

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

This agreement is made by and between the National Air Traffic Controllers Association ("NATCA" or "the Union") and the Federal Aviation Administration ("FAA" or "the Agency"), collectively known as "the Parties." This agreement represents the complete understanding of the Parties at the national level concerning the collective bargaining agreement (the "CBA") between the Union and the Agency covering all, or in part, the air traffic controller, NOTAM, and TMC/TMS bargaining units. The CBA incorporates three components: the Work Rules Agreement, dated September, 1998, February, 2001 and September, 2001; the Principal Memorandum of Agreement dated July 9, 1998; and the Memorandum of Understanding with Respect to Reclassification and Associated Pay Rules, dated July 8, 1998, as amended. All three components of the (CBA) apply to the controller bargaining unit. The parties further agree that, except as modified by this MOU, the July 9, 1998 Memorandum of Agreement and the July 8, 1998 Memorandum of Understanding, and all provisions contained therein, are subject to Article 106, as amended of the Collective Bargaining Agreement. Only the Work Rules component applies to the TMC/TMS and NOTAM units.

SECTION 1. The Parties agree that Pay Rules 40, 42, 43, 44, 47, 51, 52 and the NAR MOU are amended as attached. All changes to these pay rules are effective with the signing of this agreement.

SECTION 2. The Parties agree that Pay Rules 46 and 59 are deleted. All changes to these pay rules are prospective in impact and are effective with the signing of this agreement.

SECTION 3. The Parties have agreed to amend certain MOUs as attached.

SECTION 4. The Parties have agreed to the attached SCI process.

SECTION 5. The Parties' national staffing agreement contained in the Principal Memorandum of Agreement is not covered by this MOU and shall not be extended by this MOU. Any change to allocations of bargaining unit positions at the National, Regional or local level will require the parties at the corresponding level to renegotiate the distribution of bargaining unit positions in accordance with article 94 of the collective bargaining agreement.

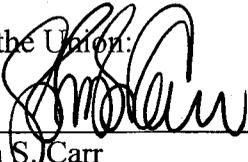
SECTION 6. This agreement does not constitute a waiver of any right guaranteed by law, rule, regulation or contract on behalf of either party.

SECTION 7: The parties agree that Article 17 duties are part of the job of an air traffic controller. A facility plan must include a method for management assigning work in cases where no interest is indicated.

SECTION 8: Except as modified by this MOU, The parties agree to amend Article 106, Section 1 to extend the fixed term of the CBA to September 15, 2005 for the air traffic controller bargaining unit.

For the TMC\TMS and NOTAM bargaining units, the fixed term of the Work Rules Agreement only is extended as described above. Within the next 90 days the parties will meet to negotiate Pay Rules for the TMC\TMS bargaining units.

For the Union:

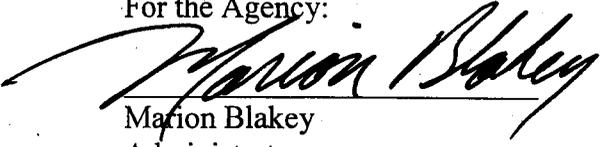


John S. Carr
President
National Air Traffic Controllers Association

Date

17 Dec 03

For the Agency:



Marion Blakey
Administrator
Federal Aviation Administration

Date

Dec 18, 2003