

MEMORANDUM OF AGREEMENT
BETWEEN THE
PROFESSIONAL AVIATION SAFETY SPECIALISTS
AND THE
FEDERAL AVIATION ADMINISTRATION

This Agreement is made by and between the Professional Aviation Safety Specialists, ("PASS" 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 concerning the use of face masks.

Section 1. Utilizing the Center for Disease Control (CDC) COVID-19 Data Tracker County View: <https://covid.cdc.gov/covid-data-tracker/#county-view> for all FAA owned, leased, and operated offices and facilities, herein referred to collectively as "facilities," and individually as "facility," a spreadsheet will be developed to identify the "level of community transmission" for the county in which the facility is located and will be classified as High, Substantial, Moderate, or Low.

- A. Moderate or Low Transmission:** In accordance with CDC guidance, fully vaccinated employees shall not be required to wear a mask in public indoor settings. However, in accordance with CDC guidance, non-vaccinated employees are required to wear a mask in public indoor settings.
- B. Substantial or High Transmission:** In accordance with CDC guidance, all employees, including fully vaccinated employees, shall be required to wear a mask in public indoor settings.

Within forty-eight (48) hours of the signing of this agreement, an initial classification of each facility will be made.

After the initial classification, each facility will be reviewed weekly. If a facility achieves two consecutive weeks of a new classification, the required CDC mask guidance will be adjusted to conform with the new classification, if necessary.

In the event either party has concerns regarding a facility classification, the parties will convene as soon as practicable and collaboratively discuss concerns and present relevant data for consideration. Absent a consensus, the original classification based on the county-level CDC COVID-19 Data Tracker and two-week sustainment period will continue to apply.

Section 2. For the purposes of this Agreement, public indoor settings include common areas (e.g. elevators, hallways, etc.) and any shared workspaces (e.g. open floorplan office space, cubicles, conference rooms, and operational areas). Employees who are not fully vaccinated should also wear face masks in outdoor shared spaces when physical distancing cannot be maintained. Exceptions may be provided consistent with Center for Disease Control and Prevention (CDC) guidelines, including but not limited to when an individual is alone in an office with floor to ceiling walls and a closed door, or when eating or drinking and maintaining social distancing in accordance with CDC guidance.

Section 3. The type of face mask shall be at the election of the employee, but the face mask must cover the nose and mouth and must be in accordance with current CDC and OSHA guidance. The guidance does not supersede any position-specific guidance on Personal Protection Equipment (PPE).

- a. Non-protective masks such as masks with unfiltered exhalation valves, or face shields are not allowed as substitutes for face masks.
- b. Upon request, the Agency will make cloth face masks available to PASS bargaining unit employees.
- c. The social distancing requirement is as defined by the CDC.
- d. Employees who have a medical condition that prevents them from wearing a face covering should contact their supervisor/manager to address a workplace flexibility/modification that can accommodate the employee's limitation.

Section 4. Either Party may request to reopen this Agreement to address changes in CDC guidance regarding face masks.

Section 5. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or Collective Bargaining Agreement on behalf of either Party.

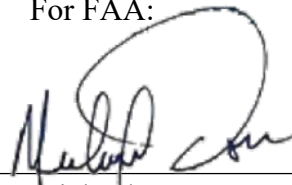
Signed on the 13th day of August 2021:

For PASS:

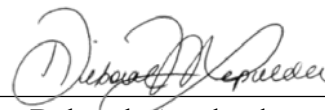


Mike Perrone Date
PASS National President

For FAA:



Michael Doss Date
Director Collective Bargaining, AHL-300



Deborah Sepulveda
Special Advisor, Office of the Executive
Director Labor and Employee Relations