

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

This agreement is made and entered into by local National Air Traffic Controllers Association (NATCA), Jacksonville ARTCC (ZJX) and the local Federal Aviation Administration (FAA), Jacksonville ARTCC (ZJX). It represents the parties' understanding and agreement on the procedures for Air Traffic Control Specialists bidding on the 2016 basic watch schedule (BWS). This memorandum is read in accordance with Article 32, Watch Schedules and Shift Assignments and Article 34, Working Hours. This agreement will become effective after signature of Agency Head review or 30 days after signature of both parties, whichever comes first.

Section 1. Basic Watch Schedule:

The basic watch schedule will be permanent and/or rotating regular days off and contain both permanent and rotating shifts. The core shifts, ancillary shifts and negotiated BWS for each area will be contained in a Notice and attached to this MOA.

Section 2. Alternate Work Schedule (AWS)

Each Area's BWS shall be collaborated between the NATCA Area Representative (NAR) and Operations Manager. AWS Schedules shall be negotiated in accordance with Article 34.

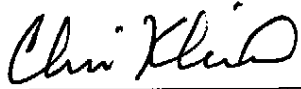
Section 3. Procedures For Employees Bidding On The Basic Watch Schedule:

- a. NATCA will designate two Representatives per area who will be perform the duties of recording the bidding electronically and in writing in the Area Bid Binder. The local ZJX Bid Rules will provide an Internet link to view/print any other pertinent schedule/leave documents. The area bid team will ensure each bargaining unit member receives the bid rules at least one day prior to the beginning of the bidding process.
- b. Each area's BWS will be bid by seniority. NATCA will provide seniority information for each area.
- c. Employees shall be released from their respective Area within 15 minutes of their FLM/CIC being notified of a pending bid time for the purpose of bidding both RDO's and Prime Time/Non-Prime Time Annual Leave, operations permitting. Employees will be allotted twenty (20) minutes to make their RDO selection and Prime Time vacation annual leave request. Each Area will be provided a current bid list and all employees of the Area shall take an active roll in assisting the bid process.
- d. Each OM and NAR, or designee(s), in collaboration, will assess each Certified Professional Controller in Training (CPC-IT)/"R" developmental(s) and determine who will be eligible to bid as a CPC.
- e. Those BUEs deemed ineligible to bid as CPCs shall bid by seniority from designated developmental lines.

Expiration: This MOA terminates on January 7, 2017 unless mutually agreed to extend on a yearly basis by the Parties.

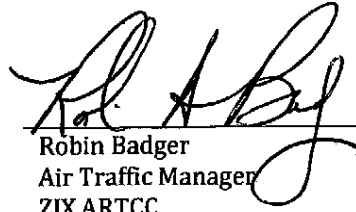
For NATCA:

For the FAA:



Chris Kleine
Facility Representative
ZJX ARTCC

Date



Robin Badger
Air Traffic Manager
ZJX ARTCC

9/17/15

Date

Agency Head Review

Scott A. Malon
Eastern Service Area Manager
Office of LER Regional Operation

Date