

# CRWG Implementation Phase 1



Federal Aviation  
Administration

# CRWG MOU

## MEMORANDUM OF UNDERSTANDING BETWEEN THE FEDERAL AVIATION ADMINISTRATION AND THE NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION

This Agreement is made by and 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. The Agreement represents the complete understanding of the Parties regarding the determination of Facility Staffing Targets.

**Section 1.** The Agency recognizes that the Facility Staffing Targets contained in the Controller Workforce Plan (CWP) submission as required by Section 221 of Public Law 108-176 (amended by Public Law 117-103) form the basis of the FAA ATC hiring goals. The Agency agrees to meet the requirements of Section 437(e)(1) of the FAA Reauthorization Act of 2024 and title 49 United States Code §44506(e), by submitting a FY25 CWP to Congress adopting and using the staffing models and methodologies developed by the Collaborative Resource Workgroup that were recommended in the 2023 Controller Workforce Plan. See Appendix 1.

The Parties agree that within 7 days of the signing of this Agreement, the Priority Placement Tool (PPT) shall be populated with the staffing targets identified in Section 1 as of the date of this agreement. The Agency agrees to effectuate the bargaining unit employee movement identified in Section 2 based on the staffing targets that are used to form the basis of the FAA ATC hiring goals contained in each subsequent CWP. This Agreement does not constitute an election by the Agency to negotiate staffing numbers.

**Section 2.** On the effective date of this Agreement, the Facility Staffing Targets referenced in Section 1 will be used as a basis for the placement of Academy Graduate and new hire placement, the National Centralized Employee Placement (NCEPT) process, the National Employee Services Team (NEST), and all other bargaining unit employee movement.

**Section 3.** The Parties agree to meet twice quarterly to negotiate the implementation of the CRWG recommendations contained in Appendix 2 of this Agreement.

**Section 4.** This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or CBA on behalf of either Party.

**Section 5.** This Agreement shall remain in effect for the duration of the Parties the 2016 Collective Bargaining Agreement.

Signed this 7th day of May 2025:

For the Union:



Nick Daniels  
NATCA President

For the FAA:



Timothy L. Arel  
Chief Operating Officer, ATO

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# Appendix 1 – CRWG MOU

- 2023 CRWG CPC Target

Facility Name	Facility ID	Type	Level	Hours of Operation	2023 CRWG CPC Target
Anchorage TRACON	A11	Approach Control	8	24	24
Atlanta TRACON	A80	Approach Control	12	24	110
Boston TRACON	A90	Approach Control	11	24	79
Allentown Tower	ABE	Tower and Approach Control	7	24	35

- 2023 Watch Supervision Add-On

Facility Name	Facility ID	Facility Type	Level	2023 Watch Supervision Add-on
Allentown Tower	ABE	Tower and Approach Control	7	2
Albuquerque Tower	ABQ	Tower and Approach Control	8	1
Nantucket Tower	ACK	Tower	5	1
Waco Tower	ACT	Tower and Approach Control	6	2

# Appendix 2 – CRWG MOU

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## CRWG Recommendations

- Non-Standard Rules
- Article 124 Process detachment from NCEPT
- TOL attribute captured in SWB
- Composite Score Generator



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# NRP MOU Changes / Temporary Modifications

## ■ NCEPT Panel: May 21, 2025

### ○ Release Criteria

- 12-month CPC Expected to Target Tool (ETT) utilized
- Current CPC to Target greater than or equal to 80% (as identified in ETT and PPT)
- ETT greater than or equal to 85% (as identified in ETT)

CRWG Target	Percent Per CPC to Target	CPC AOB	Training Time Years	Training Success Rate	Possible Losses	Current % to Target	May-2025 M1 EXPT % CPC to Target CA	Jun-2025 M2 EXPT % CPC to Target CA	Jul-2025 M3 EXPT % CPC to Target CA	Aug-2025 M4 EXPT % CPC to Target CA	Sep-2025 M5 EXPT % CPC to Target CA	Oct-2025 M6 EXPT % CPC to Target CA	Nov-2025 M7 EXPT % CPC to Target CA	Dec-2025 M8 EXPT % CPC to Target CA	Jan-2026 M9 EXPT % CPC to Target CA	Feb-2026 M10 EXPT % CPC to Target CA	Mar-2026 M11 EXPT % CPC to Target CA	Apr-2026 M12 EXPT % CPC to Target CA
110	0.9%	75	1.54	42.2%	0	68.2%	68.2%	68.2%	68.2%	68.6%	68.9%	68.9%	68.9%	71.3%	71.3%	72.0%	72.8%	72.8%
60	1.7%	30	1.67	71.4%	0	50.0%	50.0%	51.2%	51.2%	52.4%	53.6%	54.8%	54.8%	54.8%	56.0%	56.0%	56.0%	57.1%
22	4.5%	19	0.86	90.0%	4	86.4%	86.4%	86.4%	90.5%	98.6%	98.6%	102.7%	102.7%	102.7%	102.7%	102.7%	102.7%	102.7%
41	2.4%	26	2.21	90.4%	0	63.4%	63.4%	63.4%	63.4%	63.4%	63.4%	63.4%	63.4%	65.6%	65.6%	65.6%	65.6%	65.6%
30	3.3%	24	1.24	89.1%	0	80.0%	80.0%	83.0%	79.6%	79.6%	79.6%	79.6%	79.6%	76.3%	76.3%	79.3%	79.3%	79.3%
60	1.7%	36	1.63	78.9%	0	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	63.9%	65.3%	66.6%	67.9%
22	4.5%	18	0.96	93.9%	4	81.8%	81.8%	81.8%	86.1%	86.1%	86.1%	86.1%	90.4%	90.4%	98.9%	98.9%	98.9%	98.9%
41	2.4%	28	0.87	67.2%	0	68.3%	68.3%	68.3%	68.3%	69.9%	69.9%	73.2%	74.9%	74.9%	74.9%	78.1%	78.1%	78.1%
12	8.3%	11	0.79	97.1%	4	91.7%	91.7%	99.5%	99.5%	99.5%	115.7%	115.7%	115.7%	115.7%	115.7%	115.7%	115.7%	115.7%
58	1.7%	49	1.73	92.1%	1	84.5%	84.5%	86.1%	86.1%	86.1%	86.1%	86.1%	86.1%	86.1%	86.1%	86.1%	86.1%	86.1%
43	2.3%	38	1.52	95.0%	2	88.4%	81.4%	81.4%	83.6%	83.6%	85.8%	85.8%	83.5%	83.5%	87.9%	87.9%	87.9%	87.9%
19	5.3%	14	0.73	78.1%	0	73.7%	73.7%	68.4%	68.4%	76.6%	76.6%	80.7%	89.0%	89.0%	89.0%	89.0%	89.0%	89.0%
25	4.0%	17	1.85	75.0%	0	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	71.0%	71.0%
207	0.5%	170	2.75	75.2%	0	82.1%	80.1%	80.1%	80.4%	80.0%	80.3%	78.7%	78.7%	79.8%	80.9%	80.9%	80.9%	80.9%
295	0.3%	241	2.52	82.8%	4	81.7%	81.6%	81.9%	82.2%	83.6%	83.3%	83.5%	83.5%	83.8%	84.7%	84.9%	85.8%	86.1%
298	0.3%	248	2.63	78.7%	11	83.2%	84.3%	84.2%	84.7%	84.9%	86.2%	86.2%	86.4%	86.4%	86.4%	86.7%	87.8%	88.6%
345	0.3%	273	2.31	75.6%	0	79.1%	78.3%	78.2%	77.9%	76.7%	76.7%	76.9%	76.7%	77.2%	77.6%	77.3%	78.0%	78.4%
343	0.3%	285	3.02	84.6%	9	83.1%	83.3%	83.5%	83.8%	83.8%	84.3%	84.8%	85.0%	85.5%	85.5%	86.0%	86.7%	87.5%



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# NRP MOU Changes / Temporary Modifications

- Release Date
  - NCEPT identifies release date
  - No earlier than 3 months from selection date
  - First month sustained greater than or equal to 85% as identified in ETT
  - No later than 12 months from selection date
  - At the election of the employee, release date may be extended up to two pay periods past original release date
  - Extensions beyond the timeframes above will require a deviation
- OTCWF Deviation Process
  - 80% current / 85% ETT
- Quarterly Review of NRP/NCEPT Process



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# Data Source for ETT

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- National Training Database (NTD) for historical certification times
- NTD for years to train
- NTD for success rate
- Staffing Workbook (SWB) for back up certification times
- Outbounds via SWB, Firm Offer Letter
- Inbounds via Priority Placement Tool (PPT) trainee count



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# 12-Month Expected to Target (ETT) Spreadsheet

CRWG Target	Percent Per CPC to Target	CPC AOB	Training Time Years	Training Success Rate	Possible Losses	Current % to Target	May-2025 M1 EXPT % CPC to Target CA	Jun-2025 M2 EXPT % CPC to Target CA	Jul-2025 M3 EXPT % CPC to Target CA	Aug-2025 M4 EXPT % CPC to Target CA	Sep-2025 M5 EXPT % CPC to Target CA	Oct-2025 M6 EXPT % CPC to Target CA	Nov-2025 M7 EXPT % CPC to Target CA	Dec-2025 M8 EXPT % CPC to Target CA	Jan-2026 M9 EXPT % CPC to Target CA	Feb-2026 M10 EXPT % CPC to Target CA	Mar-2026 M11 EXPT % CPC to Target CA	Apr-2026 M12 EXPT % CPC to Target CA
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60	1.7%	30	1.67	71.4%	0	50.0%	50.0%	51.2%	51.2%	52.4%	53.6%	54.8%	54.8%	54.8%	56.0%	56.0%	56.0%	57.1%
22	4.5%	19	0.86	90.0%	4	86.4%	86.4%	86.4%	90.5%	98.6%	98.6%	102.7%	102.7%	102.7%	102.7%	102.7%	102.7%	102.7%
41	2.4%	26	2.21	90.4%	0	63.4%	63.4%	63.4%	63.4%	63.4%	63.4%	63.4%	63.4%	65.6%	65.6%	65.6%	65.6%	65.6%
30	3.3%	24	1.24	89.1%	0	80.0%	80.0%	83.0%	79.6%	79.6%	79.6%	79.6%	79.6%	76.3%	76.3%	79.3%	79.3%	79.3%
60	1.7%	36	1.63	78.9%	0	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%	63.9%	65.3%	66.6%	67.9%
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25	4.0%	17	1.85	75.0%	0	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	68.0%	71.0%	71.0%
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# NCEPT SOP Changes / Temporary Modifications

## ■ Gaining Criteria

- Once selected into a facility, a candidate will no longer be considered for a facility of lesser need during the panel.
- Consideration of ERR requests will occur up to 100% Projected to Target for Terminal facilities and the EnRoute National Average +5% for EnRoute facilities. For the May 21, 2025, panel, staffing for EnRoute facilities will occur up to 88.9% (as determined based on data freeze date). All facilities will make one selection at a time, with the exception below.
- In the first iteration of Round 1, if a facility is eligible to gain 20 or more, the facility will be eligible to make two selections, if available. These facilities will make one selection, if available, at a time during subsequent iterations of Round 1.
- After all ERRs are considered during Round 1, remaining ERRs that meet the release eligibility requirements in the NRP will be into FPL 8 and below Tower-only facilities up to 100% +1 Projected to Target, if the facility has less than one year training time as indicated in the PPT.



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# NCEPT SOP Changes / Temporary Modifications

## ■ Additional SOP Changes

- Selections will be made from facilities greater than or equal to 80% Current CPC to Target with an ETT greater than or equal to 85% in the 12<sup>th</sup> month, in accordance with the National Release Policy (NRP).
- The ETT percentages will be recalculated after each selection for the losing facility. Selections stop once a facility drops below 85% ETT.
- In the first iteration of Round 1, CPCs that have been facility certified for at least 12 months will only be considered for placement. At the conclusion of the panel, the PPT and ETT spreadsheet will be updated with each ERR selection.
- Special consideration for DCA, ZAB, AUS. Eligible ERRs into the facilities will be considered prior to beginning Round 1 of the NCEPT panel.



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# NCEPT Priority List

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- Facilities will be prioritized based on a collaboratively developed formula (NCEPT Priority List) that considers the following:
  - Facility Staffing (current and projected, to include the number of trainees)
  - Facility Level/Type
  - Core 30 and Underlying TRACONs
  - Training Success Rate
  - Training Time in Years



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# Future Implementations / Phase 2

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- Non-Standard Rules
- Remove Article 124 from NCEPT
- TOL SWB Attribute
- Composite Score Generator



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# Future Recommendations


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- Off-Cycle for FPL 9s and Below
- ERR Filing
- Continue Working MOU and SOP Updates
- NEST
- Section 804



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A tall, cylindrical air traffic control tower with a glass-enclosed observation deck at the top, set against a clear blue sky. The tower is white with a dark band around the observation deck.

Please forward  
questions  
through your  
leadership team  
and NCEPT Reps.



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