

**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 Resource Policy Manual (HRPM) Policy Bulletin (PB) #126, Returning to the Workplace After Identifying a Case of COVID-19 and Close Contacts, dated September 1, 2022.

Section 1. The Parties agree bargaining unit employees (BUEs) who have met the requirements of Paragraphs 5.a.(4)(a)-(b) and 5.b.(a)-(b) shall be granted excused absence until the Regional Flight Surgeon clears them to return to duty.

Section 2. Issues arising from a BUE’s non-compliance with the mask requirements in Paragraph 5 of PB #126 will be addressed using Article 8 and/or Article 52, as applicable, of the NATCA/FAA collective bargaining agreements (CBAs) prior to initiating other compliance measures.

Section 3. The Agency shall appropriately safeguard all BUE medical information and ensure that frontline manager access to COVID-19 test results will be limited solely to whether a BUE has tested positive for COVID-19. No other BUE medical information will be accessible or shared with others.


Section 4. Either Party may request to reopen this Agreement to address changes in Centers for Disease Control or Safer Federal Workforce Task Force guidance.

Section 5. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or CBA on behalf of either Party.

Section 6. This Agreement shall remain in full force and effect for the duration of the applicable CBA.

Signed this 8th day of November 2022:

For NATCA:



Dean Iacopelli
Chief of Staff

For the FAA:



Pete J. Basso III
Incident Management Team Lead

Nicole Vitale

Nicole Vitale
Director of Labor Relations

Doug Edwards

Douglas Edwards
Human Resources Specialist, AHL-300