

**Memorandum of Understanding Between the National Air Traffic
Controllers Association and the Federal Aviation Administration**

This Memorandum of Understanding (MOU) is made by and between the Federal Aviation Administration ("FAA" or "the Agency") and the National Air Traffic Controllers Association, AFL-CIO Architects and Engineers Bargaining Unit ("NATCA" or "the Union"), collectively known as "the Parties". This MOU represents an understanding between the Parties regarding the Safety Stand Down within the Technical Operations organization of the FAA.

1. The Agency will provide the appropriate local NATCA representative or his/her designee with advance notice of at least four (4) business days whenever possible, via electronic mail, to attend all formal discussions regarding NATCA Engineer and Architects' Safety Stand Down meetings/trainings.
2. Should it become necessary to postpone a Safety Stand Down meeting, management will notify the local NATCA Facility Representative or his/her designee and all affected employees as soon as practical.
3. The Parties agree that these meetings are designed to help change the safety culture within the organization of the FAA by promoting a dialog between Management and employees. Employees may volunteer comments of a professional, non-personal nature at meetings. Employees who are uncomfortable volunteering information at meetings are free to provide the comments to their local Union Representatives, who will provide the comments to the FAA management within 7 calendar days.
4. Employee's technical questions regarding specific safety rules will be answered in a timely manner and distributed appropriately. All employees will be allowed to access the Safety Stand Down website (https://intranet.faa.gov/faaemployees/go/techops_ssd) for answers.
5. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or contract on behalf of either party.
6. Should either party want to propose a change to this Agreement, they may contact the other party and upon mutual agreement of the parties, that change shall be addressed in accordance with the provisions of Article 7 of the Parties' Collective Bargaining Agreement.
7. This MOU shall take effect upon completion of Agency Head Review or 30 days after signing of the Agreement, whichever is first. This Agreement will remain in effect for the duration of the Collective Bargaining Agreement between the Agency and NATCA Engineers and Architects.

For the Union:

Dominic Petrelli 6-8-10
Dominic Petrelli Date

Jennifer Hayward 6-8-10
Jennifer Hayward Date

For the Agency:

Aaron Sawyer 6-9-2010
Aaron Sawyer, FAA Date

Kimberly Orsini 6-9-2010
Agency Head Date