

MEMORANDUM OF UNDERSTANDING
Between
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
And
FEDERAL AVIATION ADMINISTRATION

This Memorandum of Understanding (MOU) is entered into between the National Air Traffic Controllers Association (herein referred to as "the Union" or "NATCA") and the Federal Aviation Administration (herein referred to as "the Agency" or "Employer"); and collectively referred to as the "parties." This agreement represents the parties' understanding reached through the impact and implementation bargaining on the Agency's initiation to implement Order 1400.10, FAA Equal Employment Opportunity Mediation Program.

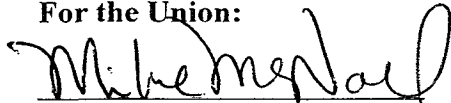
The parties have agreed to the following:

1. The Employer will disclose to the Union all resolutions or settlement agreements involving bargaining unit complainants reached through the mediation program, with the exception of those described in paragraph 4 below. If impact will result to the working condition of bargaining unit employees, the parties shall negotiate over the impact and implementation on the terms reached in the resolution or settlement agreement. Negotiations shall be conducted in accordance with Article 7 of the parties' collective bargaining agreement. However, recognizing the importance of settling EEO Complaints, and that the EEO complaint procedure has time limits outside the control of the parties, the parties will try to conclude bargaining as quickly as possible.
2. The terms and conditions contained in settlement agreements shall not conflict with or violate in any way the parties' collective bargaining agreement.
3. If the complainant objects to sharing information about his/her settlement agreement with the Union pursuant to paragraph 1. because of privacy reasons, the Agency will provide to the Union, to the extent it is possible to do so without disclosing the name of the complainant or information that would reveal the complainant's identity, information sufficient to enable impact and implementation bargaining over the terms of the agreement.
4. The parties agree that the Agency is not required to disclose to the Union, pursuant to this Agreement, settlement agreement provisions such as the following: compensatory damages; a change in performance rating; restoration of leave; expunging derogatory information from the Official Personnel File; private apology; or rescinding or reducing a disciplinary action. The Union retains all rights, and waives no rights, guaranteed under Section 7114 of Title 5 of the U. S. Code, to obtain any and all information from the Agency.
5. Both parties will respect the privacy of the complainant(s). Neither party will share or disclose the

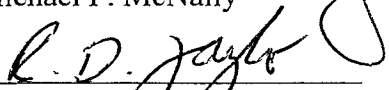
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terms of any settlement agreement without the written consent of the complainant, except as provided by law, rule or regulation.

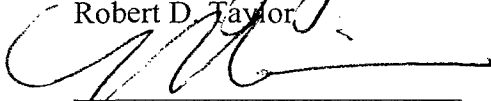
For the Union:



Michael P. McNally

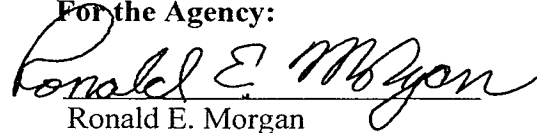


Robert D. Taylor



Melinda K. Kim

For the Agency:



Ronald E. Morgan



Fanny Rivera



Scott Kallman

July 24, 00

Date