



Member Update

An Update on Possible Government Shutdown Beginning Dec. 21

NATCA Family,

In the ever-changing scenario to avoid yet another government shutdown, it is unclear if Congress will reach a government funding agreement before the shutdown deadline of Saturday, Dec. 21, at 12:01 a.m. EST. If they fail to pass bills in both chambers, federal appropriations authority for all federal agencies and departments will lapse, and those agencies and departments will be required to engage in shutdown activities.

On Wednesday, a bipartisan spending agreement that would have kept the government open until March 14, 2025, was derailed in the U.S. House of Representatives. With less than 32 hours until the funding deadline, we are facing yet another government shutdown. While we hope legislators in the House and U.S. Senate can pass a continuing resolution to extend funding, we must prepare for the possibility of a shutdown.

In the event of a shutdown, NATCA and the FAA have negotiated a procedural Memorandum of Understanding (MOU). That MOU accompanies the existing Furlough MOU and the associated questions & answers. [These documents are available on the NATCA website](#). The Dec. 21, 2024, procedural MOU and the Furlough MOU apply to all FAA NATCA BUEs regardless of contract. NATCA also continues to work with the FAA to ensure that the Agency's list of "excepted employees" - who would not be subject to furlough in the event of a shutdown - is as accurate as possible.

Non-excepted employees should receive a furlough notice from FAA when the Agency shuts down, which may be after the government-wide shutdown begins. Excepted employees are expected to continue to report for duty. All paid leave will likely be cancelled. Employees on an authorized absence from duty during the shutdown will be placed in a furlough status for the duration of their absence. An employee's excepted status does not change based on an intermittent or temporary furlough status.

Many of you are rightfully concerned about if, and when, you will receive a paycheck, especially during the holiday season. All employees will receive a

regular paycheck for the period (PP-26) covering Dec. 1, 2024, through Dec. 14, 2024, on Dec. 24, 2024. The current pay period (PP-01) runs from Dec. 15, 2024, through Dec. 28, 2024. Paychecks for that pay period will be paid on Jan. 7, 2025. If the shutdown is not concluded by approximately Dec. 31, 2024 (the deadline for payroll changes), it is likely that federal employees will receive a partial paycheck for PP-01.

There will not be any pay for days worked or furloughed on or after the effective date of the FAA shutdown, through the end of any shutdown until after the shutdown ends. The first pay period (PP-02) in which employees may receive a \$0 paycheck would be on Jan. 21, 2025.

The FAA will continue to incur obligations to pay for services performed by excepted employees during this lapse in appropriations. Under the Government Employee Fair Treatment Act of 2019 (GEFTA), all employees affected by a shutdown will be retroactively paid for the period of the lapse of appropriations. Excepted employees will be paid after Congress passes, and the President signs, a new appropriations bill or continuing resolution. This includes all premium pay (e.g. night differential, CIC, OJTI, Sunday) and overtime. Employees who were in a furlough status during the shutdown will receive pay for the furlough period.

The Questions & Answers on the website cover a variety of topics and issues including annual and sick leave, use or lose annual leave, holidays, and payroll processing. If you have any questions or concerns not addressed by the documents on the website, please contact your RVP. We also have setup an e-mail address: ShutdownQuestions@natca.org.

Thank you for your solidarity with one another as many NATCA brothers and sisters are furloughed because they are on the non-excepted list. NATCA staff and activists are working hard advocating for funding stability and will work to mitigate the negative effects on our membership.

In Solidarity,

NATCA National Executive Board

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