

**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 B for the leave year beginning January 11, 2026 and ending January 9, 2027.

Section 2. Projected CPCs by January 11th, 2026:

-30

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 shifts:
Ancillary - 0600	Ancillary - 1200	Ancillary- M2100
	Ancillary - M1000	
	Ancillary – 1300	
	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:
0600 # 2	1200 # 2 (Sat 1)	2230 # 2
0630 # 4 (Sat/Sun 3)	1300 # 4	
0700 # 4	1430 # 3 (Sat 2)	
0800 # 2 (Tue/Wed/Sat/Sun 1)	1500 # 2	

*M1000 = 1200

*M2100 = 2230

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

Jackson, Leonard	Blackwell, Guy	Yap, Clinton	Tuminaro, David
Bannon, Kevin	Martinez, Maximo	Fragas, Jacqueline	Plein, Lindsey
Meyers, Ty	Miller, Keith	Schildmeier, Gregory	Klein, Geoffrey
Lemen, Brian	Martinez, Carmen	Vera, Lauro	Arellano, Matthew
Flores, Nicholas	Scott, Caitlin	Ayala, Jeremy	Binero, Jamila
Grauer, Amy	House, Zephiniah	Denmeade, Drew	Cadotte, Beau
Naber, William	Ostermeyer, Mark	Lott, Michael	He, Xinran
Schiffer, Wyatt	Tison, John Dalton	Ghost Line – White, Andrew	Ghost Line–Schuler, Karl

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

Osmer, Thomas	Noltemeyer, Garrett	Barajas Duran, Luis	Fonseca, Alexis
Serrano, Adam			

Section 7. The Parties have agreed the following BUEs will bid as D-Side Developmentals:

Laboy, Andres	Shaginyan, Movses	Giraud-Carrier, Pierre	Campos, Priscilla
Semder, Michael	Chambers, Grant		

Section 8. The Parties have agreed to:

- a. Schedule overtime before preference.
- b. 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
 1. This will be the case whenever there is a corresponding 9-9-7-7-8 shift that provides the coverage needed for the bid line start time
- 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.
- 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 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.

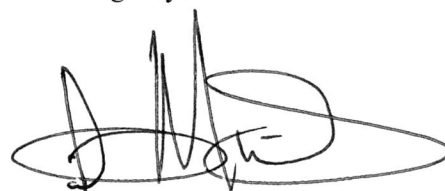
Signed this 24 day of September 2025.

For the Union:



Geoff Klein
Area B NATCA Rep

For the Agency:



Daniel Munoz
Area B Operations Manager