

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

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

-Avila, Ethan
-Johnson, Noah
-Laura Lee

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 - 0600	Ancillary - M1100	Ancillary - M2130
Ancillary - M0700	Ancillary - M1200	
Ancillary - M0800	Ancillary - M1330	
Ancillary - 0730	Ancillary - M1400	
Ancillary - 0930	Ancillary - 1530	

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	1330 (M1100, M1200) # 7(Sat # 6)	2230 (M2130) # 2
0630 # 3	1500 (M1300, M1330) # 3	
0700 (M0700, M0800) # 6 (Sat, Sun, Tue, Wed # 5)		

*M0700 = 0700	*M1330 = 1530
*0730 = 0700	*M2130 = 2230
*M1100 = 1330	*M1400 = 1600
*M1200 = 1330	

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

Alexander, Jonathan	Avila, Ethan	Baum, Remington	Childs, Eric
Dunlap, Trevor	Gatehouse, Christopher	Giovento, James	Greer, William
Gunter, Benjamin	Hau, Aleck	Holst, Megan	Hurt, Chadwick
Johnson, Noah	Josepha, Brian	Karcz, Kara	Kledplee, Worasith
Lanphere, Jye	Maity, Vincent	Mattei, Damien	McCann, Weston
Meyer, Brandi	Mondragon-Valencia, Isidro	Roeker, Erin	Sanchez, Hector

Serai, Stephanie	Shuman, Tyler	Snaer, Marc	Soto, Ian
Soto, Matthew	Thompson, Jonathan	Turkmen, Ozgur	Wouters, Micah
Yepez, Edmundo	Lee, Laura		
	Ghost Line – Ramirez, Martin	Ghost Line – Castilleja, Sunny	Ghost Line – Hernandez, Frank

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

Bond, Sydni	Haag, Matthew	Paul, Vincent	Nguyen, Hoang
Ortiz, Jess	Hernandez, Andrei		

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

Akhiary, Kian	Jones, Patrick	Salazar, Jonathan	Zermeno, Ubaldo
Ian Martinez	Aysia Snaer		

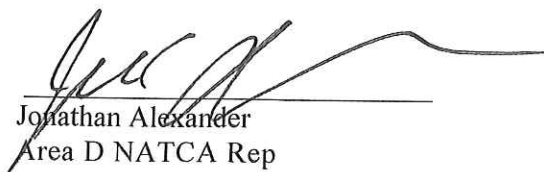
Section 8. The Parties have agreed to:

- 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 M2130 will have 1 hour flex time.
 - i. Saturday evening M2130 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 15 minutes Per the ZLA Facility Art 32 MOU.
- h. M1330 shifts may be approved to ETB (staffing and workload permitted) except on all Saturdays or any other day of the week between June 15, 2026 and September 15, 2026.
- i. Lowest seniority BUE (per crew) **normally on a 1500 (M1300)** will be scheduled a 1600 (M1400) shift between June 15, 2026 and September 15, 2026.

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

Signed this 8th day of October 2025.

For the Union:


Jonathan Alexander
Area D NATCA Rep

For the Agency:


Toninett Harrison
Area D Operations Manager