

**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 smoking and use of tobacco at facilities.

Section 1. The Parties agree that all designated smoking areas and practices concerning smoking and use of tobacco products at existing FAA facilities shall remain in full force and effect upon execution of the successor agreement to the Parties’ April 7, 2011 and June 2, 2013 Collective Bargaining Agreements (CBAs), except as modified in accordance with Section 2.

Section 2. Any proposed changes shall be addressed shall be addressed in accordance with Article 114 of the Parties’ CBA. Upon notification, the Parties agree to establish a workgroup(s) at the appropriate level for matters related to smoking and the use of tobacco at facilities.

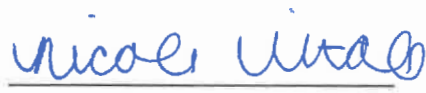
Section 3. Issues arising from smoking and tobacco use will be addressed utilizing the provisions of Article 8 and/or Article 52 of the Parties’ CBA prior to more formal measures being initiated.

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

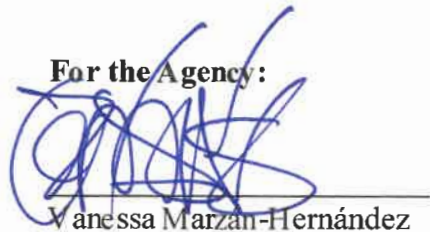
Signed this 29 day of June 2024:

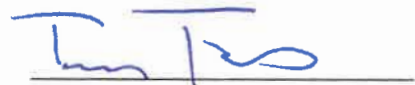
For the Union:


Andrew LeBovidge
Executive Vice President
Chief Negotiator


Nicole Vitale
Director of Labor Relations

For the Agency:


Vanessa Marzan-Hernández
Labor Relations Specialist, AHL-300
Chief Negotiator


Teresa Thomas
Manager, Labor and Employee
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