

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

This Agreement is made by and 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 of the Parties concerning Human Resources Policy Manual (HRPM) Volume 12: Work Life and Benefits WLB-12.1 – FAA Child Care Subsidy Program and supersedes the FAA Child Care Subsidy Program Agreement dated June 2, 2017.

For purposes of this Agreement, the July 24, 2016 Collective Bargaining Agreement (CBA) between the Parties will be referred to as the "Slate Book," the June 2, 2013 CBA between the Parties will be referred to as the "Purple Book," and the April 7, 2011 CBA between the Parties will be referred to as the "Light Blue Book."

Section 1. In Article 116, Section 1 of the Slate Book, "\$72,983" shall be replaced with "\$100,000." In Article 112, Section 1 of the Purple Book and the Light Blue Book, "\$72,000" shall be replaced with "\$100,000."

Section 2. The following chart will replace the charts depicted in Article 116, Section 2 of the Slate Book and Article 112, Section 2 of the Purple Book and the Light Blue Book:

Family Income	Percentage of Total Child Care Costs Paid by the Agency
Over \$100,000	0%
\$85,001 – \$100,000	30%
\$70,001 – \$85,000	45%
\$70,000 or less	70%

Section 3. Article 116, Section 3 of the Slate Book shall be suspended for the duration of the Slate Book. Article 112, Section 3 of the Purple Book and Light Blue Book shall be suspended for the duration of these CBAs.

Section 4. In all other respects, the Slate Book, the Purple Book, and the Light Blue Book shall remain unchanged.

Section 5. Execution of this Agreement cancels the Parties' June 2, 2017 MOU regarding WLB-12.1 – FAA Child Care Subsidy Program.

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.

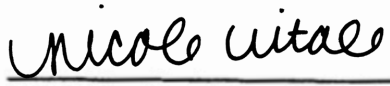
Section 7. This Agreement shall remain in full force and effect for the duration of the Parties' CBAs, unless modified by mutual agreement of the Parties.

Signed this 24th day of September 2020, and effective as of October 1, 2020:

For the Union:



Dean Iacopelli
Chief of Staff



Nicole Vitale
Director of Labor Relations

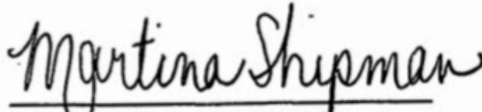


Grant Mulkey
Labor Relations Staff Attorney

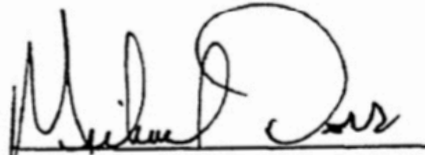


Jennifer Malloy
National Child Care Representative

For the Agency:



Martina Shipman, AHB-100



Michael Doss
Director of Labor Relations, AHL-300



Juan Restrepo
Labor Relations Specialist, AHL-300