

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

This Agreement is entered into 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 Operational Risk Management Plan ("ORMP").

**Section 1.** Whenever the Agency determines to conduct ORMP involving the work of bargaining unit employees, the Union shall be invited to participate as a stakeholder.

**Section 2.** ORMPs shall be conducted in a collaborative manner. Whenever practicable, the Parties shall collaborate in the development of mitigations.

**Section 3.** Union representatives shall be in a duty status, if otherwise in a duty status, to participate on ORMP and related activities.

**Section 4.** This Agreement will remain in effect for the duration of the Parties' relevant CBAs.

Signed this 24th day of April 2020

For the Union:



Tom Adcock,  
Director, Safety and Technology



Steve Hansen,  
National Chair, Safety Committee



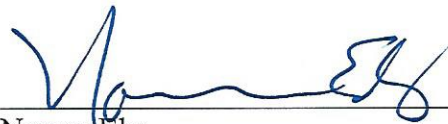
Bill Geoghagan,  
Safety and Technology Representative



Melinda Kim,  
Senior Labor Relations Representative

For the Agency:

Jeffrey Szczygielski,  
Director (A), Operational Policy and  
Implementation



Norma Ely,  
South Team Manager, Air Traffic  
Services Technical Advisory Group



Martin Welles,  
Labor Relations Specialist, AHL-300