

**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 regarding NATCA bargaining unit employees covered by the successor agreement to the Parties’ April 7, 2011 and June 2, 2013 collective bargaining agreement (CBAs) appearing on camera during virtual meetings using software applications and/or technology (e.g. Zoom, MS Teams).

Section 1. If directed by management, employees shall turn on cameras (i.e. utilize live video) while participating virtually in work-related activities (e.g., meetings, trainings, interviews, etc.). The Agency will provide reasonable advanced notice to the BUEs of this requirement.

Employees may turn off a video camera in certain reasonable circumstances, including but not limited to:

- a. sharing their screen with other meeting attendees,
- b. taking short breaks, and/or
- c. when an emergency exists.

Section 2. Employees who are expected to appear on camera while participating virtually in work-related activities will be provided with government-furnished equipment that includes a working video camera and audio apparatus, microphone, and virtual meeting application software.

Section 3. Employees shall be permitted to use background blurring and/or appropriate background images when appearing on camera while participating virtually in work-related activities. The Agency may provide and require the use of organizationally related background images for meetings with external stakeholders. The display of Union insignias in the background images shall be permitted.

Section 4. Issues arising from an employee’s camera use may be addressed using Article 8 (Problem Solving) and/or Article 52 (Professional Standards Program), as applicable, prior to initiating other compliance measures.

Section 5. The provisions of this MOU do not apply to employees acting in the capacity of a designated Union representative.

Section 6. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or the Parties’ CBA on behalf of either Party.

Section 7. This Agreement shall remain in full force and effect for the duration of the Parties' CBA unless modified by mutual agreement of the Parties.

Signed this 5th day of December 2024.

For the Union:




Andrew LeBovidge
Chief Negotiator


For the Agency:



Vanessa Marzán-Hernández
Labor Relations Specialist, AHL-300
Chief Negotiator



Nicole Vitale
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Teresa Thomas
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