



Member Update

NATCA Secures PPL Credit for Members That Have Honorable Active Service in the Army, Navy, Air Force, Space Force, or Marine Corps

NATCA Family,

We are excited to share the results of successful negotiations that expand provisions in the [NATCA and FAA Paid Parental Leave \(PPL\) agreement](#)

On December 22, 2023, Congress enacted the National Defense Authorization Act (NDAA) for Fiscal Year 2024 (FY2024). Section 1114 of the NDAA for FY2024 amended the FMLA to make specific military service qualifying for FMLA leave eligibility purposes. Specifically, it added (ii) in 5 U.S.C. § 6381(1) (B), which provides that service “which qualifies as honorable active service in the Army, Navy, Air Force, Space Force, or Marine Corps of the United States” is qualifying service for FMLA leave eligibility purposes.

NATCA initiated bargaining to reopen the Parties’ PPL agreement to incorporate the change from NDAA FY2024 and ensure that it applied retroactively for employees represented by NATCA. The FAA initially declined to reopen the MOU maintaining that the NDAA provisions did not apply to the FAA. As a result, NATCA filed a grievance. In addition to the grievance, we engaged the agency in meaningful dialogue and succeeded in emphasizing the importance of honoring veterans’ service in accordance with the law.

In the [revised PPL agreement](#), the Parties have agreed to credit eligible military service toward the 12-month federal service requirement to qualify for PPL and apply it retroactively to employees represented by NATCA. The PPL agreement otherwise remains unchanged.

If you believe that you were denied or deemed ineligible for PPL between December 22, 2023, and November 16, 2024, due to uncredited honorable service in the Army, Navy, Air Force, Space Force, or Marine Corps toward your 12-month federal service eligibility requirement, please contact your regional leadership as soon as possible but no later than December 18, 2024, so that your situation can be analyzed for potential inclusion in the retroactive application process.

Please provide all relevant documentation, including the written request and denial of PPL based on ineligibility as a result of not meeting the creditable service requirement.

Within sixty (60) days, the Parties at the national level will meet and review the submitted documentation for employees that were incorrectly denied or deemed ineligible for PPL due to uncredited honorable military service between December 22, 2023 and November 16, 2024. The Parties will then agree on and effectuate an appropriate make-whole remedy in accordance with Section 3 of the agreement for employees with sufficient evidence of incorrectly being denied or deemed ineligible for PPL.

Don't hesitate to contact your [regional leadership](#) with any questions about this MOU.

In Solidarity,

The National Executive Board

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