

**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 11: Guidance on Emergency Situations EMS-11.2—Guidance on Pay Issues Related to Disaster/Emergency Situations.

**Section 1.** The Parties recognize that NATCA never received notice of the Agency’s establishment of HRPM EMS 11.2 – Guidance on Pay Issues Related to Disaster/Emergency Situations as required by Article 7 of the Parties’ Collective Bargaining Agreements (CBAs). Therefore, EMS 11.2 is not applicable to bargaining unit employees (BUEs) represented by NATCA.

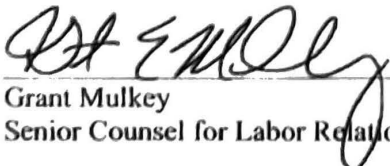
**Section 2.** In accordance with the provisions of Article 7 of the applicable CBA, the Agency will provide notice to the Union at the National level of its intent to advance pay resulting from a disaster or emergency declaration for BUEs represented by NATCA.

**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 shall remain in full force and effect for the duration of the Parties’ CBAs, unless modified by mutual agreement of the Parties.

Signed this 10th day of May 2021.

**For NATCA:**

  
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Grant Mulkey  
Senior Counsel for Labor Relations

**For the FAA:**

  
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Juan Restrepo  
Labor Relations Specialist