

2026 Basic Watch Schedule and Bidding Procedures



**Federal Aviation
Administration**



**National Air Traffic
Controllers Association**



This briefing, many of the main points, bid times, previous years bidding and other bidding info is available at

ZLANATCAbidding.com

You can now sign up for an account at ZLA NATCA Bidding to see personalized information, including 2026 leave slots hours, bid dates and time. Click Sign Up / Log In on top of the page to enroll.

New updates for 2026

CPC-IT / Developmental - 3 leave slots per day

TMC-IT - 2 leave slots per day

Language changes for ZLA Article 38 OVERTIME MOU - Section 6 - Part D

D. Each BUE will select their fatigue overtime availability preference:

1. Limited: The BUE does not wish to be required to work overtime on their selected group.
2. Available: The BUE wants to be considered available for overtime on their selected group.

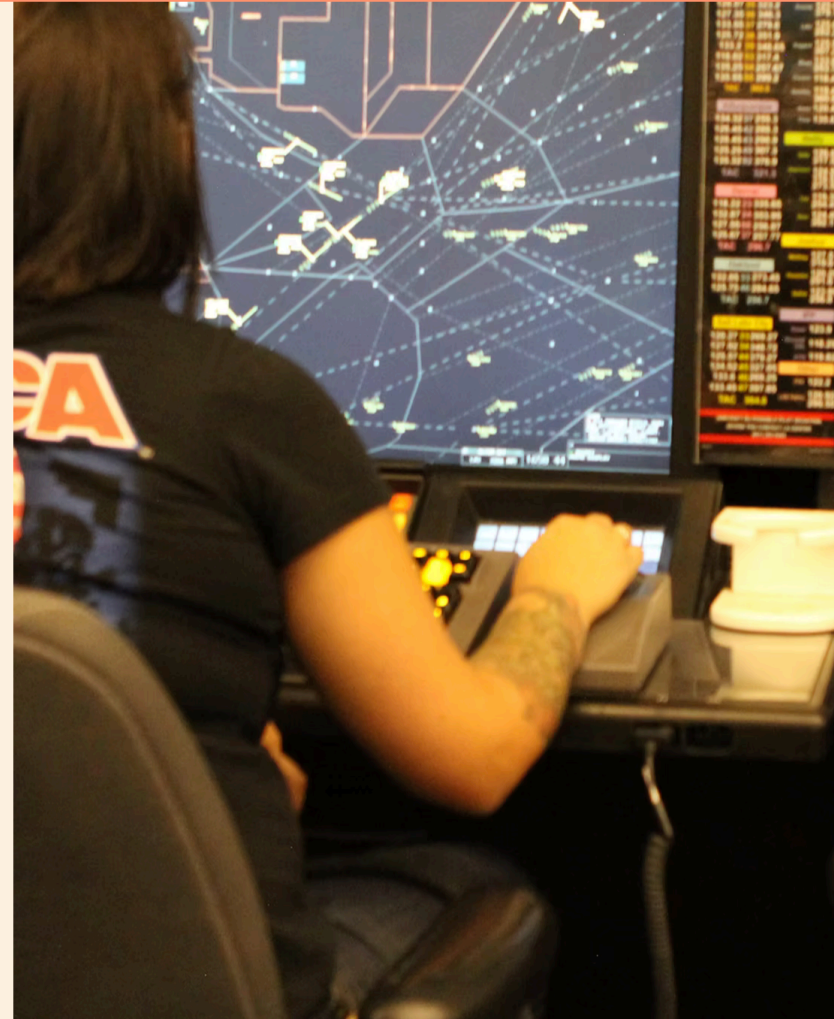
[Download 2026 ZLA Article 38](#)

ZLA RDO & Prime Leave Bidding

Sign up for an account at ZLA NATCA Bidding to see
personalized information

Sign Up

Bidding will start
Wed Oct 1st, 2025 @ 0700L



2024 Bid Information



zlawebuser

2024

Previous Year Bids

Update Info

My Account

2024 Total Leave
Slots (Hrs):

208

Hours Left:

16

RDO's & Round 1

Bid Time: Tuesday, October 17, 2023 at 9:00:00 AM PDT

RDO's: S/M

Line: 7

Bid Prime Time Leave:

4/16/24 4/17/24 11/1/24 11/2/24

Round 2

Bid Time: Thursday, October 26, 2023 at 9:00:00 AM PDT

Bid Non - Prime Time Leave:

1/26/24 1/27/24 2/23/24 2/24/24 3/22/24

3/23/24 5/17/24 5/18/24 10/11/24 10/12/24

Round 3

Bid Time: Saturday, November 4, 2023 at 9:00:00 AM PDT

Bid Non - Prime Time Leave:

1/25/24 6/1/24 7/19/24 7/20/24 8/16/24

8/17/24 9/13/24 9/14/24 12/13/24 12/14/24

Bidding Info

- Bidding will begin Wednesday October 1, 2025 @ 0700L
- The Basic Watch Schedule reflects your permanent Regular Days Off (RDO's).
- The Basic Watch Schedule will start Jan. 11, 2026 and end Jan. 9, 2027

Things to Consider when Bidding

- * The BWS will be bid in individual line format. The posted watch schedule (actual start times) will occasionally change due to operational requirements
- * All Areas will bid mid shifts
- * All Areas will assign OT before making shift pref changes
- * In the event of annual leave on the mid for a BUE who bid a midline, the next qualified BUE who has indicated a desire to work mids will be scheduled for the mid.
- * MID Flex – 10hr 2100 MID is authorized 30min early flex
10hr 2130 MID is authorized 1hr early flex
8hr 2230 MID is authorized 15min early flex
- * Sunday Mid (Sat night - Sun morning) will be a hard start time as depicted on your bidline.
 - *Ghost Lines are posted for everyone to see. In the event a BUE returns to the floor, the senior BUE will have priority for the mid shifts

Schedule Types

Maxiflex 40 Schedule: A type of flexible work schedule, negotiated in accordance with Article 32 of this Agreement, that contains core hours on up to five (5) workdays in the workweek and in which a full-time employee has a basic work requirement of forty (40) hours for the workweek, but in which an employee's schedule may vary the number of hours worked on a given day

*All bid lines are Maxiflex 40 unless the BUE indicates their desire to not flex.

Schedule Types Continued

An Alternate Work Schedule (AWS): 5 shifts of varying duration, typically (9, 9, 8, 7, 7) with two (2) Regular Days Off. Employees may voluntarily flex their sign in/out times within the allowed flex time on applicable shifts.

* 7 hour day shifts will start 1 hour AFTER bid line time - unless the shift is already designated as a 7hr shift on the bidline. (Usually before a mid)

Round 1

RDOs are bid during this round and either 1 or 2 weeks, consecutive or nonconsecutive of PTL are also bid. Leave selections of less than 1 week shall be considered as a full week during round 1.

Section 5: A week shall be defined as a period of seven (7) consecutive days including RDOs.

In round 1, BUEs will be provided up to 45 consecutive minutes (30 minutes for leave and 15 minutes for RDOs) in a non-position duty status to afford the BUE a reasonable time away from assigned duties in order to make their selection.

Rounds 2 and 3

Any 10 days for 5 day work week schedules or any 8 days for 4 day work schedules. Holidays and in lieu of holidays count as bid days.

May not bid more leave than you will earn during the leave year.

In rounds 2 and 3, BUEs will be provided 30 minutes in a non-position duty status to afford the BUE a reasonable time away from assigned duties in order to make their selection.

Rounds 4-6

Any 5 days for 5 day work week schedules or any 4 days for 4 day work schedules. Holidays and in lieu of holidays count as bid days. Holidays and in lieu of Holidays from previous rounds are returned to you. If you bid a Holiday/in lieu of Holiday in one of these rounds, you will get it back in the following round.

Bidding for each area will stop (independently) once the cumulative leave hours for the area have been exhausted.

In rounds 4-6, BUEs will be provided 30 minutes in a non-position duty status to afford the BUE a reasonable time away from assigned duties in order to make their selection.

***Round 5 & 6: Will be handled by your Area Rep if any leave slots are still available for your area.**

Conclusion of Bidding

Employees may not cancel or change leave bid until the conclusion of the bidding process.

After Round 6 has been completed by all areas, BUEs will have the chance to cancel and/or change bid leave. BUEs may only change leave to other available dates as designated by the bidding website. The dates for this change process will be announced at a later date, at which time BUEs can email zla.bidding@gmail.com. Requests will be resolved in the order received.

Round 7

Rounds 7: TBD

After Rounds 1-6 are complete and validated and all changes have been completed, BUE's with competing requests will be placed in random order.

Leave requests in this round are approved on a staffing and workload basis.

How to Bid

Once you are in your bid window: Use the following information to CALL, TEXT or bid in person.

Call/Text (661) 434-1004 your bid in this format. It is listed on the bidding website

Full Name (Operating Initials)

Area

Line # & RDO's

Group (A, B or C) & Limited or Available

Answer Yes or No: Mid, AWS

Annual Leave Dates

If you are calling:

Have your selections ready before you make the call. DO NOT LEAVE A VOICEMAIL



If you are not at work, you must be available during your bidding window to receive and reply to calls/texts in the event there are any errors

If you will not be available within your bidding window:

Please leave a proxy bid with either your Area Rep/Alternate Rep. No one else can proxy for you.

The bidding office is open 0700-1859 during the bidding process. Only text messages sent during our open hours will be considered valid. Messages sent outside of our hours will be invalid and not be entered

Please do not call or text ahead of your bid time (not even a couple of minutes, even if the person before you has already bid). Bids will only be accepted during, or after, your assigned window. Any bid sent prior to your bid window will be considered invalid. If you miss your bid window, you will still have the opportunity to bid at any time during the current round, as long as it does not interfere with another BUE's bid.

Voicemail will not be checked. Any voicemail left will not be heard, and will not be considered valid.

You may NOT bid in any previous round that has closed, until the conclusion of the bidding process.

Bidding Continued....

- There is a possibility of 7 BUEs calling at the same time during each 2 hour period. If you call and the line is busy, give the intake rep a few minutes and call back. Please be patient with them. DO NOT LEAVE A VOICEMAIL.
- **Reminder:** Once your bid window has closed, you may not cancel or change any bid days until bidding is complete!
- The website will be updated continually during bidding hours but may take up to one hour to be updated depending on how many people are bidding at once.
- **REMEMBER TO VERIFY YOUR BIDS WITHIN 24 HOURS OF YOUR BID TIME** and contact the bidding office at 661-434-1004 if any discrepancies are noted.

PTL/NPTL Opportunities

CPC: There will be 3 leave slots per day from January 11th, 2026 through January 9th, 2027 for the first 3 rounds of bidding then it will be reduced down to 2, with the exception of 4 per day for: Memorial Day (May 22nd - May 26th, 2026), Independence Day (July 3rd-6th, 2026), Thanksgiving (November 23rd -November 29th, 2026), Christmas and New Year's (December 22nd, 2026-January 2nd, 2027).

TMC/TMC-IT: There will be 2 leave spots per day from January 11th, 2026 through January 9th, 2027, for the first 3 rounds of bidding then it will be reduced down to 1.

CPC-IT/Developmental: There will be 3 leave spots per day from January 11th, 2026 through January 9th, 2027

BWS MOU Key Points

All leave bid/requested within designated pre-approved opportunities shall be considered approved with Article 24

All employees will be afforded the opportunity to bid all the leave they will accrue within the leave year prior to employees bidding accumulated leave

Management shall inform each BUE prior to Sept 30, 2025 of the amount of leave they will accrue in the 2026 leave year. Contact your rep ASAP if the earned hours are incorrect.

BUEs may not submit leave requests in excess of the annual leave they have accumulated, plus what they will accrue that leave year, plus any restored balance.

MOU Info cont...

- Once a shift has been staffed to one (1) above guideline, management will make every reasonable effort to not move an employee to an opposite shift (i.e. day to a swing) for the purposes of shift balancing unless a specific need exists.

Relinquishing/canceling of AL

If leave on one of the pre-approved leave slots as outlined in Section 4 is canceled at least 30-days before the publishing of the watch schedule, the next BUE requesting annual leave in accordance with this agreement will be approved.

If a BUE requests to cancel leave after the watch schedule is posted and requests a shift other than their normally assigned shift, the request will be processed in accordance with ZLA/NATCA Basic Watch Schedule MOU.

Overtime

Overtime shall be called or scheduled by a member of management.

BUEs shall inform management in writing of their desire to work overtime and their preference will be recorded in the agreed to Agency scheduling program. Management shall assign overtime to eligible BUEs as described in this MOU.

Overtime will not be assigned to BUEs on their RDOs in conjunction with prime time/and or pre-approved non-prime time leave, unless no other qualified BUEs are available. However, these BUEs will be considered for call-in overtime.

Overtime Continued

No BUE will be moved from his or her bid line to accommodate another employee's overtime assignment, unless no other option is available.

If call-in overtime is needed prior to the day of the overtime to be worked, the OS shall first offer the BUE who was moved from their bid line to return to their bid line prior to calling in the OT.

Absent a BUE requesting in writing, a 2nd OT in the same work week will not be assigned to BUEs on 10-hour shifts, unless there are no other qualified BUEs available.

Fatigue MOU - Overtime Scheduling

- * Absent a BUE requesting in writing, OT will not be assigned the workweek of their selected group.
- * During the bidding process, BUEs will select their group. BUEs will remain in that group for the duration of the 2026 leave year.
- * Each Area will be evenly split into three (3) groups (A, B, and C). (Example: Bidding 31 CPCs. Area will have 2 groups with a minimum of 10 and 1 group with a maximum of 11.)
- * RDOs with 3-5 CPCs will have at least 1 in each group and an additional one in each group until the maximum number is reached. RDOs with 6-8 CPCs will have at least 2 in each group and an additional one in each group until the maximum number is reached. Once the maximum number for a group is reached, BUEs will no longer be allowed to select that group.
- * Developmentals/CPC-ITs will pick groups separate from CPCs

Fatigue MOU - Overtime Scheduling

Each BUE will select their fatigue overtime availability preference:

- 1 . Limited: The BUE does not wish to be required to work overtime on their selected group.
 - 2 . Available: The BUE wants to be considered available for overtime on their selected group.
- e . BUE's requesting to change their fatigue overtime availability status shall submit the request at least seven days prior to the publishing of the next pay period to be considered in that next pay period.

Fatigue MOU - Overtime Scheduling

Each BUE will select their fatigue overtime availability preference:

- 1 . Limited: The BUE does not wish to be required to work overtime on their selected group.
- 2 . Available: The BUE wants to be considered available for overtime on their selected group.
- e . BUE's requesting to change their fatigue overtime availability status shall submit the request at least seven days prior to the publishing of the next pay period to be considered in that next pay period.

Last year some BUEs wanted to bid RDOs, leave, etc., but did not want to select a group (A, B, C). They asked to be assigned the leftover group towards the end of bidding. If you do not care which fatigue group you are assigned please let the bid intake rep know, and we will assign you an available group once bidding is ending. We appreciate your willingness to help as this is helpful to the BUEs bidding after you who may want to select a specific group.

Fatigue MOU - Overtime Scheduling

You can now use the bidding calendar to see which weeks you will not be scheduled overtime during the 2026 Annual Leave Year.

Fatigue MOU - Overtime Scheduling

You can now use the bidding calendar to see which weeks you will not be scheduled overtime during the 2025 Annual Leave Year.

	CPC Slot	Developmental	2026			
	Holiday	Unavailable				

January

B 1	Sun, Jan 11	Mon, Jan 12	Tue, Jan 13	Wed, Jan 14	Thu, Jan 15	Fri, Jan 16	Sat, Jan 17

C 2	Sun, Jan 18	Mon, Jan 19	Tue, Jan 20	Wed, Jan 21	Thu, Jan 22	Fri, Jan 23	Sat, Jan 24

A 3	Sun, Jan 25	Mon, Jan 26	Tue, Jan 27	Wed, Jan 28	Thu, Jan 29	Fri, Jan 30	Sat, Jan 31

February

B 4	Sun, Feb 1	Mon, Feb 2	Tue, Feb 3	Wed, Feb 4	Thu, Feb 5	Fri, Feb 6	Sat, Feb 7

Fatigue MOU - Overtime Scheduling

C Slot	Developmental	2026
oliday	Unavailable	

January

Mon, Jan 12	Tue, Jan 13	Wed, Jan 14	Thu, Jan 15	Fri, Jan 16	Sat, Jan 17

Mon, Jan 19	Tue, Jan 20	Wed, Jan 21	Thu, Jan 22	Fri, Jan 23	Sat, Jan 24

Mon, Jan 26	Tue, Jan 27	Wed, Jan 28	Thu, Jan 29	Fri, Jan 30	Sat, Jan 31

February

Mon, Feb 2	Tue, Feb 3	Wed, Feb 4	Thu, Feb 5	Fri, Feb 6	Sat, Feb 7

Mon, Feb 9	Tue, Feb 10	Wed, Feb 11	Thu, Feb 12	Fri, Feb 13	Sat, Feb 14

S/S	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
1	RDO	M1300	M1100	RDO	M2130	M2130	RDO	A	BID	4 - 10
2		1430	1300	700	630	600	RDO	B		
3	RDO	1430	1300	800	630	630	RDO	C		
4	RDO	1200	1200	700	630	600	RDO	A		
5	RDO	1500	1300	1200	700	630	RDO	B		

S/M	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
6	RDO	RDO	M1300	M1100	RDO	M2130	M2130	C	BID	4 - 10
7	RDO	RDO	1430	1300	700	630	600	A		
8	RDO	RDO	1430	1300	800	630	600	B		
9	RDO	RDO	1500	1300	1200	700	630	C		

M/T	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
10	M2130	RDO	RDO	M1300	M1100	RDO	M2130	C	BID	4 - 10
11	600	RDO	RDO	1430	1300	700	630	C		
12	600	RDO	RDO	1430	1300	800	630	A		
13	630	RDO	RDO	1500	1300	1200	630	B		

T/W	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
14	M2130	M2130	RDO	RDO	M1300	M1100	RDO	A	BID	4 - 10
15	630	600	RDO	RDO	1430	1300	700	A		
16	630	600	RDO	RDO	1430	1300	700	B		
17	700	630	RDO	RDO	1500	1300	800	C		

W/T	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
18	RDO	M2130	M2130	RDO	RDO	M1300	M1100	C	BID	4 - 10
19	700	630	600	RDO	RDO	1430	1300	B		
20	700	630	600	RDO	RDO	1430	1300	B		
21	800	630	630	RDO	RDO	1500	1300	A		

T/F	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
22	M1100	RDO	M2130	M2130	RDO	RDO	M1300		BID	4 - 10
23	1300	700	630	600	RDO	RDO	1430			
24	1300	700	630	600	RDO	RDO	1430			
25	1300	700	630	630	RDO	RDO	1500			

F/S	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
26	M1300	M1100	RDO	M2130	M2130	RDO	RDO	B	BID	4 - 10
27	1430	1300	700	630	600	RDO	RDO	B		
28	1430	1300	700	630	630	RDO	RDO	A		
29	1500	1300	800	630	630	RDO	RDO	A		
30	1300	800	700	700	600	RDO	RDO	C		

R-DEV	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
31	RDO	RDO	1430	1300	700	630	630			
32	630	RDO	RDO	1430	1300	700	630			
33	630	630	RDO	RDO	1430	1300	700			
34	700	630	630	RDO	RDO	1430	1300			
35	1300	700	630	630	RDO	RDO	1430			
36	1430	1300	700	630	630	RDO	RDO			
37	RDO	1430	1300	700	630	630	RDO			

D-DEV	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
38	RDO	RDO	1430	1300	700	630	630			
39	630	RDO	RDO	1430	1300	700	630			

Fatigue MOU - Overtime Scheduling

These are not predetermined, you choose your Group based upon available slots for that group

	S/S	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
1		RDO	M1300	M1100	RDO	M2130	M2130	RDO	A	BID	4 - 10
2		RDO	1430	1300	700	630	600	RDO	B		
3		RDO	1430	1300	800	630	630	RDO	C		
4		RDO	1200	1200	700	630	600	RDO	A		
5		RDO	1500	1300	1200	700	630	RDO	B		
	S/M	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
6		RDO	RDO	M1300	M1100	RDO	M2130	M2130	C	BID	4 - 10
7		RDO	RDO	1430	1300	700	630	600	A		
8		RDO	RDO	1430	1300	800	630	600	B		
9		RDO	RDO	1500	1300	1200	700	630	C		
	M/T	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
10		M2130	RDO	RDO	M1300	M1100	RDO	M2130	C	BID	4 - 10
11		600	RDO	RDO	1430	1300	700	630	C		
12		600	RDO	RDO	1430	1300	800	630	A		
13		630	RDO	RDO	1500	1300	1200	630	B		
	T/W	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
14		M2130	M2130	RDO	RDO	M1300	M1100	RDO	A	BID	4 - 10
15		630	600	RDO	RDO	1430	1300	700	A		
16		630	600	RDO	RDO	1430	1300	700	B		
17		700	630	RDO	RDO	1500	1300	800	C		
	W/T	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
18		RDO	M2130	M2130	RDO	RDO	M1300	M1100	C	BID	4 - 10
19		700	630	600	RDO	RDO	1430	1300	B		
20		700	630	600	RDO	RDO	1430	1300	B		
21		800	630	630	RDO	RDO	1500	1300	A		
	T/F	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
22		M1100	RDO	M2130	M2130	RDO	RDO	M1300		BID	4 - 10
23		1300	700	630	600	RDO	RDO	1430			
24		1300	700	630	600	RDO	RDO	1430			
25		1300	700	630	630	RDO	RDO	1500			
	F/S	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
26		M1300	M1100	RDO	M2130	M2130	RDO	RDO	B	BID	4 - 10
27		1430	1300	700	630	600	RDO	RDO	B		
28		1430	1300	700	630	630	RDO	RDO	A		
29		1500	1300	800	630	630	RDO	RDO	A		
30		1300	800	700	700	600	RDO	RDO	C		
	R-DEV	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
31		RDO	RDO	1430	1300	700	630	630			
32		630	RDO	RDO	1430	1300	700	630			
33		630	630	RDO	RDO	1430	1300	700			
34		700	630	630	RDO	RDO	1430	1300			
35		1300	700	630	630	RDO	RDO	1430			
36		1430	1300	700	630	630	RDO	RDO			
37		RDO	1430	1300	700	630	630	RDO			
	D-DEV	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Team	Mid	AWS
38		RDO	RDO	1430	1300	700	630	630			
39		630	RDO	RDO	1430	1300	700	630			

The following ZLA MOUs are available on
ZLANATCAbidding.com

Art 18 - Controller in Charge

Art 24/28 - Annual Leave / Holidays

Art 32/34 - Schedules, Shift Assignment / Hours

Art 38 - Overtime

If you have any questions, please contact your your Area
NATCA Representative

We hope that through this process, we have made it easier
for you all to plan, bid and work here at ZLA. Thank you

