



Federal Aviation Administration

Memorandum

Date: JAN 23 2018

To: Distribution

From: Glen Martin, Vice President, Air Traffic Services, AJT-0
Glen A. Martin

Subject: Changes to Special Consideration Medical Clearances per FAA Order 3930.3C

In accordance with the Parties' Selective Serotonin Reuptake Inhibitor (SSRI) agreement dated January 18, 2018, employees who have been prescribed, or are currently taking, one of the four identified SSRI medications will be permitted to apply for a Special Consideration medical clearance as specified in FAA Order 3930.3C, Appendix C, currently in final coordination. The draft of Appendix C is attached here for reference.

Appendix C of FAA Order 3930.3C provides authority and direction to consider Air Traffic Control Specialists (ATCS) who require Special Consideration medical clearance, due to either their condition or use of an SSRI medication (SSRI-treated), to perform safety-related air traffic control duties. A Special Consideration medical clearance may be granted after a thorough medical history review, receipt and review of all medical records, and the results of a comprehensive medical evaluation. All required examinations will be performed on non-duty time and the FAA is not responsible for the expenses associated with requesting the Special Consideration medical clearance. If the Special Consideration medical clearance is granted to an SSRI-treated ATCS, his/her Air Traffic Manager (ATM) will be notified by the Regional Flight Surgeon (RFS). Once the ATM receives notification from the RFS, the ATM will be responsible for performing quarterly Operational Reporting for SSRI-treated ATCSs, as outlined in FAA Order 3930.3C, Appendix C Section 3.

FAA Order 3930.3C establishes privacy policy in Chapter 2. *Medical Clearance Examinations*, Paragraph 10. *Release of Medical Information*. ATMs must maintain the medical privacy of the individual ATCS at all times; the individual's medical condition and/or treatment shall not be divulged to any other employee, including subordinate managers. Should an SSRI-treated employee transfer to another facility, the ATM must notify the servicing RFS of the transfer prior to the effective date.

ATMs must familiarize themselves with the symptoms of SSRI medications as identified in Appendix C, and are required to periodically observe SSRI-treated ATCSs performing safety-

related duties in an effort to assess possible unsafe operations. Quarterly Operational Reports must be submitted describing ATM observations, if any, which occurred during the previous 3-month period. If the ATM is not made aware of a performance or conduct based safety concern, the report should indicate "No known safety concerns." (In the event the ATM is made aware of a safety concern they must immediately notify the appropriate monitoring Human Intervention Motivation Study Aviation Medical Examiner (HIMS AME) and the RFS.)

Operational Reports for the 3 prior months are required to be submitted quarterly on January 2, April 1, July 1, and October 1 to the employee's monitoring HIMS AME. The RFS will provide the ATM with contact information for the appropriate HIMS AME, once the Special Consideration clearance is granted.

If you have any questions, please contact Suzanne Gould, Team Manager, Labor Team (Air Traffic), AJG-L11, at suzanne.gould@faa.gov or (202) 267-9720. Additional information can be found at:

https://www.faa.gov/about/office_org/headquarters_offices/avs/offices/aam/ame/guide/app_process/exam_tech/item47/amd/antidepressants/

Attachments (2)

Distribution:

Nora Bialek, Acting Director, Air Traffic Operations, Eastern Service Area, AJT-EN/ES
Tony Mello, Director, Air Traffic Operations, Central Service Area, AJT-CN/ES
Kim Stover, Director, Air Traffic Operations, Western Service Area, AJT-WN/WS