

**Memorandum of Understanding  
between the  
National Air Traffic Controllers Association  
and the  
Federal Aviation Administration**

This Agreement is made by and between the National Air Traffic Controllers Association (“NATCA” or “Union”) and the Federal Aviation Administration (“FAA” or “Agency”), collectively known as “the Parties.” This Agreement represents the full and complete understanding of the Parties regarding the Agency’s intent to implement a Paid Parental Leave benefit.

**Section 1.** The Agency will implement a Paid Parental Leave (PPL) benefit for bargaining unit employees (BUEs) to be effective no later than October 1, 2020. The PPL benefit for BUEs will be consistent with the benefit provided by the Federal Employee Paid Leave Act (FEPLA), Pub. L. No. 116-92, § 7602 (Dec. 19, 2019), codified at 5 U.S.C. § 6382.

**Section 2.** BUEs will be eligible to use twelve (12) administrative workweeks of paid time off without charge to their accrued leave because of the: 1) birth of a son or daughter and in order to care for such son or daughter or 2) placement of a son or daughter with the BUE for adoption or foster care, for births or placements occurring on or after October 1, 2020. The twelve (12) administrative workweeks of paid time off will be available for use by BUEs consistent with the application of the PPL benefit provided for by the FEPLA.

**Section 3.** The Parties agree to hold the Union’s PPL proposal submitted on April 22, 2020, in abeyance subject to the provisions of this Agreement.

**Section 4.** In accordance with the applicable Collective Bargaining Agreements (CBAs), the Agency will provide the Union with notice of and the opportunity to bargain over the Agency’s PPL policy, once it is completed. However, if the Agency has not provided notice and the opportunity to bargain by July 31, 2020, the Parties will meet the week of August 3, 2020, to conduct negotiations regarding the Union’s PPL proposal submitted on April 22, 2020. Any agreement reached as result of those negotiations will cancel and replace this Agreement.

**Section 5.** In the event legislation is enacted providing for a PPL benefit for FAA employees similar to that provided for by the FEPLA, the Parties will meet within fourteen (14) calendar days to discuss reopening any affected provision(s) of this Agreement.

**Section 6.** This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation or Collective Bargaining Agreement on behalf of either Party.

**Section 7.** This Agreement will remain in effect for the duration of each applicable CBA, unless the Parties cancel and replace it in accordance with Section 4 of this Agreement.

Signed this 13th day of May 2020;

For NATCA:



Patricia Gilbert  
Executive Vice-President

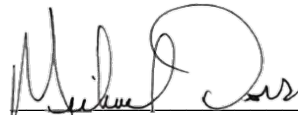


Dean Iacopelli  
Chief of Staff

For the FAA:



Laura Glading  
Executive Director, Labor and  
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Michael Doss  
Director, Collective Bargaining