

**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 Colorado Springs ATCT concerning the 2027 Basic Watch Schedule (BWS).

Section 1. This Agreement applies to all employees in the Colorado Springs ATCT bargaining unit(s) for the leave year beginning January 10, 2027 and ending January 8, 2028.

Section 2. The BWS, as outlined herein, and attached as Appendix 1 shall become effective January 10, 2027.

Section 3. The Agency has determined the BWS shall consist of the following core and ancillary shifts:

Day shifts:	Evening shifts:	Midnight shifts:
0530 (Core)	1230 (Core)	2200 (Core)
0800 (Ancillary)	1330 (Ancillary)	0000 (Ancillary)
0700 (Ancillary)	1430 (Ancillary)	2000 (Ancillary)
0900 (Ancillary)		

a. The Parties have mutually agreed to the following additional Ancillary shifts:

Day shifts:	Evening shifts:
1000	1500
1100	1600

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)	1230 (2)	2000 (1)
0700 (3)	1330 (2)	2200 (2)
0800 (0)	1430 (2)	0000 (2)
0900 (1)	1500 (1)	
1000 (0)	1600 (2)	
1100 (0)		

Note: The 1500 and 1600 shift will only be assigned as Saturday Evening shifts. The 1330 shift guideline on Saturday Evening is one (1). The 0000 shift will only be assigned as a Sunday Midnight shift. The 0000 shift will begin Saturday at 2345L with 15 minutes of Overtime.

Section 5. The Parties have agreed to the following:

a. Employees shall be assigned the same type of shift (Day, Evening or Midnight) for each work week.

- b. To the maximum extent possible, the rotation of shift types will follow the patterns established in Attachment 1. The Agency will notify the Union any time the agreed upon rotation of shift types can not be accomplished.
- c. To the maximum extent possible, shifts will cascade within the work week from latest to earliest. The same shift may be assigned multiple times in succession. The Agency will notify the Union any time the agreed upon cascade can not be accomplished.
- d. BUEs that bid an Alternate Work Schedule (AWS) line (Attachment 1) agree to work that AWS for the entire leave year. Flexible Shift Times are established in Attachment 1.
- e. Regular Days Off (RDO) are permanent except in the case of the 4-10 AWS line (Attachment 1).
- f. At the request of the employee, subject to operational needs, any shift may be permitted with Agency approval.

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

- a. The Union shall conduct the bidding process. Employees shall be afforded sufficient duty time, not to exceed 15 minutes, to participate in the bidding process. The Union's designee(s) conducting the bidding shall be afforded sufficient duty time to facilitate the bidding process.
- b. Bidding will begin immediately after this agreement is signed.
- c. The bidding process will not continue if an employee is assigned duties that prevent him/her from bidding at the designated time. That employee will be given notice and a reasonable opportunity to bid before proceeding to the next person in the bid sequence.
- d. Employees may bid by proxy for crew assignments.
- e. CPCs will bid prior to CPC-IT/DEVs.
- f. Each bid made during this process will be entered via digital means (bid.natca.org) and will subsequently be transferred into WebScheduler.
- g. New Bargaining Unit Employees, CPC-IT/DEV transfers, and newly certified CPCs will be assigned to the BWS utilizing the following procedures:
 - 1. CPC-IT/DEV transfers and new BUEs who are entering training will be assigned to the BWS by the Agency after collaboration with the Union.
 - 2. Newly certified CPCs shall remain on or return to their bid RDO line. The Agency may reassign newly certified CPCs to a different RDO line for the purpose of balancing the BWS only after collaboration with the Union.

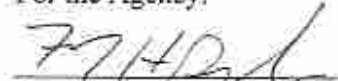
Section 7. This agreement shall expire on the last day of the 2027 leave year, January 8, 2028.

Signed this 7th day of October 2026.

For the Union:


Adam Carnody, COS FACREP

For the Agency:


Frank Spangler, COS ATM

Agency Head Review

Clifton Lovelace
Director, Labor & Employee Relations,
AHL-C000

Date

Appendix 1

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
Sun/Mon														
CPC1	X	X	S	S	S	S	S	X	X	D	D	D	D	D
CPC2	X	X	D	D	D	D	D	X	X	S	S	S	S	S
CPC3	X	X	D	D	D	D	D	X	X	D	D	D	D	D
DEV1	X	X	S	S	D	D	D	X	X	S	S	D	D	D
DEV2	X	X	S	S	D	D	D	X	X	S	S	D	D	D
Mon/Tue														
CPC1	T	X	X	M	M	M	M	M	X	X	S	S	S	S
CPC2	S	X	X	D	D	D	D	D	X	X	M	M	M	M
CPC3	M	X	X	S	S	D	D	D	X	X	D	D	D	D
DEV1	D	X	X	S	S	D	D	D	X	X	S	S	D	D
DEV2	D	X	X	S	S	D	D	D	X	X	S	S	D	D
Tue/Wed														
CPC1	D	S	X	X	D	D	D	D	X	X	D	D	D	D
CPC2	D	D	X	X	S	S	S	S	X	X	D	D	D	D
CPC3	D	D	X	X	D	D	D	D	X	X	S	S	S	S
DEV1	D	D	X	X	S	S	D	D	X	X	S	S	D	D
DEV2	D	D	X	X	S	S	D	D	X	X	S	S	D	D
Wed/Thu														
CPC1	D	D	D	X	X	M	M	M	M	X	X	S	S	S
CPC2	S	S	S	X	X	D	D	D	D	X	X	M	M	M
CPC3	M	M	M	X	X	S	S	S	S	X	X	D	D	D
DEV1	D	D	D	X	X	S	S	D	D	X	X	S	S	S
DEV2	D	D	D	X	X	S	S	D	D	X	X	S	S	S
Thu/Fri														
CPC1	D	D	D	D	X	X	S	S	S	S	X	X	D	D
CPC2	D	D	D	D	X	X	D	D	D	D	X	X	D	D
CPC3	S	S	S	S	X	X	D	D	D	D	X	X	D	D
DEV1	S	D	D	D	X	X	S	S	D	D	X	X	S	S
DEV2	S	D	D	D	X	X	S	S	D	D	X	X	S	S
Fri/Sat														
CPC1	X	M	M	M	M	X	X	S	S	S	S	S	X	X
CPC2	D	D	D	D	D	X	X	X	M	M	M	M	X	X
CPC3	S	S	S	S	S	X	X	D	D	D	D	D	X	X
DEV1	S	S	D	D	D	X	X	S	S	D	D	D	X	X
DEV2	S	S	D	D	D	X	X	S	S	D	D	D	X	X
Sat/Sun														
CPC1	X	D	D	D	D	X	X	D	D	D	D	D	D	X
CPC2	X	S	S	S	S	X	X	S	S	S	S	S	S	X
CPC3	X	D	D	D	D	X	X	D	D	D	D	D	D	X
DEV1	X	S	S	D	D	D	X	X	S	S	D	D	D	X
DEV2	X	S	S	D	D	D	X	X	S	S	D	D	D	X
Note:	All RDOs are permanent with the exception of CPC lines on Fri/Sat RDOs. RDOs for Fri/Sat CPCs will be Friday, Saturday and Sunday only when proceeding 4 10 hour shift.													

Table 1: Basic Watch Schedule
(Continued on next page)

Table 2: Shifts and Flexible Times

Shift Name	Start	End	Flexible Time	Length	Type
0530	0530	1330	0530-0545	8	Day

Shift Name	Start	End	Flexible Time	Length	Type
0700	0700	1500	0630-0700	8	Day
0800	0800	1600	0730-0800	8	Day
0900	0900	1700	0845-0900	8	Day
1000	1000	1800	0945-1000	8	Day
1100	1100	1900	1045-1100	8	Day
1230	1230	2030	1200-1230	8	Evening
1300	1300	2100	1300-1330	8	Evening
1415	1415	2215	1415-1430	8	Evening
1500	1500	2300		8	Evening
1600	1600	0000		8	Evening
2000	2000	0600		10	Midnight
2200	2200	0600		8	Midnight
2400	0000	0800		8	Midnight

(Continued on next page)

Table 2: Shift-type Rotation

Maxiflex-40 3 Line Rotation																													
XX	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X	D	D	D	D	D	X	X	Repeats					
XX	X	X	D	D	D	D	D	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X						
XX	X	X	D	D	D	D	D	X	X	D	D	D	D	D	X	X	S	S	S	S	S	X	X						
Maxiflex-40 4- 10 Line Rotation																													
XX	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X	X	M	M	M	M	X	X	Repeats					
XX	X	X	X	M	M	M	M	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X						
XX	X	X	D	D	D	D	D	X	X	X	M	M	M	M	X	X	S	S	S	S	S	X	X						
Maxiflex-40 2 Line Rotation																													
XX	X	X	D	D	D	D	D	X	X	D	D	D	D	D	X	X	S	S	S	S	S	X	X	S	S	S	S	S	Repeats
XX	X	X	S	S	S	S	S	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X	D	D	D	D	D	
Maxiflex-40 Mid Rotation																													
XX	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X	M	M	M	M	M	X	X	Repeats					
XX	X	X	M	M	M	M	M	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X						
XX	X	X	D	D	D	D	D	X	X	M	M	M	M	M	X	X	S	S	S	S	S	X	X						
Maxiflex-40 4 Line Rotation																													
XX	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X	D	D	D	D	D	X	X	Repeats					
XX	X	X	D	D	D	D	D	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X						
XX	X	X	D	D	D	D	D	X	X	D	D	D	D	D	X	X	S	S	S	S	S	X	X						
XX	X	X	S	S	S	S	S	X	X	D	D	D	D	D	X	X	D	D	D	D	D	X	X						

