



**U.S. Department of
Transportation**

Office of the Secretary
of Transportation

400 Seventh St., S.W.
Washington, D.C. 20590

APR - 6 2004

Ms. Sherry M. de Vries, (AFSCME)
Federal Aviation Administration
AAM-210,
800 Independence Ave SW
Washington, DC 20590

Dear Ms. de Vries:

Since the last Board meeting on November 25, 2003, when the Department provided Board members with a status report on the Federal Personnel and Payroll (FPPS) migration project, we have been working diligently with the Department of Interior (DOI) to identify system gaps, and to develop resolutions for each identified gap. In a number of cases, DOI will be making system changes to accommodate our needs. But, as was mentioned at the meeting, in some instances, the Department will have to change its business processes to meet the expected non-FAA migration date of April 2005. Having analyzed over 300 non-FAA gaps, we have tentatively identified certain system and/or business process changes for which union notification will be required. As was explained at the meeting, because of the migration schedule, these potential impacts on conditions of employment will be communicated to union Board members and to the Operating Administration's (OA) exclusive representatives as they are identified.

In the spirit of cooperation and collaboration, and to meet our national consultation obligations, I am notifying you of an interim measure that the Department will implement for non-FAA OA, as part of its migration to a single, integrated payroll system, the Federal Personnel and Payroll System (FPPS), which is operated by the Department of Interior (DOI).

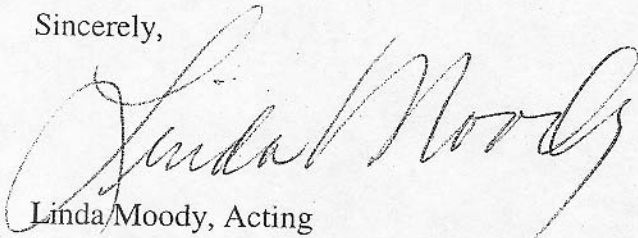
The Department will adopt DOI's method of tracking leave in 15 minute increments. For our purposes, leave includes holiday and holiday-worked, time-off, comp-time, and credit hours. The interim measure will be implemented for non-FAA OAs on April 3, 2005, the anticipated migration date for non-FAA OAs, and will remain in place until FAA migrates to DOI, which is expected to be by October 2005.

Currently, non-FAA OAs have differing requirements for the various leave categories, ranging anywhere between one-minute and 60 minute increments. In seeking a solution to this problem, DOI analyzed the varying OA leave increment requirements and determined that it could not modify FPPS by April 2005 given time and resource constraints. The one-year interim measure will allow DOI to make an orderly adjustment to its FPPS to accommodate the finer level of leave earnings and usage. When FAA

migrates to FPPS, non-FAA OAs will have the opportunity to choose the leave increment they desire.

We invite your comments and will fully consider your views and recommendations. Because of the pressing migration schedule, please provide any comments within 15 days of the date of this letter. If you have any questions or need further information, please contact Stephen Gomez of my staff on (202) 366-9455.

Sincerely,



Linda Moody, Acting
Chairperson
Transportation Labor-Management Board

IDENTICAL LETTERS SENT TO:

Richard Brown, NFFE
Walter Pike, NAATS
Susanne Pooler-Johnson, NAGE
Philip Kete, AFGE
Robert Taylor, NATCA
Tom Brantley, PASS