

**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 future negotiations regarding Appendices B and C of the successor agreement to the Parties’ April 7, 2011 and June 2, 2013 Collective Bargaining Agreements (CBAs).

Section 1. The Parties acknowledge future negotiations will be necessary to modify Appendices B and C of the successor agreement to the Parties’ April 7, 2011 and June 2, 2013 CBAs due to pending FLRA Case No. WA-RP-24-0001 and changes to organizational nomenclature due to prior reorganizations. Consequently, the Parties agree to meet and negotiate to make necessary updates and/or changes in accordance with Article 7 of the Parties’ CBAs.

Section 2. Negotiations will be triggered by a final determination in FLRA Case No. WA-RP-24-0001 as follows:

- If the FLRA determines that NATCA’s existing bargaining units remain appropriate, negotiations will commence within sixty (60) days of that final determination.
- If the FLRA determines an election is warranted, negotiations will commence within sixty (60) days of the FLRA’s certification of representative following the election.

Section 3. The timelines in Section 2 of this agreement may be modified by mutual agreement of the Parties.

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 23 day of July 2024:

For the Union:



Andrew LeBovidge
Executive Vice President
Chief Negotiator

For the Agency:



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



Nicole Vitale
Director of Labor Relations



Teresa Thomas
Manager, Labor and Employee
Relations, AHL-C100