

SUPERIOR CONTRIBUTION INCREASE (SCI) PROGRAM FOR THE NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION

Eligibility to Receive SCI

Eligibility to receive an SCI under this proposal requires that the bargaining unit member meet or exceed the following criteria during the rating period:

- Must have worked in the Federal Aviation Administration (FAA) in the NATCA bargaining unit for at least 90 days;
- Must not have been unsuccessful in completing an ODAP during the rating period.

SCI increases shall be implemented in accordance with the Parties Memorandum of Understanding with respect to Reclassification and Associated Pay Rules between the National Air Traffic Controllers Association and the Federal Aviation Administration. The rating period is April 1 through March 31 of each year. For the first year the rating period will be December 1, 2003 through March 31, 2004. The bargaining unit will be rated by the quality and efficiency metrics detailed by the Administrator as outlined below.

Increased Safety

The Goal: Achieve the lowest possible accident rate and constantly improve safety

- 1) **Reduction of Operational Errors:** For each rating period, the total number of operational errors nationwide classified as severe (A and B) have been reduced by at least 3% (not including runway incursions) from the corresponding period of the previous year. When this goal is met, 0.2% SCI shall be awarded to the entire bargaining unit.
- 2) **Reduction of Runway Incursions:** For each rating period, the total number of runway incursions classified as severe (A and B) attributable to bargaining unit employees, have been reduced by at least 9.6% from the corresponding period of the previous year. When this goal is met, 0.2% SCI shall be awarded to the entire bargaining unit.

Greater Capacity

The Goal: In conjunction with local governments and airspace users provide national system capacity that meets or exceeds demand.

- 3) **Airport Arrival Efficiency Rate:** For each rating period, maintain 96% or greater compliance with the arrival rate at the 35 OEP airports from the

corresponding period of the previous year. When this goal is met, 0.2% SCI shall be awarded to the entire bargaining unit.

- 4) **On Time Performance:** For each rating period, increase the percentage of all flights arriving within 15 minutes of schedule at the 35 OEP airports by 1.4% from the corresponding period of the previous year. When this goal is met, 0.2% SCI shall be awarded to the entire bargaining unit.

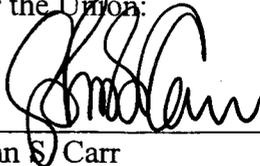
Organizational Excellence

The total amount of SCI money available for awards to the bargaining unit will not exceed 0.8% per bargaining unit member. Any portion of the SCI pool not awarded shall be distributed to regions in proportion to the number of bargaining unit employees. Distribution of these funds to facilities shall be jointly agreed upon by the Parties at the National level. The overriding objective for distributing these funds is to award facility excellence and to provide the resources to those facilities that had difficulties reaching their goals.

Duration

The SCI provisions described herein shall be subject to the duration clause (article 106) in the parties' collective bargaining agreement.

For the Union:



John S. Carr
President
National Air Traffic Controllers Association

Date 17 Dec 03

For the Agency:



David B. Johnson
Director of Air Traffic
Federal Aviation Administration

Date 12-18-03