


## ACKNOWLEDGEMENT OF RECOGNITION

The National Air Traffic Controllers Association, AFL-CIO (“NATCA” or “Union”) and Midwest Air Traffic Control Service, Inc. (“Midwest” or “Employer”), referred to collectively hereafter as “the Parties,” agree as follows:


1. The Parties acknowledge that effective November 21, 2019 the National Labor Relations Board certified NATCA as the exclusive bargaining representative of all Air Traffic Control Specialists employed by the Employer at the Lawrence Municipal Air Traffic Control Tower (LWM), NLRB Case 01-RC-250091 (attached hereto as Exhibit A).
2. Pursuant to Article 2, Sections 2 and 3 of the Parties’ 2016 Collective Bargaining Agreement (“CBA”), all terms and conditions of the CBA became applicable to all bargaining unit employees at LWM effective November 21, 2019.
3. Pursuant to Article 2, Section 3 of the CBA, Appendix I of the CBA is hereby amended to include LWM, with a 2019 wage rate of “36.10” as of November 21, 2019, 2019 which will be paid within 14 days of execution of this document.

Dated: February 17, 2020

For NATCA:

  
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John Bratcher  
National FCT Representative

For Midwest:

  
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Shane Cordes  
CEO and President