

**Memorandum of Agreement  
Between the  
Federal Aviation Administration (FAA)  
And the  
Professional Airways Systems Specialists (PASS)  
Regarding  
The Use of Overtime to Fill Open Watches**

This Memorandum of Agreement (MOA) is made and entered into by and between the Professional Airways Systems Specialists (PASS) and the Federal Aviation Administration (FAA) concerning the use of overtime to fill open watches.

1. Prior to implementing any future changes to the procedures for using overtime to fill open watches resulting in a change to any personnel policy, practice or working conditions the FAA shall give PASS notice and the opportunity to bargain in accordance with Article 70 of the PASS/FAA AF collective bargaining agreement.
2. All Regional and Local changes to personnel policies, practices and matters affecting working conditions resulting from implementation of these new procedures for use of overtime to fill open watches, shall be subject to Article 69 of the PASS/FAA AF collective bargaining agreement.
3. Overtime to fill open watches will be offered first, if time permits, and then assigned as necessary on a fair and equitable basis to qualified employees. The overtime usage and distribution record will be consulted for this purpose.
4. The parties recognize that it is undesirable to use an employee to cover a portion of time at the beginning of an open watch, have that employee take some time off, then have the same employee return to cover more of the same open watch. This will only be done at the request of the employee and when the needs of watch coverage can be met.
5. The minimum number of hours of overtime being offered/assigned by management to fill an open watch will be conveyed to bargaining unit employees prior to the assignment of work. The minimum amount of overtime offered/assigned is not intended to preclude management from increasing the number of hours should the situation warrant.
6. Article 33, Overtime, of the PASS/FAA AF Collective Bargaining Agreement (CBA) shall remain in full force and affect.
7. This MOA is effective upon completion of Agency Head Review or 30 days after it has been signed by both parties Chief Negotiators whichever occurs first, and shall remain in effect for the duration of the Collective Bargaining Agreement.

For the Union:

Richard R 1/4/05  
Richard Riggs/ date

For the Agency:

Hilda Walter 1/13/05  
Chief Negotiator / date  
Hilda Walter

Steve Zaidman 1/19/05  
Steve Zaidman / date  
VP Technical Operations

Melanie Hanna 2-3-05  
Agency Head Review / date