



Member Update

MOU with FAA on Fatigue and Basic Watch Schedules

Brothers and Sisters,

FAA and NATCA have agreed on a new [Fatigue MOU](#) that addresses fatigue.

The MOU is intended to provide increased time off to allow air traffic controllers to attain additional rest and mitigate the effects of shift work and fatigue. In addition, the MOU establishes collaborative workgroups to address recommendations identified in the FAA's [Scientific Expert Panel on Air Traffic Controller Safety, Work Hours, and Health](#).

Some of the highlights of the Fatigue MOU are as follows:

Overtime:

- The Agency has determined that it will not require employees to work overtime (scheduled/called in) on their RDO on more than two consecutive sets of RDOs unless the employee volunteers to work a third consecutive overtime shift.
- The procedures for implementing this provision are being collaboratively developed and will include a starting point. Once completed, we will provide you with that information.
- Going forward, we have agreed to establish a workgroup to develop recommendations on the limitations on the number of consecutive overtime assignments that an employee is eligible to work on their RDO set.

Effective with the 2025 BWS:

- Have at least a 10-hour break from the time work ends to the start of any shift. This requirement applies to all shift changes, swaps, and overtime, including scheduled, call-in, and holdover assignments.
- Have an off-duty period of at least 12 hours preceding and following a midnight shift. (A midnight shift is defined as a shift in which the majority of hours are worked between 10:30 p.m. and 6:30 a.m.)

For the 2025 BWS Only:

- Allows the facility to include an option in the 2025 BWS for a “fatigue flex-6” option, allowing employees to work 6 hours on the shift immediately preceding a midnight shift, with the 2 hours worked before the week.
- Going forward, we have agreed to establish a workgroup to address the fatigue factors affecting the counterclockwise rotating 2-2-1 schedule. The strategies will include alternatives to the counterclockwise rotating 2-2-1 schedule to eliminate the use of the schedule.

Effect of Implementation of new fatigue rules:

- If implementation of the provisions contained in the MOU results in a reduction of available staffing during a shift, the Agency commits to ensuring traffic is mitigated to address the staffing reduction.
- In any facility where the Union believes the Agency has violated the above provision, the NATCA Regional Vice President and the Service Area Director, or their designees, shall meet to review the data and, if necessary, develop a plan to address the issue.
- The Agency commits to not reducing leave opportunities in the event implementation of the provisions contained in this Agreement results in a reduction of available staffing.
- In any facility where the Union believes the Agency has violated the above provision, the NATCA Regional Vice President and the Service Area Director, or their designees, shall meet to review the data and, if necessary, develop a plan to address the issue.

Recuperative Breaks:

- We are working collaboratively to develop educational material on the effects of sleep inertia, which is a temporary disorientation and decline in performance after awakening from sleep. Once this material has been developed, it will be made available to employees. After receiving the educational material, employees will be permitted to nap during an authorized recuperative break.
- Going forward, we have agreed to establish a workgroup to identify recuperative break periods and napping provisions for all shifts.

Educational Material:

- We are working collaboratively to develop educational material on the benefits of the scheduling changes being implemented with the MOU.

We encourage you to read and familiarize yourself with the entire MOU. If you have any questions, please follow this [link to contact your RVP](#) or email them to FatigueQuestions@natca.org.

In Solidarity,

The National Executive Board

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