

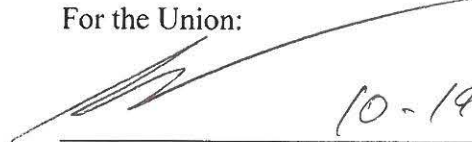
Memorandum of Understanding

This Memorandum of Understanding ("MOU") is entered into by the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "the Union") and the Federal Aviation Administration ("FAA" or "the Agency"), herein collectively referred to as "the Parties." This MOU represents the complete understanding of the Parties at the national level concerning the implementation of Human Resources Policy Manual ("HRPM"), Volume 11: Guidance on Emergency Situations ("EMS 11.4") and the corresponding Human Resources Operating Instructions ("HROI"). The Parties agree as follows:


1. The provisions of EMS 11.4 and the HROI, as related to updating an individual's "My FAA Profile," shall only apply to NATCA bargaining unit employees ("BUEs") who regularly access the FAA's intranet to perform their primary job functions. The application of these provisions does not apply to Air Traffic Control Specialists – 2152. In the event that there is any question about the application of these provisions to a particular job series/function, the Parties will resolve those questions at the National Level.
2. The Agency will negotiate any change to existing practices, policies, or procedures, with regard to the collection of emergency contact information from BUEs who are not required to update their "My FAA Profile" under Section 1 of this Agreement.
3. Any update to a BUE's "My FAA Profile" shall be done while in a duty status.
4. In the event that NATCA BUEs are required to travel to complete any part of the process referenced in Section 1, the Agency shall reimburse or otherwise compensate the BUE in accordance with the FAA's Travel Policy and the Parties' collective bargaining agreements (CBAs) regarding Temporary Duty Travel.
5. The Parties agree that the provisions of EMS 11.4 and the HROI apply exclusively to BUEs who are on-duty. The provisions of Article 19, Hazardous Geological/Weather Conditions, of the appropriate CBA shall apply to BUEs who are off-duty.
6. The provisions of this MOU shall not be construed to alter, amend, modify, or otherwise conflict with any existing national, regional and/or local agreements or practices that are not explicitly covered by this MOU.

7. This MOU shall remain in full force and effect for the duration of the Parties' CBAs, unless modified by mutual agreement of the Parties.

For the Union:



Phil Barbarello 10-19-2015
Date




Dean Iacopelli 10/19/15
Date

For the Agency:



Carol McCrarey 10/16/15
Date
AHL-300



for Mark DePlasco 10/16/2015
Date
AJG-L



Michael Hogge 10/16/2015
Date
AHP-100