

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 Cleveland Center ARTCC concerning the 2025 Basic Watch Schedule (BWS).

Section 1. This Agreement applies to all employees in Area 1, Area 2, Area 3, Area 4, Area 5, Area 6, Area 7, Area 8 and TMU for the leave year beginning January 12, 2025, and ending January 10, 2026.

Section 2. The BWS, as outlined herein, and attached as Appendix 1 shall become effective January 12, 2025.

Section 3. The Agency has determined the BWS shall consist of the following core and ancillary shifts in each area and TMU as provided in Attachment (A) of this agreement. The parties have mutually agreed to the additional ancillary shifts per core shift in each area and the TMU as provided in Attachment (A) of this agreement.

Section 4. The Parties have collaboratively developed the following shift guidelines for each core and ancillary shift contained in attachment (B) of this agreement.

Section 5. The Parties have agreed to the following:

- a. Employee rotation through shifts
- b. Permanent/rotating shifts
- c. Permanent/rotating regular days off
- d. Alternate Work Schedule(s) in accordance with Article 34

All agreements reached in Section 5a-5d will be incorporated into attachment (C) of this Agreement.

Section 6. The Parties agree to the following procedures for bidding for assignment to the BWS:

- a. Bidding shall be accomplished by the Union.
- b. In conjunction with round (1) of PTL bidding each BUE shall be permitted up to fifteen (15) minutes to bid his/her Basic Watch Schedule (BWS).
- c. Proxy Bids shall be used by any employee who will be absent from the facility during the bidding process. Employees absent from the facility during the bidding process may provide a proxy bid selection sheet on duty time prior to the bidding process. Proxy bids shall be delivered to Principle Area Rep or his/her designee.
- d. Individuals who fail to make a BWS selection shall be assigned a remaining line by the Union.
- e. CPC-ITs and Developmentals shall bid independent of the CPC schedule. Cleveland Center CPCs and those Developmentals or Certified Professional Controllers-in Training (CPC-IT) who have been collaboratively determined by the Area Representative and Area Operation Manager, shall bid the CPC schedule. Developmental and CPC-IT bid lines agreed upon by the Area Representative and the Area Operations Manager, will be created after CPC schedule assignment, with the intent that training bid lines are conducive to training. The Parties will collaborate on a case-by-case basis regarding specific Developmentals and Controller/CPC-ITs not included within this projection.
- f. Bids shall be recorded on the local NATCA Website.
- g. Newly certified CPCs and transferring controllers during the year will be assigned a line designated by the collaborative process.

Section 7. This agreement shall expire on the last day of the 2025 leave year, January 10, 2026. This MOU may be re-opened in accordance with Article 7 of the 2016 CBA by either party.

Signed this 30th day of August, 2024.

For the Union

Brian White
NATCA Facility Representative
Cleveland ARTCC

For the Agency

James Kerekes
Air Traffic Manager
Cleveland ARTCC

Attachment A

The core shifts for each operational Area(s) shall be as follows:

Day: 0700
Evening: 1500
Midnight: 2230

The ancillary shifts for each of the operational Area(s) shall be as follows:

Area1: 0200, 0500, 0600, 0800, 1000, 1100, 1200, 1300, 1400, 1600, 2100, 2300, 0000

Area 2: 0200, 0530, 0600, 0630, 0800, 1100, 1300, 1400, 1600, 2100, 2330, 0000

Area 3: 0200, 0430, 0500, 0530, 0600, 0630, 0800, 0900, 1000, 1100, 1200, 1300, 1400, 1600, 2100, 2300, 2330, 0000

Area 4: 0200, 0500, 0600, 0800, 1100, 1200, 1300, 1400, 1430, 1600, 2100, 2200, 2300, 0000

Area 5: 0200, 0500, 0530, 0600, 0800, 1100, 1200, 1300, 1400, 1600, 2100, 2300, 2330, 0000

Area 6: 0200, 0500, 0600, 0800, 0900, 1000, 1100, 1300, 1400, 1600, 2100, 2300, 0000

Area 7: 0200, 0500, 0530, 0600, 0800, 0900, 1000, 1100, 1200, 1300, 1400, 1600, 2100, 2300, 2330, 0000

Area 8: 0200, 0545, 0600, 0800, 0900, 1100, 1200, 1300, 1400, 1600, 2100, 2345, 0000

TMU: The core shifts for TMU shall be as follows:

Day: 0700
Evening: 1500

The ancillary shifts for TMU shall be as follows:

TMU: 0530, 0600, 1100, 1300, 1400

The Parties have collaboratively developed the following CPC shift guidelines for each core and ancillary shift:

Area 1

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	8
E	10	10	10	10	10	10	8

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	8	8	8	8	8	8
E	10	10	10	10	10	10	8

Area 2

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	9	9	9	9	9	9	9
E	12	12	12	12	12	12	10

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	9	9	9	9	9	9	9
E	10	10	10	10	10	10	10

Area 3

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	9
E	12	12	12	12	12	12	10

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	9
E	11	11	11	11	11	11	9

Area 4

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	8
E	12	12	12	12	12	12	9

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	8
E	11	11	11	11	11	11	9

Area 5

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	8
E	10	11	11	11	11	11	9

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	8
E	9	10	10	10	10	10	9

Area 6

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	9	9	9	9	9	9	8
E	11	11	11	11	11	11	9

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	9	9	9	9	9	9	8
E	9	9	9	9	9	9	8

Area 7

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	8
E	11	11	11	11	11	11	9

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	8	8	8	8	8	8
E	11	11	11	11	11	11	9

Area 8:

Summer 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	9	9	9	9	9	8
E	9	9	9	9	9	9	8

Winter 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
M	3	3	3	3	3	3	3
D	8	8	8	8	8	8	8
E	9	9	9	9	9	9	8

TMU Schedules:

Summer: 5/04/2025-09/07/2025

	S	M	T	W	TH	F	S
D	5	5	5	5	5	5	5
E	6	6	6	6	6	6	5

Winter: 1/12/2025-5/03/2025 & 09/08/2025-01/10/2026

	S	M	T	W	TH	F	S
D	5	5	5	5	5	5	5
E	6	6	6	6	6	6	5