

**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 Parties’ January 30, 2008 Memorandum of Understanding (MOU) regarding Compensatory Time.

Section 1. The Parties agree that the January 30, 2008 MOU regarding Compensatory Time 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 to the accumulation and use of compensatory time, including the potential implementation of HRPm PRE-3.1 and HRPm PRE-3.2 for NATCA bargaining unit employees, shall be addressed in accordance with Article 7 of the Parties’ CBAs.

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

Signed this 27 day of August 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
Relations, AHL-C100