

**Memorandum of Agreement
between the
Federal Aviation Administration (FAA)
and the
Professional Airways Systems Specialists (PASS)
Regarding
Personal Protective Equipment (PPE)
(Chapter 25 of FAA Order 3900.19B)**

This Memorandum of Agreement (MOA) is made and entered into by and between the Professional Airway Systems Specialist (PASS) and the Federal Aviation Administration (FAA) concerning the implementation of the Agency's policy regarding Personal Protective Equipment (Chapter 25 of Order 3900.19B).


1. All national implementation guidance developed from this time on, pertaining to Personal Protective Equipment, shall be presented to PASS in accordance with Article 70 of the PASS/FAA AF collective bargaining agreement. No changes to working conditions resulting from national implementation guidance shall take place until all appropriate notification and subsequent bargaining has been completed.
2. All regional and local changes to personnel policies, practices and matters affecting working conditions resulting from implementation of Chapter 25 (Personal Protective Equipment) of 3900.19B that are not expressly covered by an existing agreement, shall be subject to Article 69 of the PASS/FAA AF collective bargaining agreement. No changes to working conditions resulting from regional or local implementation shall take place until all appropriate notification and subsequent bargaining has been completed.
3. In accordance with 29 CFR 1960.46(a), the Agency will not penalize, antagonize, coerce, or discipline an employee who declines to perform an assigned task because of a reasonable belief that under the circumstances the task poses an immediate risk of death or serious bodily harm, coupled with a reasonable belief that there is insufficient time to seek effective redress through normal hazard reporting and abatement procedures.
4. Personal Protective Equipment shall be supplied to the employees in accordance with Article 52, Section 16 of the Parties collective bargaining agreement.
5. Upon request, the Agency will provide PASS a legible copy of any hazard assessment certification prepared by the Employer and required by Chapter 25 of Order 3900.19B. This includes any request made by the PASS member of the local safety committee.

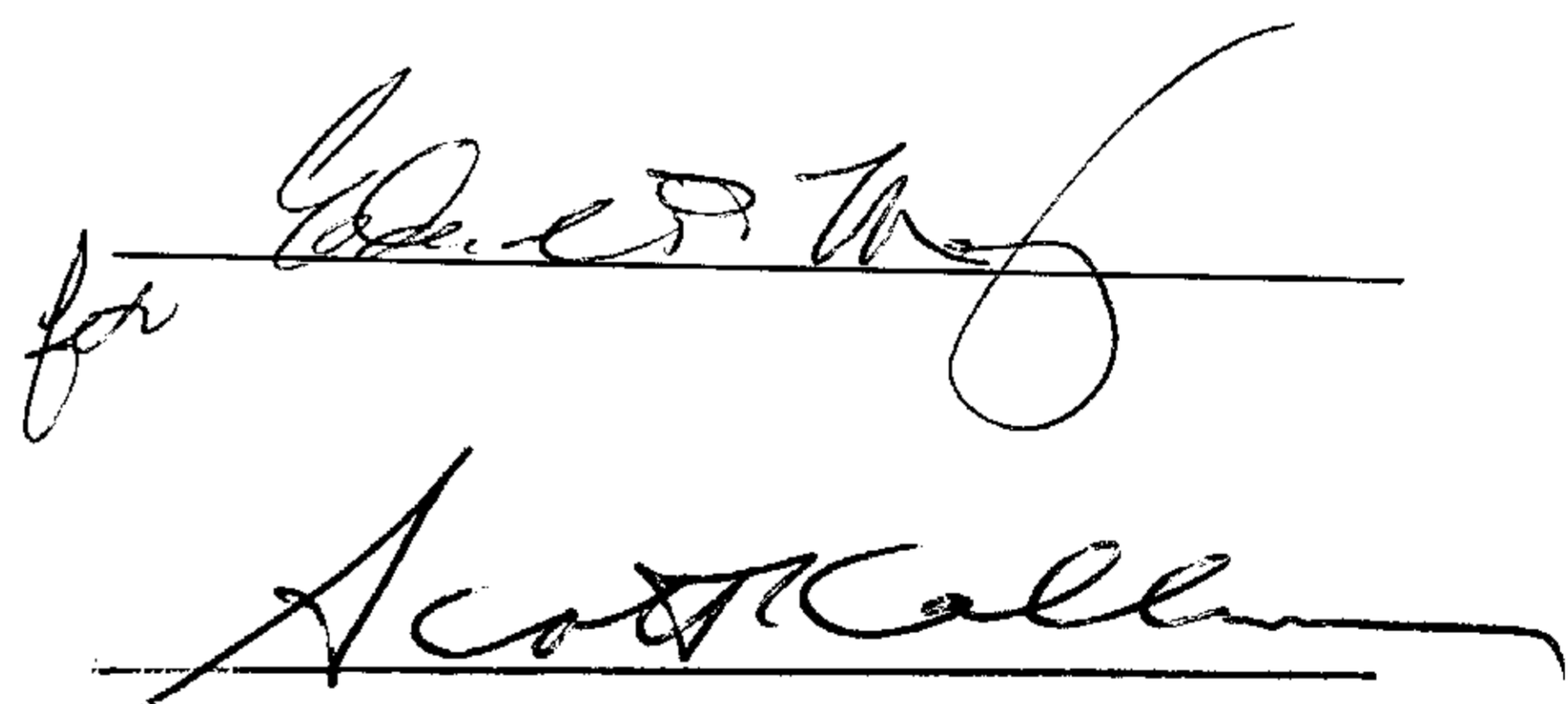
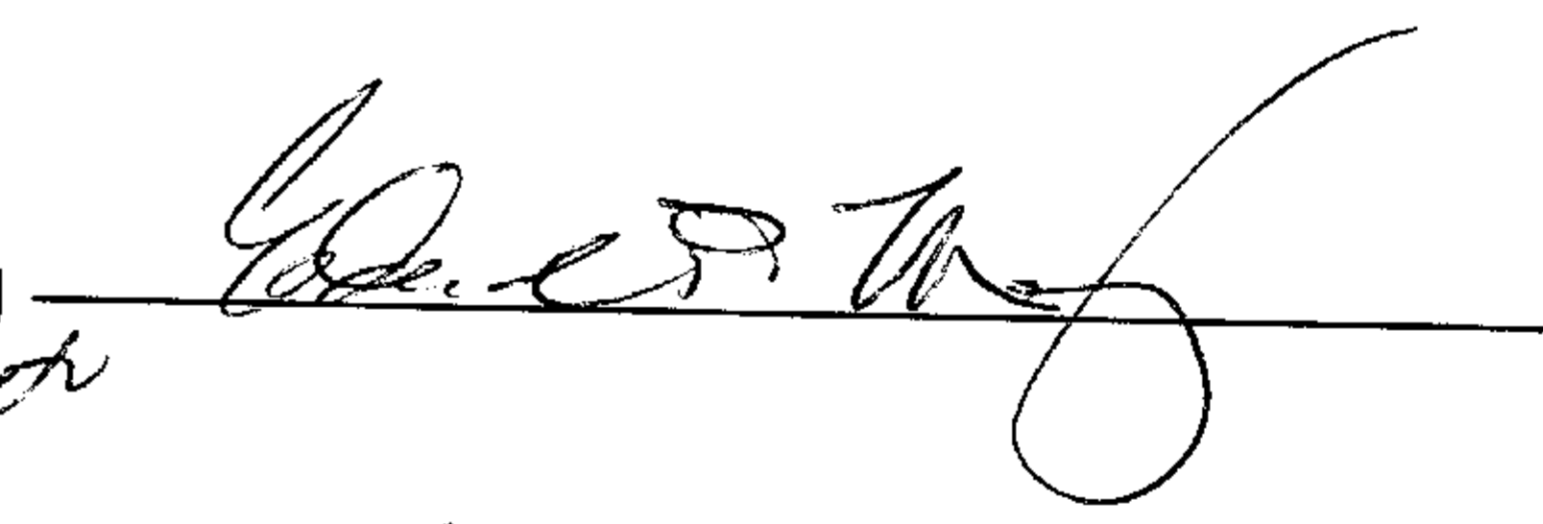
6. The Employer agrees to re-evaluate, as appropriate, any given work-area for hazards that may require PPE when a modification has been made to equipment or to maintenance procedures for that equipment, or at the request of an employee or safety committee. "As appropriate" indicates that how the re-evaluation is done may depend on the type and significance of the modification; some will require more scrutiny than others.
7. The FAA shall ensure that electrical PPE is tested only by individuals who are qualified to perform such tests.
8. Visual inspections for rubber products shall follow the "Standard Guide for Visual Inspection of Electrical Protection Rubber Products", ASTM-F-1236.

This MOA shall be effective as of July 18, 2001 and shall stay in effect for the life of the current collective bargaining agreement.

For the Union:

For the Agency:


Michael D. Fanfalone
PASS National President


for 
Scott Callum