

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION AND
THE FEDERAL AVIATION ADMINISTRATION**

Installation of Security Cameras

This agreement is made by and between the National Air Traffic Controllers Association (“NATCA” or “Union”) and the Federal Aviation Administration (“FAA” or “Agency”), collectively known as the “the Parties.” This agreement applies to all NATCA bargaining unit employees. This agreement represents the full and complete understanding of the Parties at the National level with regard to issues arising to Installation of Security Cameras at FAA facilities.

- Section 1. The Parties agree that the primary purpose of the closed-circuit television (“CCTV”) cameras, Entry Control Video (“ECV”) and Intrusion Detection Systems or Sensors (“IDS”) shall be for the surveillance of interior and exterior perimeter alarm points/zones to prevent thefts and deter criminal activity.
- Section 2. The Parties agree that the primary purpose of CCTV, ECV and IDS is not for the use and purposes of monitoring bargaining unit employees in work/operational areas, break areas, and other employee common areas, except as necessary under Section 1 of this MOU.
- Section 3. The Parties agree that the measures and devices, as referenced in Section 1, shall not be used as timekeeping devices to record arrivals and departures of employees for the purposes of tracking time and attendance.
- Section 4. The Parties agree that the measures and devices, as referenced in Section 1, shall coincide with the pertinent provisions of the Parties’ Collective Bargaining Agreement, and that disciplinary action will not be taken without first conducting an investigation into the alleged event.
- Section 5. Should the Agency use data from CCTV, ECV, IDS or any other such measures and devices as supporting evidence in the imposition of discipline, the employee who is alleged to have committed the offense shall have a right to a copy of the data.

This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or contract on behalf of either Party.

This agreement shall become effective upon completion of Agency Head Review or thirty (30) days after this has been signed by the Parties, whichever comes first. This agreement shall remain in effect for the duration of the Parties' respective Collective Bargaining Agreements.

For NATCA:

Kimberlee Gee 2/8/2011
Kimberlee Gee / Date

For FAA:

Kurt Comisky 2/8/11
Kurt Comisky / Date

Agency Head Review / Date