



# Member Update

## Presidential Memorandum Regarding Collective Bargaining Agreements

Brothers and Sisters,

Yesterday, President Trump issued a Presidential Memorandum (PM) entitled [“Limiting Lame-Duck Collective Bargaining Agreements that Improperly Attempt to Constrain the New President.”](#) It is our position that the PM does not affect NATCA’s CBAs with the FAA.

The PM provides that “it is the policy of the executive branch that CBAs executed in the 30 days prior to the inauguration of a new President, and that purport to remain in effect despite the inauguration of a new President and administration, *shall not be approved.*” [emphasis added]

The PM further provides, “To the extent that subordinate agency personnel have executed a CBA that violates the requirements of subsection (a) of this section, but the applicable agency head has not yet approved such agreement pursuant to 5 U.S.C. 7114(c), such agency head shall promptly disapprove such agreement as inconsistent with the requirements of this memorandum. that to the extent the CBA violates its provisions *but has not yet passed agency head review, it should be disapproved.*” [emphasis added]

Administrator Michael Whitaker, the FAA agency head at the time, signed the Indigo Book on Jan. 14, 2025, and the Slate Book amendment on Dec. 18, 2024. Therefore, they are lawfully approved at agency head review and can no longer be disapproved. Furthermore, implemented union CBAs are enforceable by law and cannot be overturned by a PM.

We will continue to update you on presidential actions affecting NATCA members.

In Solidarity,

The National Executive Board

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