National Level – The Union’s AGC National Representative and/or their designee(s) and AGC-1 and/or their designee(s).
- Regional/Center Level – The Union’s Regional/Center Representative and/or their designee(s) and the Regional/Center Counsel, and/or their designee(s).

7. Finance and Management (AFN)

- National Level – The Union Region X Vice President and/or his/her designee and the Assistant Administrator of Finance & Management, AFN-1 and/or his/her designee.
- AFN Executive Office – The Union AFN Executive Office Representative and/or his/her designee and the FAA AFN Executive Director and/or his/her designee.
- ABA Level – The Union ABA Representative and/or his/her designee and the FAA Deputy Assistant Administrator Financial Services and/or his/her designee.
- ACQ Level – The Union ACQ Representative and/or his/her designee and the FAA Deputy Assistant Administrator Acquisitions & Business Services and/or his/her designee.

- ARC Level - The Union ARC Representative and/or his/her designee and the FAA Deputy Assistant Administrator Regions & Center Operations and/or his/her designee.
- AIT Level – The Union AIT Representative and/or his/her designee and the FAA Deputy Assistant Administrator Information & Technology Services and/or his/her designee.
- AFN Division Level – The Union AFN Division Representatives and/or their designees and the AFN-100 & 200 Division Managers and/or their designees.
- ABA Directorate Level – The ABA Directorate Level Representatives and/or their designees and the corresponding Directorate Level Managers and/or their designees.
- ACQ Directorate Level – The ACQ Division Level Representatives and/or their designees and the corresponding Division Level Managers and/or their designees.
- ACQ Division Level - The ACQ Division Level Representatives and/or their designees and the corresponding Division Level Managers and/or their designees.
- ARC Regional Office Level – The Union ARC Regional Office Level Representatives and/or their designees and the corresponding Regional Level Managers and/or their designees.
- AIT Service Levels – the Union AIT Service Level Representatives and/or their designees and the corresponding Service Level Directors and/or their designees.
- Local Level – The Union Representative for ABA, ACQ, ARC, and AIT at each local office and/or his/her designee and the corresponding Manager and/or his/her designee.

APPENDIX C
OFFICIAL TIME AMOUNTS

1. In accordance with Article 2, Section 15, each National/Line of Business Representative identified below shall be granted the following amounts official time:

A. Eighty (80) hours per pay period

- Aircraft Certification Service Directorate (AIR)
- Airports (ARP)
- Information & Technology (AIT)

B. Forty (40) hours per pay period

- AJT1400 Terminal Automators Bargaining Unit
- AJE1600 En Route Automators Bargaining Unit
- Acquisitions & Business Services (ACQ)
- Regions & Center Operations (ARC)

C. Sixteen (16) hours per pay period

- Drug Abatement Division (AAM 800)
- Financial Services (ABA)

D. Ten (10) hours per pay period

- Office of Chief Counsel Employees (AGC)

2. In accordance with Article 2, Section 15 of this Agreement, each Representative identified below shall be granted the following amounts of official time per pay period:

A. Aircraft Certification Service Directorate Bargaining Unit (AIR):

The following local/office Representative shall be granted the following amounts of time:

- Engine and Propeller Directorate ACOs and Directorate Staff
- Small Airplane Directorate ACOs and Directorate Staff and GASOO
- Rotorcraft Directorate ACOs and Directorate Staff
- Transport Aircraft Directorate ACOs and Directorate Staff and BASOO

Eight (8) hours per pay period

1-35 bargaining unit employees

Sixteen (16) hours per pay period

36-70 bargaining unit employees

Twenty-four (24) hours per pay period

71-105 bargaining unit employees

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|---------------------------------------|---------------------------------------|
| Thirty-two (32) hours per pay period | 106-140 bargaining unit employees |
| Forty (40) hours per pay period | 141-175 bargaining unit employees |
| Forty-eight (48) hours per pay period | 176-210 bargaining unit employees |
| Fifty-six (56) hours per pay period | 211 or more bargaining unit employees |

- Directorate Representatives - Twenty (20) hours per Representative

Official time used under this paragraph may not exceed thirty-six (36) hours per pay period by a single Representative. However, the Representative may delegate additional time granted under this paragraph in accordance with the procedures in Article 2.

B. Aircraft Certification Service Engineering Division Bargaining Unit (AIR 140):

- Local Representatives – Eight (8) hours per pay period

C. Terminal and En Route Automators Bargaining Unit (AJT1400 and AJE1600)

- Local Representatives
 - Less than seven (7) BUEs – four (4) hours per Representative
 - Seven (7) or more BUEs – eight (8) hours per Representative

D. Drug Abatement Inspectors and Investigators Bargaining Unit (AAM 800)

- Washington Headquarters Representative for ADAP Branches
 - Four (4) hours per Representative
- Center Level Representatives
 - Eight (8) hours per Representative

E. Airports Employees (ARP)

- Regional Representatives
 - Ten (10) hours per Representative
- Local Representatives
 - Four (4) hours per Representative

F. Office of Chief Counsel Employees (AGC)

- Regional/Center Representatives
 - Four (4) hours per Representative

G. Finance and Management (AFN)

- AFN Executive Office
 - Nine (9) hours per pay period
- Finance Services Directorates (ABA)
 - Seventy-Two (72) hours per pay period
- Acquisitions & Business Services Directorates (ACQ)
 - One hundred thirty-six (136) hours per pay period
- Regions and Center Operations Divisions (ARC)
 - One hundred twenty (120) hours per pay period
- Information & Technology Services (AIT)
 - One hundred eighty-four (184) hours per pay period

In accordance with Article 2, Section 15, the Line of Business Representatives for ABA, ACQ, ARC, and AIT are authorized to delegate the official time allotted above.