

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE FEDERAL AVIATION ADMINISTRATION
AND THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION**

This Agreement is made by and between the National Air Traffic Controllers Association ("NATCA" or the "Union") and the Federal Aviation Administration ("FAA" or the "Agency"), collectively known as the Parties. This Agreement represents the complete understanding of the Parties concerning Human Resources Policy Manual (HRPM) Volume 12: Work Life and Benefits WLB-12.8 – FAA Nursing Mothers Program.

Section 1. This Agreement applies to bargaining unit employees covered by the Parties' Multi-Unit Collective Bargaining Agreement (CBA) dated April 7, 2011 and the Parties' Consolidated CBA dated June 2, 2013.

Section 2. The Agency shall provide for the use of a private area in all of its facilities for nursing mothers to express milk during working hours. The area shall be a space other than a bathroom that is uninterrupted, shielded from view, provides predictable privacy, is not accessible through another room, and is free from intrusion from co-workers and the public. If there is no employee with a need to express breast milk, there is no requirement to provide a lactation space. Employees, who are nursing mothers, will submit the Nursing Mothers Program Form in Appendix 1 to their immediate supervisor at least one (1) pay period in advance of the effective pay period. The Union and Agency at the local level shall meet and collaboratively determine a suitable location that meets the requirements of this Section.

Section 3. When it is necessary for a nursing mother to express milk, a reasonable paid break shall be provided. The duration of the break will vary according to the needs of the individual mother.

Section 4. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or CBA on behalf of either Party.

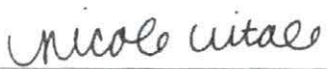
Section 5. This Agreement shall remain in full force and effect for the duration of the Parties' CBAs, unless modified by mutual agreement of the Parties.

Signed this 1st day of October 2019.

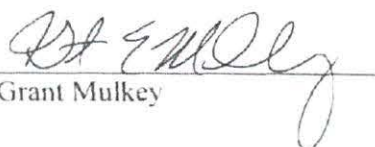
For NATCA:



Dean Iacopelli

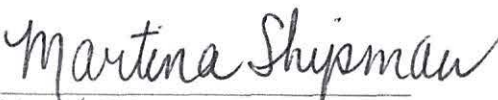


Nicole Vitale




Grant Mulkey

For the FAA:



Martina Shipman,
National Nursing Mother's Program Mngr



Juan Restrepo,
Labor Relations Specialist, AHL-300

**APPENDIX 1
NURSING MOTHERS PROGRAM FORM**

Employee's Name:	<i>(To be completed by manager)</i> Nursing Mothers Room Location:
Facility/Line of Business/Staff Office:	Birth Date of Child:
<p>In accordance with the applicable FAA/NATCA Collective Bargaining Agreement, I require the use of a private area to express milk during work hours beginning on _____.</p> <p>The private area shall be a space other than a bathroom that is uninterrupted, shielded from view, provides predictable privacy, is not accessible through another room and is free from intrusion from co-workers and the public.</p> <p>I understand that it is my responsibility to advise my manager when my ongoing requirement to express milk during work hours is no longer necessary.</p>	
Employee's Signature:	Date:
Manager's Signature:	Date: