

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, AFL-CIO ("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 Agency's implementation of a time-limited Recruitment Award and Retention Incentive Package for certain Air Traffic Control Specialists, and Traffic Management Coordinators/Specialists (Bargaining Unit Status Code 0061 and 0053) in Job Series 2152 engaged in the separation and control of live traffic. This Package is intended to support staffing needs within the air traffic system.

Section 1. Definitions:

- **New Hire** is defined as an individual who is not currently a federal employee and has never been employed as an Air Traffic Control Specialist in a terminal or en route air traffic control facility in the Agency.
- **Academy Graduate (AG)** is defined as an air traffic controller in training at a field facility who has never been facility certified in a terminal or en route air traffic control facility in the FAA.
- **Certified Professional Controller (CPC)** is defined as an Air Traffic Control Specialist, who is or has been facility certified in a terminal or en route air traffic control facility in the Agency.

Section 2. A bargaining unit employee (BUE) who, on the effective date of this Agreement, has successfully completed the Initial Qualifications (IQ) training and is at the AG career level will receive a one-time, lump-sum payment of \$5,000. This lump sum shall be processed within thirty (30) days of the effective date of this agreement.

Section 3. A New Hire who successfully completes the IQ training and achieves AG career level status between April 30, 2025, and April 30, 2028, will receive a one-time, lump-sum payment of \$5,000. This lump sum shall be processed within thirty (30) days of the BUE achieving AG status.

Section 4. An AG who, on or between April 30, 2025, and April 30, 2028, is assigned to one of the following air traffic facilities will receive a one-time, lump-sum payment of \$10,000. This lump sum shall be processed within thirty (30) days of this Agreement or within thirty (30) days of the assignment:

1. Roswell Tower (ROW)
2. Bangor Tower (BGR)
3. Lake Charles Tower (LCH)
4. New York Center (ZNY)
5. Tucson TRACON (U90)
6. Norfolk Tower (ORF)
7. Moisant Tower (MSY)
8. Albuquerque Tower (ABQ)
9. Columbus Tower (CMH)
10. Joshua TRACON (JCF)
11. Anchorage TRACON (A11)

- 12. San Juan Center (ZSU)
- 13. Midland Tower (MAF)

The Parties may meet to review and discuss the facilities identified above. Upon mutual agreement of the Parties, facilities may be added to or subtracted from the list, based on the intended purpose of this Agreement.

Section 5. A BUE at the AG career level who, on or between April 30, 2025, and April 30, 2028, is assigned to an air traffic control facility identified in Appendix I of this Agreement will receive a one-time, lump-sum payment of \$5,000. This lump sum shall be processed within thirty (30) days of this Agreement or within thirty (30) days of the assignment.

Section 6. A CPC who, as of the effective date of this Agreement, is eligible for Air Traffic Controller Retirement, will be entitled to a lump sum payment equal to twenty percent (20%) of their Basic Pay, subject to the "Recruitment and Retention Incentive Package" service agreement (Appendix II). This payment will be processed within thirty (30) days of the signing of the service agreement. For each additional year, payment will be processed within thirty (30) days of the signing of the subsequent service agreement.

Section 7. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or CBA on behalf of either Party.

Section 8. This Agreement shall expire three (3) years from the effective date of this Agreement or when the executed service agreement commitments have been fulfilled, whichever is later.

Signed this 30th day of April 2025.

For the Union:



Nick Daniels
NATCA President

For the Agency:



Timothy L. Arel
Chief Operations Officer (COO)

Appendix I

Recruitment Award; Section 5 Facilities

1. San Diego-Carlsbad, CA:

- a. CRQ
- b. MYF
- c. SAN
- d. SCT
- e. SEE

San Diego-Carlsbad, CA Core Based Statistical Area includes San Diego County in California.

2. Seattle-Tacoma-Bellevue WA:

- a. BFI
- b. PAE
- c. S46
- d. SEA
- e. ZSE

Seattle-Tacoma-Bellevue, WA metropolitan area is comprised of King, Pierce, and Snohomish Counties in the State of Washington.

3. Miami-Fort Lauderdale-West Palm Beach, FL:

- a. FLL
- b. FXE
- c. MIA
- d. PBI
- e. TMB
- f. ZMA

Miami-Fort Lauderdale-West Palm Beach, FL Core Based Statistical Area includes Broward, Miami-Dade, and Palm Beach Counties in Florida.

4. San Francisco-Oakland-Haywood, CA:

- a. CCR
- b. HWD
- c. LVK
- d. OAK
- e. SFO
- f. ZOA

San Francisco-Oakland-Hayward, CA metropolitan area is comprised of Alameda, Contra Costa, Marin, San Francisco, San Mateo Counties in the State of California.

5. Hawaii:

- a. HCF
- b. ITO
- c. OGG

6. Boston-Cambridge-Newton MA-NH:

- a. BED
- b. BOS
- c. MHT

Boston-Cambridge-Newton, MA-NH Core Based Statistical Area includes Essex, Middlesex, Norfolk, Plymouth, and Suffolk Counties in Massachusetts and Rockingham and Strafford Counties in New Hampshire.

7. New York-Newark, NY-NJ-CT-PA:

- a. CDW
- b. EWR
- c. FRG
- d. HPN
- e. ISP
- f. JFK
- g. LGA
- h. MMU
- i. N90
- j. POU
- k. TEB
- l. ZNY

New York-Newark-Jersey City, NY-NJ-PA Core Based Statistical Area includes Bronx, Dutchess, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, and Westchester Counties in New York; Bergen, Essex, Hudson, Hunterdon, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex, and Union Counties in New Jersey; and Pike County in Pennsylvania.

8. Los Angeles-Long Beach-Anaheim, CA:

- a. BUR
- b. EMT
- c. JCF
- d. LAX
- e. LGB
- f. POC
- g. SMO
- h. SNA
- i. TOA
- j. VNY
- k. ZLA

Los Angeles-Long Beach-Anaheim, CA Core Based Statistical Area includes Los Angeles and Orange Counties in California.

Appendix II
Retention Incentive Package Service Agreement

Employee Name: _____

Facility: _____

I understand and agree that the following conditions apply to my Retention Incentive Package:

The employee will forfeit the incentive payment within the time period specified in this Retention Incentive Package Service Agreement if any of the following conditions occur during the service period:

- (1) The employee is no longer an Air Traffic Control Specialists, or Traffic Management Coordinators/Specialists (Bargaining Unit Status Code 0061 and 0053) in Job Series 2152 engaged in the separation and control of live traffic at their current position and/or facility;
- (2) The employee fails to maintain operational currency,
- (3) The employee ceases to be medically qualified to perform active air traffic control duties;
- (4) The employee is downgraded due to performance or removed from federal service for cause;
- (5) The employee voluntarily leaves the position covered by the service agreement prior to completing the required service period.

In any of these cases, the employee will forfeit the incentive payment within the current service agreement period and will be required to repay the amount previously received under the current service agreement period, except when the employee is unable to meet the terms of his/her service agreement due to separation in accordance with 5 U.S.C. § 8335(a), or due to disability or serious health condition. In these circumstances, the employee will retain payments previously made that were attributable to completed service and forfeit any prorated payment not attributable to completed service. The collection of the indebtedness or an employee's request for a waiver of the indebtedness will be handled in accordance with the 2016 Collective Bargaining Agreement.

This agreement is effective for the period of _____ to _____.
(Date) (Date)

Employee Signature

Date

Approving Official Name and Title

Approving Official Signature

Date