

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
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 reorganization of the Office of Finance and Management ("AFN-3"). This MOU covers the NATCA Bargaining Unit Employees ("BUEs") who will be affected by the reorganization.

Section 1. The Agency recognizes that the bargaining unit employees (BUE) listed in the Attached Appendix A are affected by the AFN-3 organizational change and are covered by the April 7, 2011 NATCA Multi-Unit Agreement ("CBA"), as amended by the 2016 AFN Inclusion MOU.

Section 2. In the event an affected employee is advised that previously assigned duties/work assignments will be transitioned to another employee or office, the employee will make a list of any outstanding projects/assignments that he or she has been advised will transitioned and provide it to his/her Manager. Management will be responsible for communicating to each employee what projects and duties they will be responsible for completing upon transition to their new position or if the employees work assignments/duties are changed.

Section 3. Within a reasonable period of time, not to exceed sixty (60) days following the transition of a BUE to his/her new position within the organization where the BUE either has a new supervisor and or a change in duties, the Agency will provide performance expectations to employees.

Section 4. In the event that the organizational change occurs more than ninety (90) days after the beginning of the of the rating period, the Agency shall supply closeout performance evaluations to any affected BUE who has been working under an existing position description for at least ninety (90) days.

Section 5. Thirty (30) days after receiving a new performance plan, as the result of a change in positions or duties, the BUE or the supervisor may initiate a check-in meeting to assess the BUE's performance, identify training needs that will include, but are not limited to the use of any new tools or programs, and to ensure the performance expectations align with the BUE's job description. In the event that any such issues regarding new assignments cannot be resolved, the Parties will utilize the informal problem-solving process contained in the CBA prior to resorting to other statutorily available resources.

Section 6. The Agency agrees that for affected BUEs, all existing approvals of telework, alternate work schedule, and leave will remain effective until such time as reviewed and/or approved by the new or continuing manager, in accordance with the Parties' CBA.

Section 7. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or collective bargaining agreement on behalf of either Party.

Section 8. This Agreement shall remain in full force and effect for the duration of the Parties' April 7, 2011 Collective Bargaining Agreement, unless modified by mutual agreement of the Parties.

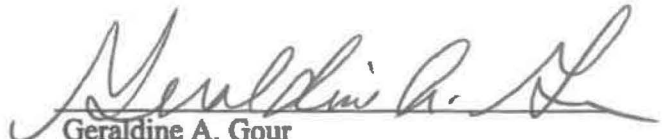
For NATCA:




Gwendolyn Kimbrough
NATCA LOB Representative

 12/22/17
Suzanne DeFelice
Labor Relations Attorney

For the FAA:



Geraldine A. Gour
Acting Executive Director, AFN-3


Wendy Lucas Pisman
Labor Relations Specialist (AHL-300)

AFN Mass Change List
as of 10/19/17

NAME	CURRENT ORG	CURRENT SUB BUREAU	CURRENT PD NO	CURRENT CAN	CURRENT BUS	CURRENT DUTY LOCATION DESCRIPTION	NEW ORG	NEW SUB BUREAU	NEW PD NO	NEW CAN	NEW BUS
BENTLEY, TAMEKA N	AP430	CT	EEE0098	0007847	5959	WASHINGTON,DC	FN220	WA	EEE0098	0034280	5959
BILLINGS, ALAN	FN140	WA	HHH0235	0032821	5959	WASHINGTON,DC	FN400	WA	HHH0235	0041683	5959
CHATMAN, LINDA L	FN140	WA	FFF0562	0032821	5959	COLLEGE PARK,GEORGIA	FN400	WA	FFF0562	0041683	5959
CUMMINS, ANNJANETTE L	FN140	WA	FFF0563	0032821	5959	RENTON,WASHINGTON	FN400	WA	FFF0563	0041683	5959
FERGUSON, WILLIE T	FN113	WA	HHH0086	0032821	5959	WASHINGTON,DC	FN130	WA	HHH0086	0032821	5959
FUSS, LOUIS T	FN140	WA	FFF0124	0032821	5959	WASHINGTON,DC	FN400	WA	FFF0124	0041683	5959
GOODMAN, DEDRA L	AP130	CT	HHH0168	0007847	5959	WASHINGTON,DC	FN300	WA	HHH0168	0041682	5959
KARNAY, LAURIE L	FN140	WA	FFF0124	0032821	5959	WASHINGTON,DC	FN400	WA	FFF0124	0041683	5959
LAMONT, NEIL C	AP130	CT	FFF0342	0007847	5959	WASHINGTON,DC	FN300	WA	FFF0342	0041682	5959
MCCORMICK, KIMBERLY J	FN140	WA	FFF0101	0032821	5959	WASHINGTON,DC	FN400	WA	FFF0101	0041683	5959
MCLEAN, SUSAN H	FN140	WA	FFF0102	0032821	5959	NEW YORK, NEW YORK	FN400	WA	FFF0102	0041683	5959
SHIPP, JUDY ANN	FN140	WA	FFF0564	0032821	5959	FORT WORTH,TEXAS	FN400	WA	FFF0564	0041683	5959
STEELE, JENNA L	FN113	WA	HHH0212	0032821	5959	NORTH KINGSTOWN,RHODE IS	FN130	WA	HHH0212	0032821	5959
WHEELER, MONICA L	FN113	WA	BBB0583	0032821	5959	WASHINGTON,DC	FN130	WA	BBB0583	0032821	5959
WILLETT, ELIZABETH J	FN113	WA	HHH0026	0032821	5959	WASHINGTON,DC	FN130	WA	HHH0026	0032821	5959

AFN Mass Change List
as of 10/19/17

NEW DUTY LOCATION DESCRIPTION
WASHINGTON,DC
WASHINGTON,DC
COLLEGE PARK,GEORGIA
RENTON,WASHINGTON
WASHINGTON,DC
WASHINGTON,DC
WASHINGTON,DC
WASHINGTON,DC
WASHINGTON,DC
WASHINGTON,DC
WASHINGTON,DC
NEW YORK, NEW YORK
FORT WORTH,TEXAS
NORTH KINGSTOWN,RHODE IS
WASHINGTON,DC
WASHINGTON,DC

Changed from 8888 to 5959 in
ReOrg

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