

Memorandum of Understanding
Between
Federal Aviation Administration
And
National Air Traffic Controllers Association

This agreement is made and entered into by the local Federal Aviation Administration (FAA-ZLA) and the local National Air Traffic Controllers Association (NATCA-ZLA), known collectively as "the Parties." This agreement represents the Parties' complete understanding and agreement on procedures for the equitable distribution of Controller in Charge duties (CIC) at Los Angeles ARTCC. The express terms of this agreement apply separately and distinctly to the following bargaining units, air traffic controllers and traffic management controllers.

There will be no changes to the provisions contained in this agreement without written consent by both Parties. Nothing in this agreement shall be construed as a waiver of any Management or Union right. This MOU will expire January 10th, 2027 and may be extended by mutual agreement of the Parties in writing.

Section 1 – General

- a. This agreement will become effective on January 11th, 2026.
- b. This agreement applies to all Air Traffic Control Specialist and Traffic Management Coordinator bargaining unit employees (BUEs) at Los Angeles ARTCC.
- c. Concurrent with the implementation of this MOU, all employees' current CIC balances will be carried over until the first full pay period in January 2026.

Section 2 – Procedures

- a. CIC/TMCIC rosters are accessible on Operational Currency Dashboard, which can be assessed at the Operations Supervisor (OS) desk in each area. The Operational Currency Dashboard shall be used to track accumulated CIC time.
- b. The ZLA CRU-X Leave Tracking Program, CIC Cumulative Individual Time will be used if there is an Operational Currency Dashboard outage.
- c. The FAA-ZLA shall save/print the CIC roster for each area and TMU nightly.
- d. If a CPC/TMC is scheduled for a CIC/TMCIC shift (8 hours), the CIC/TMCIC position on that date will be rotated and assigned to the next CIC/TMCIC with the least accumulated CIC/TMCIC time.

For the Union:



Martin Ramirez
Facility NATCA Representative

9/15/25
Date:

For the Agency:



Sarah Fletcher
Air Traffic Manager

9-15-25
Date:

