

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

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

- 27 CPCs

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 - 2330
Ancillary - 0630	Ancillary- 1430	
Ancillary- 0700	Ancillary- 1500	

- 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 - N/A
Ancillary - 0900		

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

Day shifts:	Evening shifts:	Midnight shifts:
0530: 2 (mid-shift only)	1200: 1	2330: 2
0600: 2	1330: 4	
0630: 2	1430: 2/1 (Sat)	
0700/0730: 3	1500: 1	
0800/0900: 2	1600: 2	

*0730 = 0700

*0900 = 0800

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

Castilleja, Luis	Kuenzi, Daniel	Festerling, Brian	Johnson, Ryan
Williams, Christopher	Perez, Edson	Barragan, Victor	Squire, James
McIntosh, Justin	Vaden, Cherron	Fabarez, Adam	Vetor, Zachary
Elliott III, James	Lanham, Joshua	Haberstick, John	Abramson, Matana
Cahal, Michael	Arvoy, Pasquale	Smith, Jacob	Spark, John
Price, Daniel	Whiting, Ryan	Burrows, Grant	Leonez-Cordova, Jery
Stahley, Adam	Roeker, Cory	Schmidt, Lilian	Ghost Line –Hongkham, Bob

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

Parker, Cristin	Penalosa, Michael	McMath, Demario	Edralin, Jonathan
Diaz, Victor	Mahan, Sean	Goldsmith, David	Denomme, Devon
Wan, Lizbeth			

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

Clanton, Tyler	Navarrete, Julian	Tejeda, Jorge	
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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 hours in duration will start 1 hour earlier than bid line
 - ii. 7 hours in duration will start 1 hour later than bid line
 - b. Day shift:
 - i. 9 hours in duration will start at bid line time
 - ii. 7 hours in duration will start 1 hour later than bid line
 1. 7 hour 0530 will start at 0530 if it proceeds a mid-shift.
 - 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. Mid-shifts that are bid shall be assigned by seniority. If not enough individuals volunteer, they will be assigned to the most junior in seniority first.
 - f. The parties agree that 0530, 2330 shifts will have no flex.
 - g. The parties agree that 1200 shift will have one hour flex.
 - h. 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 ____ day of September 2025.

For the Union:

For the Agency:

Ryan Johnson
Area E NATCA Rep

Sheri Kaneshiro
Area E Operations Manager