


ACKNOWLEDGEMENT OF RECOGNITION

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

1. The Parties acknowledge that effective November 18, 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 Norwood Memorial Airport Air Traffic Control Tower (OWD), NLRB Case 01-RC-250105 (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 OWD effective November 18, 2019.
3. Pursuant to Article 2, Section 3 of the CBA, Appendix I of the CBA is hereby amended to include OWD, with a 2019 wage rate of “36.10” as of November 18, 2019 which will be paid within 14 days of execution of this document.

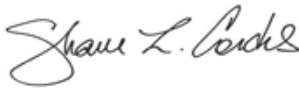
Dated: February 18, 2020

For NATCA:



John Bratcher
National FCT Representative

For Midwest:



Shane Cordes
CEO and President