

**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 ARTCC concerning the 2026 Basic Watch Schedule (BWS). For the purposes of this Agreement, “Areas” is defined as Area A, B, C, D, E, F and TMU.

Section 1. This Agreement applies to all employees in the Air Traffic Control Specialist and Traffic Management Coordinator bargaining unit(s) for the leave year beginning January 11th, 2026 and ending January 9th, 2027.

Section 2. The BWS, as outlined herein, and attached as Appendix 1-7 shall become effective January 11th, 2026.

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:

Day shifts:	Evening shifts:
Ancillary-	Ancillary-
Ancillary-	Ancillary-
Ancillary-	Ancillary-
Ancillary-	Ancillary-
Ancillary-	Ancillary-

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

See appendix 1-7

Section 5. The Parties have agreed to the following:

- a. Los Angeles Center is a twenty-four (24) hour facility open seven (7) days a week.
- b. The BWS will reflect permanent regular days off (RDOs).
- c. The BWS will be bid in an individual line format with permanent shifts as identified on the bid line (except for mid shifts). The posted watch schedule may differ from the BWS based only upon operational requirements and this agreement.

- d. Posted Watch Schedule, shifts will be assigned/rescheduled in the following order:
 - 1. CPC shift indicated on the corresponding RDO line (excluding third day swings).
 - 2. Earlier shifts will be assigned to BUEs on later day of the workweek, unless they have indicated a desire otherwise.
 - 3. Conflicting requests will be resolved by seniority.
 - 4. If an overtime determination is made, management will assign overtime to the collaboratively agreed to area core and ancillary start times. If an employee bid a 3rd day swing, the employee will be moved to a day shift and the overtime will be assigned to the swing shift, unless the employee on the 3rd day swing has indicated a desire otherwise.
 - 5. Requests on preference sheets in accordance with the collaborated core/ancillary shifts. The Area level may elect to have preference sheets considered prior to the use of overtime.
- e. BUE requests for an RDO change, shift change, or leave, shall be approved/disapproved within the time limits prescribed in the CBA and the order in which they were made.
- f. BUEs can make their shift change/swap requests verbally to the OS/CIC in charge and the OS/CIC will input the request in the agreed to scheduling program. Alternatively, a BUE may make their request(s) via agreed to scheduling program.
- g. If a BUEs posted watch schedule is changed in accordance with Article 32 of the CBA, Management will verbally notify the BUE. If the Agency approves a BUE initiated shift change, they shall verbally notify that BUE unless the change was approved more than seven (7) days in advance of the affected shift.
- h. Once a shift has been staffed to one (1) above guideline, management will not move a BUE off their bid line for the purposes of shift balancing unless a specific need exists.
- i. It will be determined at the Area Level if the area(s) will bid Mid-shifts, or Mid-shifts will be equitably rotated between qualified individuals indicating a desire to work mid-shifts. Mid shifts that are bid shall be assigned by seniority. If not enough individuals volunteer, they will rotate equitably amongst those qualified.
- j. All bid lines will be Maxi-flex 40, unless a BUE does not indicate a desire to work the flexible shift. They will be identified as such on the BWS/RDO bidding sheet prior to bidding and will indicate start times and/or core hours. Selecting one of these lines fulfills the requirement of volunteering to flex in writing. If any employee selects one of the Maxi-flex 40 bid lines and chooses not to flex the shifts, they shall mark "no" on the bid form.
- k. Unless otherwise agreed to at the area level:
 - a. The midnight shifts will have an hour flex, except for the the Sunday midshift will start at the same time every week and will not have a flex.
 - b. All other shifts in the BWS are flexible start times with a fifteen (15) minute flex on the front side of the shift start time. Shift(s) may contain a flex on the back of the shift start time and will be identified on the area bid lines.

- l. BUE's may indicate their desire to work an AWS schedule (ex. 9-9-8-7-7) during the bidding process. Multiple requests per crew will be handled by seniority. After the bidding process is complete, the Area Rep and the Operations Manager will meet to review the request and will approve at least one per crew. The 7-hour start times will be collaborated at the area level.
- m. In the event a 10-hour schedule is the last available bid line, and the BUE does not want to bid a 10-hour schedule, it will revert to the standard area 8-hour work schedule.
- n. The Area NATCA Representative or designee will be provided an opportunity to review the watch schedule at least five (5) days prior to posting, unless otherwise agreed to at the area level. If unable to review 5 days prior to posting, the Area Scheduler will notify the NATCA Facility Representative and the Air Traffic Manager of the reason and planned action. If the watch schedule will deviate from the corresponding shift guidelines, the Parties shall meet during this review period in accordance with article 32 Section 2 of the CBA. After the initial review, NATCA will be notified on completion of any edits prior to publishing.

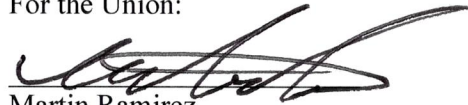
Section 6. The Parties agree to the following procedures for bidding for assignment to the BWS:

- a. All BUEs will be provided a joint Management/Union briefing on the bidding process at least 7 days prior to the start of bidding.
- b. NATCA will provide the list of negotiated shifts (Area BWS) available for each Area and their associated RDO's a minimum of seven (7) days prior to the beginning of BWS/RDO bidding.
- c. NATCA-ZLA will provide FAA-ZLA with a seniority list, separated by area of specialization. Bidding will be done by seniority, starting with the most senior BUE.
- d. CPC-IT/Developmental employees will follow the same procedures identified in this Section; however, they will bid independently for separate RDO's than CPCs. CPC-IT/Developmental projected to be Area certified by January 11th, 2026 shall bid as CPCs. This determination shall be made jointly by the Area Rep and Area OM.
- e. BUEs will be provided a date and time period identified by NATCA-ZLA for bidding their RDOs. BUEs, or their designee, bidding during duty time will be provided fifteen (15) minutes in a non-position duty status to afford the BUE a reasonable time away from assigned duties in order to make their selection. Schedule bidding will be conducted concurrently with bidding for Round 1 of Prime time leave.
- f. Bidding will occur in the NATCA office at ZLA. BUEs may call-in with their bids to 661-265-8216 during the posted bid times. The NATCA designee will record the bids on the NATCA ZLA Bidding website. Prior to the first round of bidding, Operations Managers will notify NATCA of their management designee for the bidding reviews.
- g. NATCA-ZLA will provide FAA-ZLA with a schedule of bid times. BUE's may make their bids via posted phone number or via proxy. If a BUE is not on duty during their bid period, the BUE may call the posted phone number. If a BUE is unable to call, they may leave their proxy bids with the NATCA Area Representative. After all dates and time slots have expired, the Parties shall assign RDO's to BUEs that did not bid.

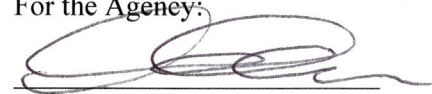
- h. If a BUE misses his/her assigned bid slot, bidding by other BUE's will continue and that BUE may bid at any time that does not interfere with the scheduled bidding process.
- i. BUEs bidding via phone or proxy shall verify the accuracy of their bids via the NATCA ZLA bidding website and notify NATCA-ZLA within 24 hours from the end of their bidding period of any discrepancies, unless otherwise agreed to. The NATCA Facility Representative and Air Traffic Manager will resolve any discrepancies.
- j. BUE(s) requiring mid-year placement into the BWS will be handled as follows:
 - (1) For incoming CPC-IT and Developmental employees transferring to ZLA: The NATCA Area Representative and Area Operations Manager, or their designee, will collaborate mid-year placement into the BWS in accordance with the parties CBA.
 - (2) BUEs transferring between areas and/or TMU will be given the option to bring their current bid RDOs or be placed into the BWS in accordance with section 1 above.
 - (3) If Management has any concerns regarding a crew imbalance, they will discuss those concerns with the Area NATCA Representative. Any imbalances will be handled in accordance with the parties CBA.
- k. The NATCA bidding Reps will be on duty time to complete the bidding process. The NATCA Facility Representative and Air Traffic Manager will jointly determine this time.

Section 7. This agreement shall expire on January 9th, 2027.
Signed this 15 day of September 2025.

For the Union:


Martin Ramirez
NATCA Facility Representative

For the Agency:


Sarah Fletcher
Air Traffic Manager