



# AVS COLLECTIVE BARGAINING AGREEMENT 2024

**PASS National Briefing  
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## Background on AVS Bargaining



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## **AVS Contract Negotiation Team**

Dennie Rose – PASS Chief Negotiator

Stefan Sutich – PASS Counsel

Ben Struck

Christopher Mazurkiewicz

Darrell Madia

David Gillen

Ezra Atkins

Jon Jeffries

Lisa Cotham

# ECONOMIC ITEMS

## **Article 127 - Pay**

PASS obtained numerous changes to Article 127 including:

### ***Applicable to all:***

- Remain in FG pay system
- \$5,000 bonus for all employees within 2 pay periods of new CBA
- Sick Leave buy back at 40%
- Expanded exceptions to the bi-weekly salary limitation rule
- \$1,000 Referral Incentive for employees who recommend a new hire for the FAA
- Up to \$25,000 recruitment incentive including for current employees who move to a hard to fill positions
- The Agency agreed to encourage its managers to utilize quality step increases as a tool for rewarding employees
- Employees are now eligible to earn Holiday Pay during training

# ECONOMIC ITEMS

## ***Article 127 - Pay continued:***

### ***Applicable to some:***

- The Agency will conduct a classification review for POIs to promote their pay grade to FG-14. POIs will receive a bonus of \$10,000 if they are not elevated to a FG-14 pay grade within 12 months of the review
- Flight Ops premium pay: Eligible employees will receive 10% differential for conducting flight evaluations
- Up to 8 hours for employee to gain or maintain airman certificate

# ECONOMIC ITEMS

## **Article 90 – OJT**

- The 10 percent differential for OJT was expanded to include Level 2 OJT

## **Article 119 - Overtime**

- Time and a half overtime for all employees
- Comp time applies to both exempt and non-exempt for FLSA

# WORK RULES

## **Article 25 – Certificate Work Assignments**

- Clarified the relationship with Article 28 Promotions/Vacancy Announcements and the impact between the two
- Added Aircraft Evaluation Division (AED) ASI assignments to aircraft fleets as an Article 25 certificate assignment and impact
- Clarified that fleet assignments are included in Article 25
- Negotiated a new article addressing some work assignments in positions outside of certificate work for OSS and AFB.

## ➤ **Article 48 – Work Schedules (merged w/ Article 49 AWS for flow and readability)**

- All FLSA exempt and non-exempt employees are covered
- Expanded Flexible time bands from 5:00 a.m. to 8:00 p.m., however the employee will not be entitled to night differential pay if they elect to work before 6:00 a.m. or after 6:00 p.m.

# WORK RULES

## **Article 49 – Remote Work**

- There is a new article carving out a specific type of arrangement called remote work. This did not officially exist previously

## **Article 51- Telework**

- The criteria governing telework were rearranged and now provide more detail. Criteria to approve or modify telework agreement based on adverse impact, workability, and reasonableness.
- Any Administrator-authorized, agency-wide approach must comply with our CBA
- Mobile Work is an “In Office Day”
- Remote work and fulltime telework - difference between the two.



# UNION PARTICIPATION & PROCESSES

## **Article 2 – Union Officials, Representatives & Official Time**

- Rep structure that aligns to the organization

## **Article 3 – Problem Solving**

- Established a problem-solving article for more informational dispute resolution

## **Article 5 – Grievance Procedure**

- More effective grievance process
- Created an Arbitration Review Process (ARP) to expedite/resolve grievances prior to Step 4

# UNION PARTICIPATION & PROCESSES

## **Article 23 – Committee and Workgroup Collaboration**

- Collaboration is now defined and all committees and workgroups based on collaboration.
- Committees/workgroups established will make decisions or recommendations by consensus.

## **Staffing**

- Stronger presence on the AVS Staffing Tool and Reporting System (ASTARS) Workgroup and will be provided access to the same information
- Union participates as co-leads in staffing workgroups business plan workgroups. All based on collaboration.
- Established staffing workgroups for OSS and AFB and may provide input on the current and planned staffing levels

## **Orientation & Familiarization Flights**

- Two (2) hours approved for orientation and familiarization of the local airspace, airports, and practice areas for required flight activities.

**THANK YOU!**

Any questions?