

Area 5 BWS Attachment

Section 1. General

- a. The Area 5 2026 Basic Watch Schedule (BWS) will be split into 3 separate seasons as follows:
 - i. **Spring** – 1/11/2026 – 5/30/2026
 - ii. **Summer** – 5/31/2026 – 9/5/2026
 - iii. **Fall** – 9/6/2026 – 1/9/2027
- b. Unless otherwise stated below, BUEs will select one schedule line from each of the seasons during the first round of bidding.
- c. Due to assignment to various details Jason Phelps (EL) and Susanne McLean (MS) will select “ghost” schedules and annual leave slots from available schedules and leave. Due to an unknown Return to Duty date Sam Thomas (TS) will select “ghost” schedule and annual leave slots for available schedules and leave. Any schedule or annual leave selected by EL, MS or TS will be available to another CPC for selection.
- d. Lines marked as “Mid B/U” are mid back-ups for when the mid is vacant for any reason. With the exception of the Mon/Tues mid back-up, if the mid back-up is assigned to the mid, their shifts will be changed as follows: 5th Shift - 2300. Mon/Tues mid back-up will be changed as follows: 5th shift - 0000 No Flex.
- e. The Parties agree that CPC-ITs Brian Mahilo (XI) and Ryan Kolling (RX) and Trainee Seth Mathies (ST) will select CPC schedules and annual leave with CPCs for the entire 2026 BWS.
- f. The following Trainees will select from designated training schedules:
 - Nathan Weber (WB)
 - Alexa Tucker (AT)
 - Taylor Ovard (TQ)
 - Reeve Craig (RW)
 - Trinity Sorenson (TB)
 - Conor Deme (CR)

Section 2. The Parties at the Area 5 operational level have established the following core and ancillary shifts. All shift start times are flexible up to 30 minutes before the shift start time unless otherwise noted.

- a. Core Day Shift
 - i. 0700
- b. Ancillary Day Shifts
 - i. 0600
 - ii. 0600-7 (Mid Back-up)
 - iii. 0600-10
 - iv. 0800
 - v. 0800-10
 - vi. 0900 (Fatigue Mitigation Only)
 - vii. 0900-10 (Fatigue Mitigation Only)
- c. Core Night Shift
 - viii. 1400
- d. Ancillary Night Shifts

- i. 1200
 - ii. 1200-10
 - iii. 1300-10
 - iv. 1400-10
 - v. 1500
 - vi. 1500-9 (Mid Back-up)
 - vii. 1600
- e. Core Midnight shift
 - i. 2130-10
- f. Ancillary Midnight Shift
 - i. 2200-10 No Flex (Sunday Mid)
 - ii. 2300 (Mid Back-up)
 - iii. 0000
 - iv. 0000 No Flex (Mon/Tues Mid Back-Up)

Section 3. The Parties at the Area 5 operational level have collaboratively developed the following shift guidelines for each core and ancillary shift:

1/11/26-4/30/26 and 10/1/26-1/9/27 Guidelines

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
600	3	3	3	3	3	3	3
700	3	3	3	3	3	3	3
800	3	3	3	3	3	3	3
1200	2	2	2	2	2	2	2
1400*	2	2	2	2	2	2	2
1500*	2	2	2	2	2	2	2
1600*	3	3	3	3	3	3	3
2130-10	0	2	2	2	2	2	2
2200-10	2	0	0	0	0	0	0

***1200-10 covers 1400, 1300-10 covers 1500, 1400-10 or 1500-9 covers 1600**

5/1/26-9/30/26 Guidelines

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
600	3	3	3	3	3	3	3
700	3	3	3	3	3	3	3
800	3	4	4	4	4	4	3
1200	2	2	2	2	2	2	2
1400*	3	3	3	3	3	3	2
1500*	2	2	2	2	2	2	2
1600*	3	3	3	3	3	3	3
2130-10	0	2	2	2	2	2	2
2200-10	2	0	0	0	0	0	0

***1200-10 covers 1400, 1300-10 covers 1500, 1400-10 or 1500-9 covers 1600**

After a collaborative discussion between the Area Representative and the Area Operations Manager, these guideline numbers may be adjusted for special events (e.g. OSH, military exercises, etc.), weather events, training or known/expected traffic levels in conjunction with Federal Holidays.

Section 4. The parties at the operational area level have mutually agreed to the following Maxiflex-40 Alternate Work Schedules (AWS) for schedule lines working the Midshift.

Spring/Summer/Fall

Line	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
10-HR Mid	1300X10	1200X10	RDO	2130X10	2130X10	RDO	RDO

Day 5 may be altered to a 2200NF X 10 if required to meet facility guidelines regarding the Sunday Midshift.

If requested by the BUE or after a collaborative discussion between the Area Representative and the Area Operations Manager, if necessary for gaps in schedule coverage, this line will decompress to:

Line	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
10-HR Mid	1400-9	1200	0600-7	2300	2300	RDO	RDO

Section 5. If a BUE elects to cancel leave after the schedule is published and would normally be assigned a midshift, their RTS (Return to Shift) shall be 0600 shift. If this occurs on their first midshift their second midshift will also be changed to a 0600 shift to meet work rule requirements..

For the Union:

For the Agency:

Area 5 NATCA Rep

Area 5 Operations Manager