MEMORANDUM OF AGREEMENT
Between
Professional Aviation Safety Specialists (AFL-CIO) ("PASS")
and
Federal Aviation Administration ("FAA")
Regarding
Reservist Differential Pay Under HRPM PRE 3.4

This Memorandum of Agreement (MOA) is made and entered into by and between PASS and the FAA concerning the implementation of Human Resources Policy Manual (HRPM) PRE 3.4 regarding Reservist Differential Pay for employees represented by PASS In Tech Ops (0067), AFS (0073), AFS-700 (1386), AVN (1384) and MIDO (0104) bargaining units. In order to facilitate a mutually acceptable and beneficial agreement between the Parties, PASS and the FAA agree as follows:

1. In accordance with Section 751 of the Omnibus Appropriations Act, 2009 (P.L. 111-8. March 11, 2009) members of PASS represented bargaining units who are members of the Reserves or National Guard called or ordered to active duty shall receive a reservist differential. The reservist differential is a supplemental payment which is equal to the amount by which the employee's projected civilian basic pay for a covered pay period exceeds the employee's actual military pay and allowances allocable to that pay period. The procedures for administering the computations of the differential, establishing eligibility and payment of the differential shall be in accordance with HRPM PRE 3.4 (dated 4-16-10) and this MOA. The reservist differential shall be payable to eligible employees retroactive to March 15, 2009.

2. If the FAA proposes any changes to the HRPM PRE 3.4 dated 4-16-10 after the date of the MOA, PASS shall be notified and provided a copy of the proposed updates prior to implementation. Should the changes give rise to a bargaining obligation, the Parties will adhere to the midterm bargaining provisions contained within their respective collective bargaining agreements.

3. The FAA will make a broadcast announcement to all PASS bargaining unit employees of the availability of the new benefit under this MOA. Future hires will be notified of the benefit during employee orientation.

4. During the term of this MOA, the FAA shall provide Payroll Liaison Staff (PLS) contacts to process bargaining unit employee's submissions for reservist differentials and to assist bargaining unit employees who may have questions about the reservist differential and the submission process to claim a reservist
differential. Detailed contact information for each PLS shall be available on the FAA's Employee Homepage. This information shall be updated promptly as necessary.

This MOA shall be effective upon completion of Agency Head Review or thirty (30) days after it has been signed by the Parties, whichever comes first, and shall remain in effect for the full term of the Parties' successor collective bargaining agreements currently being negotiated.

Michael Derby 4/26/10
PASS

Carol McCrarey 6-24-10
FAA, AHL-300

Kimberly Masely 7/19/10
Agency Head Review