

**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) Policy Bulletin (PB) 120, Reducing COVID-19 Risk Exposure When Entering Any Facility, and the COVID-19 Daily Wellness Check.

Section 1. NATCA bargaining unit employees (BUEs) are expected to review the COVID-19 Daily Wellness Check, attached as Appendix A, prior to reporting to a facility/office.

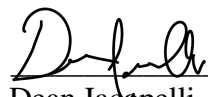
Section 2. The Agency will provide hard copies of the COVID-19 Daily Wellness Check to the BUEs covered by the Parties’ 2016 CBA. The COVID-19 Daily Wellness Check will also be accessible online and will not be safeguarded behind an Agency firewall.

Section 3. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or CBA on behalf of either Party.

Section 4. 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 30th day of April 2021:

For the Union:

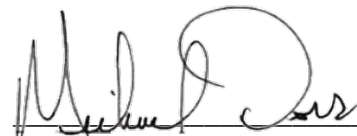


Dean Iacopelli
Chief of Staff




Nicole Vitale
Director of Labor Relations

For the Agency:



Michael Doss
Director Collective Bargaining, AHL-300



Deborah Sepulveda
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NATCA MOU 4/30/2021

Appendix A

COVID-19 Daily Wellness Check



In order to help mitigate the spread of COVID-19, it is imperative that we all continually monitor and assess our health, on a daily basis.

Before you leave for a facility¹, each day you are expected to review the following health questionnaire.

If you answer “YES” to any one of these FOUR (4) questions, you must NOT enter any facility. CALL your manager for further guidance and available options regarding testing and leave status.

1. Is your temperature at or above 100.4 degrees F (38.0 degrees C)?
2. Have you experienced any of the following symptoms recently?
 - Fever or chills
 - Cough, congestion, or Shortness of breath
 - New loss of taste or smell
 - New or unexplained Sore throat, Muscle or body aches, or Headache
 - Nausea, Vomiting, or Diarrhea
 - Fatigue²
3. Have you had a positive COVID-19 test³ within the last 14 days or are you awaiting a COVID-19 test result?
4. Within the last 14 days:
 - a. Have you been in close contact (within 6 feet for at least 15 minutes) with someone who is known to have COVID-19; or
 - b. Have you been in close contact (within 6 feet for at least 15 minutes) with someone who has any of the above symptoms of COVID-19; or
 - c. Have you received instructions from a public health authority or healthcare provider to self-observe, self-isolate, or self-quarantine?

When you call your manager to discuss next steps, be prepared to provide specific information regarding when you last physically accessed any facility, for contact tracing, risk assessment, and case management for workplace protection.

Non-telework eligible employees may be eligible to receive up to 3-days of excused absence to obtain a COVID-19 test and result.

You are also encouraged to obtain a COVID-19 vaccine and will be afforded up to 4 hours of excused absence for each dose of a COVID-19 vaccination appointment scheduled during your regularly scheduled tour of duty.

¹ Facility is any FAA facility, party facility, other federal facilities, suppliers or any other location where an employee performs work such as site audits, site inspections, investigations, and property management.

² Fatigue is very common and a normal physiological response to sustained or intense activity. Before answering YES to fatigue it should be unusual and not responsive to rest.

³ Employees must report all positive COVID-19 test results as soon as possible after receipt.