

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND THE
FEDERAL AVIATION ADMINISTRATION**

This Agreement is made between the National Air Traffic Controllers Association, (“NATCA” or “the Union”) and the Federal Aviation Administration (“FAA” or “the Agency”), collectively known as “the Parties.” This Agreement represents the complete understanding between the Parties concerning the use of the Voluntary Leave Transfer Program (VLTP) by employees covered by the 2016 Collective Bargaining Agreement (CBA) for the birth of a son or daughter and care of the newborn and the placement of a son or daughter with an employee for adoption or foster care.

Section 1. Employees utilizing the provisions of Article 26, Section 5 of the CBA may participate in the VLTP for the: (a) birth of a son or daughter and care of the newborn; or (b) the placement of a son or daughter with an employee for adoption or foster care.

Section 2. This Agreement does not reduce the entitlements contained within Article 90 of the CBA, but shall be read in conjunction with it.

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

Section 4. This Agreement shall remain in full force and effect for the duration of the Parties’ CBA, unless modified by mutual agreement of the Parties.

Effective this 1st day of December 2018.

For the Union:

For the Agency:



Patricia Gilbert



Shelly Mlakar



Dean Iacopelli



Michael Doss