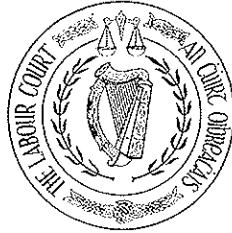


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Irish Aviation Authority / IMPACT

Proposal as Agreed by the Parties

The Court proposes that the following arrangements be put in place for the purpose of restoring normality in the conduct of industrial relations between the parties, the avoidance of further disruption in air traffic control services, and for the processing of outstanding industrial relations disputes: -

1. Those currently suspended will be restored to the payroll with effect from 18.00 h on Friday 22nd January 2010.
2. There will be a full resumption of normal working with immediate effect and there will be no industrial action of any kind
3. It is acknowledged that a bona-fide dispute exists between the parties as to whether the project work in issue is properly classified as involving normal on-going change (as contended by the Authority) or significant change (as contended by the Union)
4. The dispute concerning the proper classification of this work will be referred to the Court under Section 20(2) of the Industrial Relations Act 1969 for final and binding adjudication and both parties agree in advance to be bound by the decision of the Court on that question. The Court will hear the parties on the Tuesday 26th January 2010 and will issue its adjudication as soon as practicable thereafter.
5. In consideration of the above the Union will, at the request of the Court, withdraw its objection to participation in the project work giving rise to this dispute and will undertake this work if requested to do so by management

Kevin Duffy
Chairman

22nd January 2010