APPENDIX J
RETURN RIGHTS EMPLOYENT AGREEMENT

EMPLOYMENT AGREEMENT FOR ADMINISTRATIVE RETURN RIGHTS

Between the Federal Aviation Administration and
Employees Recruited for Assignment

Complete original and 2 copies: Original to Official Personnel Folder; 1st copy to be forwarded to the employee; 2nd copy to be forwarded to parent organization.

NAME OF FAA REPRESENTATIVE (PARENT ORGANIZATION)

NAME OF EMPLOYEE *(Last, First, Middle)*

The employee named above and the Federal Aviation Administration agree as follows:

The employee's reemployment rights with the FAA shall be governed by the Federal Aviation Administration EMP-1 16: Return Rights After Certain Assignments, FAPM 352-1: Reemployment, Restoration and Return Rights, and the NATCA CBA, Article 59, Return Rights, which are hereby incorporated and made a part of this agreement

The employee's reemployment rights under the provisions of this guidance shall be granted

By_____ (Employee's Parent Organization)

1st Tour Ends ___/___/___

1 The parties shall abide by and complete all employment agreements between them

2 The employee agrees to remain in their assignment for at least one tour of duty of 36 months

3 If, at any time, during the employee's first, second or third tour, an employee receives and accepts a position offer, at the employee's request, the parent organization's authorizing official may waive the employee's remaining time covered by an employment contract The PCS benefits associated with the original assignment would be forfeited in this case

4 If the employee completes the tour of duty specified herein, and if he/she wishes to remain at the assignment, and provided he/she meets the provisions of FAPM 352-1, the employee shall complete an Employment Supplemental Agreement for an optional second and/or third tour

5 An employee's pay shall be set in accordance with Article 108 of the NATCA CBA when exercising return rights under Article 59 of the NATCA CBA

6 All terms used in this agreement shall have the same definition as in the EMP-1 16, FAPM 352-1 and the NATCA CBA, Article 59, Return Rights

7 An employee returning to a position subject to mandatory separation in accordance with Section 8335(a) or 8425(a) of title 5 United States Code will be subject to those mandatory separation provisions

SIGNATURE OF FAA REPRESENTATIVE (PARENT ORGANIZATION)	DATE
SIGNATURE OF EMPLOYEE	DATE