



Member Update

Telework Guidance for Indigo Book Bargaining Unit Employees in Response to OPM Memorandum

NATCA Brothers and Sisters,

We are writing regarding the recent OPM memorandum to heads and acting heads of departments and agencies, [Guidance on Collective Bargaining Obligations in Connection with Return to In-Person Work](#). It is NATCA's position that this guidance does not affect the telework provisions of NATCA and the FAA's Indigo Book collective bargaining agreement (CBA).

The OPM memorandum asserts that “[t]he agency head’s ability to set overall telework levels and to exclude specific positions from telework eligibility under the Telework Enhancement Act are exercises of management rights to determine the agency’s mission and organization, direct employees, and assign work” and that “[p]rovisions of collective bargaining agreements that conflict with management rights are unlawful and cannot be enforced.”

NATCA believes that the Indigo Book does not contain provisions that conflict with management rights, including the telework and remote work provisions in Article 68, Telework, and Article 61, Remote Work. These Articles were lawfully negotiated and approved at agency head review and therefore should remain in effect. NATCA will take all necessary legal action to enforce our CBA against an attempt to violate it.

NATCA is engaging in frequent discussions with the FAA about its plans regarding the many presidential actions affecting federal employees. We are also consulting with other federal labor unions as we formulate our legal strategy for addressing these matters. As you know, this situation is fluid and fast-moving, and we intend to keep you informed as it develops.

Please contact your [regional leadership](#) with any questions.

In Solidarity,

The National Executive Board

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