

Dec. 28, 2016
2017 Pay Increase

Brothers and Sisters,

On December 9, we notified you that President Obama had submitted an alternative pay plan to Congress providing for a 1.0% general pay increase and an average locality increase of 1.1% for a total increase of 2.1%. Yesterday, President Obama issued the attached Executive Order implementing that pay increase, effective the first full pay period in January 2017. The E.O. includes increases to individuals' pay covered by the General Schedule, increases to the GS bands, increases to other statutory rates of pay, and increases to the locality rates.

Bargaining unit employees covered by the Slate Book Collective Bargaining Agreement (CBA) will receive an increase to Basic Pay (not including locality) equivalent to the GS increase (1%), effective the first full pay period in January regardless of position in or above the band. (see Article 108, Section 9(a)). The Slate Book pay bands also increase by 1%, equivalent to the GS increase. (see Article 108, Section 8). New, increased locality rates will be applied after Basic Pay has been adjusted. Employees who exceed the statutory maximum of \$187,000 for 2017, will have their Basic Pay increased, however their locality pay will be reduced so that their Base Pay (including locality) does not exceed statutory maximum. In accordance with title 49, United States Code section 40122(c), "no officer or employee of the Administration (FAA) may receive an annual rate of basic pay in excess of the annual rate of basic pay payable to the Administrator."

Bargaining unit employees covered by the Purple Book Consolidated CBA will receive an increase to Basic Pay (not including locality) equivalent to the GS increase (1%), effective the first full pay period in January, up to the band maximum. If the annual adjustment will cause the employee's Basic Pay to exceed the band maximum or the employee's Basic Pay is already equal to or exceeds the band maximum, the employee will receive a pay increase up to the band maximum and the remainder as a lump sum payment. (see Article 108, Section 3). The Purple Book pay bands also increase by 1%, equivalent to the GS increase. (see Article 108, Section 2). New, increased locality rates will be applied after Basic Pay has been adjusted.

Bargaining unit employees covered by the Light Blue Book Multi-Unit CBA will receive an increase to Basic Pay (not including locality) equivalent to the GS increase (1%), effective the first full pay period in January, up to the band maximum. If the annual adjustment will cause the employee's Basic Pay to exceed the band maximum or the employee's Basic Pay is already equal to or exceeds the band maximum, the employee will receive a pay increase up to the band maximum and the remainder as a lump sum payment. (see Multi-Unit Extension MOU Section 2). The Light Blue Book pay bands also increase by 1%, equivalent to the GS increase. (see Multi-Unit Extension MOU Section 1). New, increased locality rates will be applied after Basic Pay has been adjusted.

In Solidarity,

Paul Rinaldi
President

Trish Gilbert
Executive Vice President