

Brothers and Sisters,

Yesterday, the Office of Management and Budget issued a memo to the heads of executive departments and agencies (see attached) to provide guidance regarding the President's Jan. 23 executive order for a federal civilian hiring freeze.

It clarified the freeze itself and provided more guidance on how agency heads may issue exceptions.

Specifically, the guidance restates that no existing vacancies may be filled and no new positions may be created. It also restates the same exceptions included in the [President's order](#). It does permit reallocation of employees to meet the highest priority needs of agencies and to ensure that essential services are not interrupted.

The guidance also provides that individuals who have received job offers prior to Jan. 22, 2017, with start dates before Feb. 22, 2017, should report for duty. Finally, it provides a process for agencies to continue hiring those who have received offer letters with start dates after Feb. 22, 2017 as well as those with no confirmed start date.

NATCA leadership and staff have discussed the freeze and its implications with FAA leadership as well as members of Congress. We will continue to advocate for air traffic controllers and other aviation safety professionals to be excepted from the freeze.

We will continue to provide you with updates.

Paul Rinaldi
President

Trish Gilbert
Executive Vice President