

**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 (“NATCA” or “the Union”) and the Federal Aviation Administration (“FAA” or “the Agency”), hereinafter known as “the Parties.” The Agreement represents the complete understanding of the Parties regarding the 2018 Annual Adjustments to Pay Bands.

**Section 1.** The attached pay bands shall be applicable to bargaining unit employees (BUE) in lieu of the Annual Adjustments to Pay Bands as identified in Section 1 of the Multi-Unit Collective Bargaining Agreement (CBA) Extension Agreement dated April 18, 2017, and Section 1 of the Consolidated CBA Extension Agreement dated April 18, 2017, for BUEs covered by Article 108A of the Consolidated CBA.

**Section 2.** The Parties agree that the pay bands for bands H and K shall increase by whichever is the greatest of the following: one-point-six percent (1.6%); the equivalent to the adjustment to the percentage pay schedules are adjusted for employees under the General Schedule; or the percentage bands H and K are adjusted under the FAA’s Core Compensation Plan.

The Parties agree that the pay bands for bands I and J shall increase by whichever is the greatest of the following: two-point-two percent (2.2%); the equivalent to the adjustment to the percentage pay schedules are adjusted for employees under the General Schedule; or the percentage bands I and J are adjusted under the FAA’s Core Compensation Plan.

All other pay band increases will be the greater of the equivalent to the adjustment to the percentage pay schedules are adjusted for employees under the General Schedule or the percentage pay bands are adjusted under the FAA’s Core Compensation Plan.

**Section 3.** The increases in pay bands are effective January 7, 2018, with a first pay date of January 30, 2018.

**Section 4.** This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation or contract on behalf of either Party.

Signed this 14th day of December 2017.

**For the Union:**

  
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Dean Iacopelli

**For the Agency:**

  
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Laura R. Glading



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Eugene Freedman



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Ryan Smith