

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND THE FEDERAL AVIATION ADMINISTRATION**

This Agreement is made 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 between the Parties at Los Angeles Center concerning the 2026 Basic Watch Schedule (BWS).

Section 1. This Agreement applies to all employees in Area A for the leave year beginning January 11, 2026 and ending January 9, 2027.

Section 2. Projected CPCs by January 11th, 2026: 31 CPC's

Section 3. The Agency has determined the BWS shall consist of the following core and ancillary shifts:

Day shifts:	Evening shifts:	Midnight shifts:
Core- 0800	Core- 1600	Core - 0000
Ancillary - 0530	Ancillary - 1330	Ancillary - 2230
Ancillary - 0630	Ancillary - 1430	Ancillary - 2330
Ancillary - 0700	Ancillary - 1500	Ancillary - 2130

a. The Parties have mutually agreed to the following additional Ancillary shifts: (if applicable)

Day shifts:	Evening shifts:	Midnight Shift:
Ancillary - S0530(Mid only)	Ancillary - 1200	Ancillary - M2100
Ancillary - 0600	Ancillary - 1300	
Ancillary - 0730	Ancillary - M1100	
	Ancillary - N1330	
	Ancillary - M1300	

Section 4. The Parties have collaboratively developed the following shift guidelines for each core and ancillary shift:

Day shifts:	Evening shifts:	Midnight shifts:
0530 # 1 (Tue 2)	1300 # 3	2230 # 2
0600 # 3 (Tue/Sat 2)	1330 # 3 (Sat 2)	
0630 # 3 (Sun 2)	1430 # 2 (Tue 1)	
0700 # 4	1500 # 2 (Sun/Tue 3)	

*0730 = 0700
*1200 = 1300
*M1100 = 1300
*M1300 = 1500
*M2100 = 2230

Section 5. The Parties have agreed the following BUEs will bid as CPC:

Denham, Corey	Grider, Brian	Hutson, Jeffrey	Lane, Joshua
Wagner, Aaron	Harold, Kristina	Bickel, Shane	Couche, Rachel
Harris, Sarah	Robertson, Rajnish	Alvarez, Mark	Carpenter, Jonathan
Lohrman, Joshua	Carlin, Russel	Arce, Adolfo	Christie, Philip
Holder, Joseph	Gabriel, Colin	Susnitzky, Brett	Marrett, Timothy
Romano, Frank	Lowther, Timothy	Tshudy, Matthew	Hanson, Brett
Vo, Kevin	Moss, Gerrit	Kelsey, Taylor	Speakman, Erik
Meuleners, Janessa	Graham, Kaleb	Griffin, Dylan	
Ghost Line– Schoelen, Mike	Ghost Line– Norr, Garrett	Ghost Line–Bengard, Erik	Ghost Line–Bonanno, Justin

Section 6. The Parties have agreed the following BUEs will bid as R-Side Developmental:

Pastore, Tanner	De La O, Kevin	Stout, Joshua	Madera, ,Allan
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Section 7. The Parties have agreed the following BUEs will bid as D-Side Developmental:

Macias, Benny	Von Buck, Corbin	Greer III, William	Hanson, Dallas
Myers, Kyle	McCarthy, Aidan		

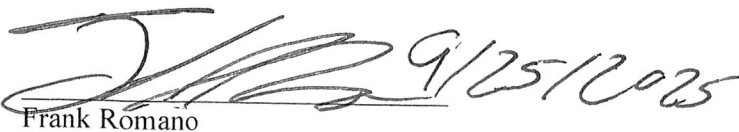
Section 8. The Parties have agreed to:

- a. Schedule overtime before preference.
- b. The 0530 shift, outside of Mid Shift requirements, will be assigned to the BUE who is highest in seniority for those on the associated crew who have indicated a desire to work the shift, if there are no volunteers on the crew, the 0530 shift will be rotated equitability.
- c. The following 9 and 7 hour shift start times in accordance with the Parties MOU:
 - a. Swing shift :
 - i. 9 hour in duration will start 1 hour earlier than bid line
 - ii. 7 hour in duration will start 1 hour later than bid line
 - b. Day shift:
 - i. 9 hour in duration will start at bid line time
 - ii. 7 hour in duration will start 1 hour later than bid line
 - c. Any additional 9-9-8-7-7 start times will be negotiated between the Area rep and the OM
 - d. The parties agree that there will be one 9-9-7-7-8 per set of RDO's. If staffing improves to allow more than one 9-9-7-7-8 during the year, then the parties will agree to meet per Article 7 of the contract.
 - e. The parties agree that the M2100 will have 30 min flex time.
 - i. Saturday evening M2100 shift will be no flex.
 - ii. S0530 can be flexed to 0515 prior to the mid.
 - f. The parties agree that all 0800 shifts will have a 30 minute flex.
 - g. The parties agree that all other flex times will be 15 minutes Per the ZLA Facility Art 32 MOU.

Section 9. This agreement shall expire on the last day of the 2026 leave year, January 9, 2027.

Signed this 25th day of September 2025.

For the Union:


Frank Romano

For the Agency:


Daniel Munoz