



Member Update

NATCA Reaches Agreement with FAA on New Incentive Program to Support Controller Staffing

Attention Slate Book Facility Representatives:

This message and accompanying MOU are being distributed to you ahead of their release to the rest of the membership at approximately 2:30 p.m. EDT.

NATCA Members,

We're pleased to share that NATCA has reached an agreement with the Federal Aviation Administration (FAA) on a new incentive program aimed at strengthening the recruitment and retention of air traffic controllers.

This agreement represents an important step in addressing staffing challenges across the National Airspace System. Key elements of the program include:

- A graduation bonus for new students who successfully complete Initial Qualification (IQ) training at the FAA Academy,
- Bonuses to encourage new graduates to begin in-facility training at locations that are hard to staff or have a high cost of living, and
- A 20% basic pay bonus offered annually to certified professional controllers who are eligible for retirement but choose to remain on the job.

We believe this program will provide meaningful support for both new trainees and experienced controllers and reflects the joint commitment to maintain a strong, stable workforce. NATCA remains dedicated to working with the FAA and Department of Transportation to advance safety, staffing, system modernization, and facility improvements.

The final Memorandum of Understanding containing the details of the program can be reviewed [here](#).

If you have questions or would like additional information about this agreement, please reach out to your Regional Vice President.

In Solidarity,

Nick Daniels
NATCA President

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