

**MEMORANDUM OF UNDERSTANDING**  
**A80/LAX Return Rights**

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"), collectively known as "the Parties." This Agreement represents the complete understanding of the Parties at the national level concerning the establishment of a return rights policy for employees transferring to Atlanta TRACON ("A80") and Los Angeles ATCT ("LAX").

**Section 1.** The Parties agree to terminate the A80/LAX Return Rights and Priority Release Agreement dated September 6, 2017 and replace it with the provisions contained herein.

**Section 2.** Employees who have been selected for transfer prior to the signing of this Agreement and in accordance with the provisions of the A80/LAX Return Rights and Priority Release Agreement dated September 6, 2017, will retain all rights and entitlements afforded under that Agreement.

**Section 3.** Employees selected to transfer to A80 or LAX who do not achieve full certification, other than those that have an approved hardship with an available vacancy, will be transferred back to their prior facility and will not be processed in accordance with the EMP 1.14a.

**Section 4.** No local/regional/service area agreement(s), release policy, nor other decisions may conflict with this Agreement.

**Section 5.** This Agreement shall remain in effect for the duration of the Parties' 2016 Collective Bargaining Agreement.

Signed this 13th day June 2018.

For the Union:



Patricia Gilbert



Dean Iacopelli

For the Agency:



Shelly Mlakar



Michael Doss