

**Memorandum of Understanding
Between
National Air Traffic Controllers Association
and
Federal Aviation Administration**

This Agreement is entered into between the National Air Traffic Controllers Association, AFL-CIO (“NATCA” or “the Union”) and Federal Aviation Administration (“FAA” or “the Agency”), herein collectively referred to as “the Parties.” This Agreement represents the complete understanding of the Parties concerning the retroactive application of the paid parental leave (PPL) provisions of HRPM LWS-8.20, Family and Medical Leave Act (FMLA), dated July 5, 2021, for NATCA bargaining unit employees (BUEs).

Section 1. Within thirty (30) days, the Parties will identify the BUEs who were denied PPL between January 1, 2021, and the date of this agreement because they had not worked for at least 1,250 hours over the previous 12-month period.

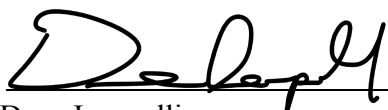
Section 2. Within sixty (60) days, the Parties will meet and agree on and effectuate an appropriate make-whole remedy for each BUE identified via the process in Section 1.

Section 3. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or CBA on behalf of either Party.

Section 4. This Agreement will remain in effect for the duration of each applicable CBA.

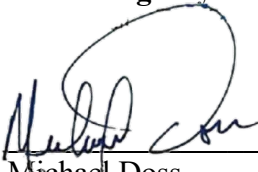
Signed this 16th day of May 2024:

For the Union:



Dean Iacopelli
Chief of Staff

For the Agency:



Michael Doss
Director, AHL-300



Nicole Vitale
Director of Labor Relations



Wendy Lucas Pisman
Labor Relations Specialist, AHL-300