

**Memorandum of Understanding Between  
National Air Traffic Controllers Association and  
Federal Aviation Administration**

This Agreement is entered into by and between the National Air Traffic Controllers Association, AFL-CIO (“NATCA” or “the Union”) and Federal Aviation Administration (“FAA” or “the Agency”), herein collectively referred to as “the Parties.” This Agreement represents the complete understanding of the Parties concerning the implementation of the Change in Position Sensitivity Levels for Office of Aerospace Medicine (AAM) 1801 positions.

**Section 1.** The Parties agree that all fingerprinting activities will occur on duty time as close to the bargaining unit employee’s (BUE’s) duty location as possible.

**Section 2.** The Parties agree that fingerprinting will occur at the BUE’s duty location using local PIV Trusted Agents whenever possible.

**Section 3.** BUEs who do not have access to fingerprinting at their duty location and do not have access to an FAA ID Media Office in their local commuting area may use fingerprinting services at local police departments, military bases, or private services. The Parties agree that the Agency will cover all costs incurred as a result of the need to seek fingerprinting outside of a BUE’s facility of record or duty location. Such costs include, but are not limited to, mileage, tolls, and parking.

**Section 4.** BUEs visiting FAA Headquarters, the Mike Monroney Aeronautical Center, the William J. Hughes Technical Center, or any Regional Office will be afforded duty time to fingerprint at the Security and Hazardous Materials Safety (ASH) ID Media office. The Agency will maintain those fingerprints consistent with the requirements of the Privacy Act.

**Section 5.** All fingerprints stored on ASH servers will be deleted after the individual has left the Agency, in accordance with Office of Personnel Management standards.

**Section 6.** The Agency agrees to provide NATCA with its notification to BUEs and an opportunity to comment prior to its dissemination to BUEs.

**Section 7.** The Agency agrees that the position sensitivity level change will not change the current drug and alcohol testing requirements for the 1801 positions.

**Section 8.** This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or Collective Bargaining Agreement (CBA) on behalf of either Party.

**Section 9.** This Agreement will remain in effect for the duration of the relevant CBAs.

Signed this 29th day of August 2023.

**For NATCA:**



Dean Iacobelli  
Chief of Staff



Nicole Vitale  
Director Labor Relations



Jon Cakmakci  
Labor Relations Staff Attorney

**For the FAA:**

**Patricia Silva**

Digitally signed by Patricia Silva  
Date: 2023.08.15 09:27:31 -0400

Patricia Silva  
Office of Labor and Employee Relations, AHL-300

**NANCY Y**

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RODRIGUEZ BROWN

**RODRIGUEZ BROWN**

Date: 2023.08.15 09:33:01  
-0400

Nancy Rodriguez Brown  
Drug Abatement Director, AAM-800

**VIRGINIA JOSEFA  
LOZADA**

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Virginia Lozada  
Acting Deputy Director, AAM-800