

**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 use of Electronic Training Devices (ETD) by bargaining unit employees necessary for Stage Training toward certification.

Section 1. The Agency will not require bargaining unit employees (BUEs) to use ETDs for any purpose other than accessing training material necessary for Stage Training toward certification.

Section 2. The Agency will work collaboratively with NATCA's National Training Representative to identify participating facilities, develop the schedule for ETD distribution, and implement ETD use by bargaining unit employees. The Agency will also work collaboratively with the NATCA National Training Representative to develop BUE training on the use of the devices.

Section 3. At participating facilities, developmentals and CPC-ITs will receive an ETD and a protective cover.

Section 4. The Agency will repair or replace a failed, stolen, or lost device as soon as practicable. The Agency will provide hard copies of all applicable training materials until the ETD is replaced. BUEs will not be held responsible for training deadlines in the event they do not have access to the applicable training materials either electronically or hard copy.

Section 5. BUEs will not be held financially responsible for any damage or loss of the device (e.g., stolen, misplaced) or the protective cover, including cosmetic damage.

In addition, issues arising from the damage or loss of the device (e.g., stolen, misplaced) or the protective cover, including cosmetic damage, will be addressed using Article 8 and/or Article 52 of the Parties' 2016 Collective Bargaining Agreement (CBA) prior to formal measures being initiated. This section is not applicable to malicious damage.

Section 6. Any BUE training records retained, whether temporarily or permanently, in ETDs shall be maintained in accordance with current Agency retention practices for such hard copy records unless these practices conflict with the Parties' 2016 CBA in which instances the CBA applies.

Section 7. Any BUE metrics (e.g., exams, performance evaluations, grades, gaming performance on applications) retained, whether temporarily or permanently, in ETDs shall be maintained in accordance with current Agency retention practices for such hard copy records.

Section 8. The Agency will comply with the provisions of Article 7 of the CBA, if the determination is made to expand the use of ETDs for BUEs beyond Stage Training certification.

Section 9. 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 10. This Agreement shall remain in full force and effect for the duration of the Parties' 2016 Collective Bargaining Agreement, unless modified by mutual agreement of the Parties.

Signed this 9 day of February 2018.

For NATCA:

For the FAA:



Dean Iacopelli
Eastern Regional Vice President



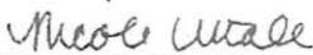
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