

**Memorandum of Understanding  
between the  
National Air Traffic Controllers Association, AFL-CIO  
and the  
Federal Aviation Administration**

This Agreement is made by and between the National Air Traffic Controllers Association, AFL- CIO (“NATCA” or “Union”) and the Federal Aviation Administration (“FAA” or “Agency”), collectively known as “the Parties.” This Agreement represents the complete understanding of the Parties concerning smoking and use of tobacco at facilities.

**Section 1.** The Parties agree that all designated smoking areas and practices concerning smoking and use of tobacco products at existing FAA facilities will remain in effect and continue upon execution of the successor to the 2009 Collective Bargaining Agreement (CBA), except as modified in accordance with Section 2.

**Section 2.** Any proposed changes shall be addressed in accordance with Article 114 of the Parties’ CBA. Upon notification, the Parties agree to establish a workgroup(s) at the appropriate level for matters related to smoking and use of tobacco at facilities.

**Section 3.** Issues arising from smoking and tobacco use will be addressed utilizing the provisions of Article 8 and/or Article 52 of the Parties’ CBA prior to more formal measures being initiated.

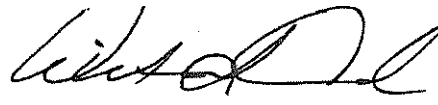
Signed this 14<sup>th</sup> day of July 2016.

For the Union:



Dean Iacopelli

For the Agency:



William L. Cound