

**MEMORANDUM OF UNDERSTANDING
BETWEEN
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION, AFL-CIO
AND
MIDWEST AIR TRAFFIC CONTROL SERVICES, INC.**

The National Air Traffic Controllers Association, AFL-CIO (“NATCA” or “Union”) and Midwest Air Traffic Control Services, Inc. (“Midwest” or “Employer”) hereby agree as follows:

- Section 1.** The effective date of the 2017 annual wage increase of 1.5%, provided for in Article 37, Section 1 of the Parties’ 2016 Collective Bargaining Agreement (“CBA”), will be changed to July 1, 2017. Within fourteen (14) days of the execution of this Agreement, the Employer will pay back pay for the 2017 annual base wage increase for the time period from July 1, 2017 through September 30, 2017 to all bargaining unit employees who were employed at a facility covered by the CBA as of October 1, 2017.
- Section 2.** The effective date of the 2018 annual wage increase of 1.75%, provided for in Article 37, Section 1 of the CBA, will be changed to July 1, 2018. Within fourteen (14) days of the execution of this Agreement, the Employer will pay back pay for the time period from July 1, 2018 through September 30, 2018 to all bargaining unit employees who were employed at a facility covered by the CBA as of October 1, 2018.
- Section 3.** The effective date of the 2019 annual wage increase of 2.0%, provided for in Article 37, Section 1 of the CBA, will be changed to July 1, 2019. The 2019 wage increase will be implemented starting with the first full pay period following the execution of this Agreement. Within fourteen (14) days of the execution of this Agreement, the Employer will pay back pay for the time period from July 1, 2019 through the start of the first full pay period following the execution of this Agreement to all bargaining unit employees covered by the CBA as of the effective date of this Agreement. For employees at locations where the Union was certified after July 1, 2019, back pay and any corresponding wage increase will run from the date the Board certified NATCA as the exclusive bargaining representative at that location, In 2019 and in each subsequent year that the CBA remains in effect thereafter, the effective date of the annual wage increase of 2.0% will be July 1st of the applicable year unless the FAA designates some other date for wage changes to go into effect, in which case the FAA-designated date shall be the date for wage changes in that year.
- Section 4.** Effective July 1, 2017, the Employer’s contribution to bargaining unit employees’ health and welfare benefit, provided for in Article 35, Section 2 of the CBA, will be increased to \$4.41 per hour. Within fourteen (14) days of the execution of this Agreement, the Employer will pay back pay for the 2017 health and welfare benefit contribution rate increase for the time period from July 1, 2017 through June 30, 2018 to all bargaining unit employees covered by the CBA as of October 1, 2017.
- Section 5.** Effective July 1, 2018, the Employer’s contribution to bargaining unit employees’ health and welfare benefit, provided for in Article 35, Section 2 of the CBA, will be increased to \$4.48 per hour. The 2018 health and welfare


benefit contribution rate increase will be implemented starting with the first full pay period following the execution of this Agreement. Within fourteen (14) days of the execution of this Agreement, the Employer will pay back pay for the time period from July 1, 2018 through the start of the first full pay period following the execution of this Agreement to all bargaining unit employees covered by the CBA as of the effective date of this Agreement.

Section 6. Effective July 1, 2019, the Employer's contribution to bargaining unit employees' health and welfare benefit, provided for in Article 35, Section 2 of the CBA, will be increased to \$4.54 per hour. The 2019 health and welfare benefit contribution rate increase will be implemented starting with the first full pay period following the execution of this Agreement. Within fourteen (14) days of the execution of this Agreement, the Employer will pay back pay for the time period from July 1, 2019 through the start of the first full pay period following the execution of this Agreement to all bargaining unit employees covered by the CBA as of the effective date of this Agreement. For employees at locations where the Union was certified after July 1, 2019, back pay and any corresponding increase in the health and welfare benefit amount will run from the date the Board certified NATCA as the exclusive bargaining representative at that location, In 2019 and in each subsequent year that the CBA remains in effect thereafter, any increase in the Employer's contribution to bargaining unit employees' health and welfare benefit, as provided for in Article 35, Section 2 of the CBA, will be either implemented on, or paid retroactive to, July 1st of the applicable year, unless the FAA designates some other date for wage changes to go into effect, in which case the FAA-designated date shall be the date for changes in the Employer's contribution to employee health and welfare benefits.

Dated: February 17, 2020

For NATCA:

For Midwest:



John Bratcher



Shane Cordes