

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

This agreement is entered into by the Federal Aviation Administration (FAA) and the National Air Traffic Controllers Association (NATCA), collectively referred to as "the Parties," on behalf of Airway Facilities engineers and architects represented by NATCA. The Parties agree to the following terms and conditions as settlement of all grievances related to the allocation and use of official time under Article 2, Section 12 of the Parties' February 2001 Collective Bargaining Agreement.

**Section 1.** The Parties recognize that an individual employee may be designated by the Union to deal with various levels of management as identified in Article 2, Section 12. The Parties agree that the following terms govern the allocation of official time under Article 2, Section 12 (See Attachment 1).

- a. ANI and its organization structure as defined by its levels of managers starting with the EC/IC Managers through their respective platforms. The allocation of official time shall be 4 hours for each level of management.
- b. Operations and its organization structure as defined by its levels of managers starting with the Division Managers through their respective Branches/SMO and Sections/TSO. The allocation of official time shall be 4 hours for each level of management.
- c. Should the Principle Representative designate under Article 2, Section 5, an OPS person to ANI or an ANI person to OPS as a representative; or, if there is no direct reporting of a Bargaining Unit Employee (BUE) at the Division or Branch level, then the allocation of official time shall be 2 hours.

**Section 2.** The Parties agree to review and make adjustment to Attachment 1 on an annual basis during the National Staffing Review, per Article 89, Section 1.

**Section 3.** The Parties recognize that the Principle Representative may delegate official time to any bargaining unit employee to assist in representational responsibilities. The delegation of official time shall be in writing or by electronic mail, listing the appropriate category of 1) negotiations, 2) dispute resolution, 3) general labor-management relationship as defined in Article 2, Section 12, of the Parties' Collective Bargaining Agreement. Approval or disapproval of official time is not required by the first level manager/supervisor; however, at the request of the first level manager/supervisor the Union Representative will coordinate their release.

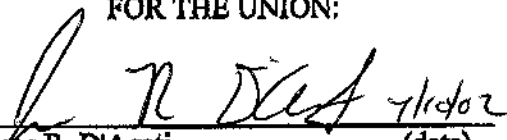
Section 4. The Agency recognizes that all other official time referenced in the Parties' Collective Bargaining Agreement does not count against Article 2, Section 12, block time; furthermore, designated Union Representatives, at the request of the Agency, shall be in a duty status in accordance with Article 2, Section 16.

Section 5. The Parties agree that any bargaining employees that were required to use annual leave in lieu of official time shall have their annual leave reinstated.

Section 6. The Union agrees to withdraw all grievances concerning collection and use of official time under Article 2, Section 12 of the agreement as of the date of signing of this agreement.

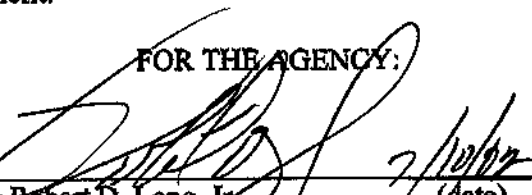
Section 7. This agreement remains in effect until the expiration of the Parties' February 2001 Collective Bargaining Agreement.

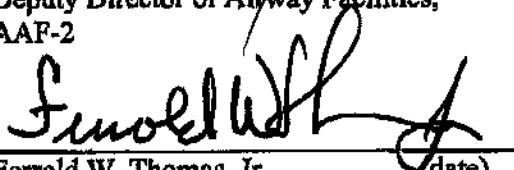
FOR THE UNION:

  
James R. D'Agati (date) 7/16/02  
Vice President for Engineers & Architects

  
David E. Sandbach (date) 7/16/02  
Labor Relations Staff Representative

FOR THE AGENCY:

  
Robert D. Long, Jr. (date) 7/16/02  
Deputy Director of Airway Facilities,  
AAF-2

  
Ferrol W. Thomas, Jr. (date)  
Manager, Employee and Labor  
Relations Division, AFZ-300

for

Attachment 1

ANE/ANI-100					
ANE			ANI		
400	2		100	2	
420	4	*BUE	120	4	
421	4		130/160	4	
470	4	*BUE	140	4	
471	4		150/170	4	
473	4		180	4	
2 SMO	8			<u>22</u>	
	<u>30</u>				
Maximum Amount of Official Time under Article 2 Section 12 =					52

AEA/ANI-200					
AEA			ANI		
400	2		200	2	
470	2		220	4	
471	4		230	4	
472a	4		240	4	
472d	4		250	4	
473	4		260	4	
4 SMO	16		200	4	
	<u>36</u>		270	4	
			280	4	
				<u>34</u>	
Maximum Amount of Official Time under Article 2 Section 12 =					70

ASO/ANI-300			
ASO		ANI	
400	2	300	2
410	4	320	4
420	2	330	4
423	4	340	4
426	4	350	4
470	2	360	4
471	4	370	4
472	4	380	4
473	4		<u>30</u>
474	4		
6 SMO	24		
	<u>58</u>		
Maximum Amount of Official Time under Article 2 Section 12 =			88

AGL/ANI-400			
AGL		ANI	
400	2	400	2
420	2	430/460	4
423	4	440	4
470	2	450	4
471	4	470	4
472	4	480	4
473	4	490	4
474	4	495	4
4 SMO	16		<u>30</u>
	<u>42</u>		
Maximum Amount of Official Time under Article 2 Section 12 =			72

ACE/ANI-500			
ACE		ANI	
400	2	500	2
470	2	520	4
471	4	530/580	4
472	4	540	4
2 SMO	8	550	4
	<u>20</u>	560/570	4
			<u>22</u>
Maximum Amount of Official Time under Article 2 Section 12 =			42

ASW/ANI-600			
ASW		ANI	
400	2	600	2
470	2	620	4
471	4	630	4
472	4	640	4
473	4	650	4
474	4	660	4
2 SMO	8	670	4
	<u>28</u>	680	4
		10	4
			<u>34</u>
Maximum Amount of Official Time under Article 2 Section 12 =			62

AAL/ANI-700			
AAL		ANI	
400	2	700	2
410	4 *BUE	720	4
470	4 *BUE	730/770	4
471	4	740/750	4
472	4	760/780	4
473	4		<u>18</u>
474	4		
2 SMO	8		
	<u>34</u>		
Maximum Amount of Official Time under Article 2 Section 12 =			52

ANM/ANI-800			
ANM		ANI	
400	2	800	2
470	4 *BUE	820	4
471	4	830	4
472	4	840	4
473	4	850	4
474	4	860	4
3 SMO	12	870	4
	<u>34</u>	880	4
			<u>30</u>
Maximum Amount of Official Time under Article 2 Section 12 =			64

AWP/ANI-900			
AWP		ANI	
400	2	900	2
420	4	920	4
423	4	930	4
470	2	940	4
471	4	950	4
472	4	960	4
473	4	970	4
474	4	980	4
475	4		
S SMO	20		
	<u>52</u>		<u>30</u>
Maximum Amount of Official Time under Article 2 Section 12 =			82

ANI EC	
2	2
20	4
30	4
40	4
50	4
90	4
	<u>22</u>
Maximum Amount of Official Time under Article 2 Section 12 = 22	