

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION, AFL-CIO  
(NATCA)  
AND  
SERCO, INC.**

The National Air Traffic Controllers Association (“NATCA” or “Union”) and Serco, Inc. (“Serco” or “Employer”), collectively referred to herein as “the Parties,” hereby agree as follows:

**Section 1.** The Parties agree to extend the terms of the Parties’ January 1, 2022, Collective Bargaining Agreement (CBA) until February 1, 2029, except as modified herein.

**Section 2.** The Parties agree to modify Article 18, Sections 1 and 2 of the Parties’ January 1, 2022, Collective Bargaining Agreement (CBA), as follows:

**Section 1.** Effective January 1, 2025, employees shall receive a base wage rate increase of five percent (5%). Beginning on February 1, 2026, and for each subsequent February 1<sup>st</sup> for the life of this agreement, employees shall receive an additional increase of four percent (4%). Wage rates can be found in Appendix 2 annexed hereto. IWA (Mesa-Gateway FCT) employees shall receive a complexity pay not less than an additional \$.75/hour. CHD (Chandler FCT) employees shall receive a complexity pay not less than an additional \$.50/hour.

Facilities where NATCA becomes the exclusive bargaining representative after January 1, 2025, shall receive a base wage rate increase of five percent (5%) effective February 1, 2026. For each subsequent February 1<sup>st</sup> for the life of this agreement, employees shall receive an additional increase of four percent (4%).

**Section 2.** Wage rate adjustments shall be made upon receipt of the modification of the contract from the FAA incorporating the applicable wage rates retroactive to January 1, 2025, for the first wage increase of current bargaining unit employees, and retroactive to February 1<sup>st</sup> for the subsequent wage increases. The Parties agree that the “modification of the contract from the FAA” condition relates only to the date that employees will begin to receive the wage rate adjustment, not whether the wage rate adjustment will be paid.

**Section 3.** The Parties agree to modify Article 37, Section 1 as follows:

Effective January 1, 2025, the Employer will contribute to employees’ health and welfare benefits at the rate of \$5.27 per hour worked. Beginning on February 1, 2026, and for each subsequent February 1<sup>st</sup> for the life of this agreement, employees shall receive a health and welfare rate increase of seven percent (7%). These adjustments shall become effective upon receipt of the modification of the contract from the FAA incorporating the H&W adjustment retroactive to the prior February 1<sup>st</sup>. The Parties agree that the

“modification of the contract from the FAA” condition relates only to the date that employees will begin to receive the H&W rate adjustment, not whether the H&W rate adjustment will be paid.

**Section 4.** The Parties agree that all other terms and conditions remain in effect and there are no other changes to the CBA or any local, regional, or national agreements/past practices reached since the effective date of the CBA.

**Section 5.** This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation, or CBA on behalf of either Party.

Signed this 11th day of December 2024:

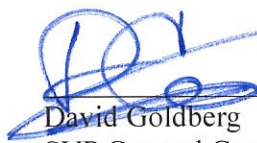
For NATCA:

For Serco, Inc.



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Nicole Vitale  
Director of Labor Relations



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David Goldberg  
SVP General Counsel

**Appendix II Wage Rates - Effective January 1, 2025**

Facility Name	Current Wage Rate	01/01/2025 Wage Rate	02/01/2026 Wage Rate	02/01/2027 Wage Rate	02/01/2028 Wage Rate	02/01/2029 Wage Rate
Chandler, AZ (CHD)	\$ 36.94	\$ 38.79	\$ 40.34	\$ 41.95	\$ 43.63	\$ 45.38
Hailey, ID (SUN)	\$ 37.46	\$ 39.33	\$ 40.90	\$ 42.54	\$ 44.24	\$ 46.01
Fullerton, CA	\$ 41.12	\$ 43.18	\$ 44.91	\$ 46.71	\$ 48.58	\$ 50.52
Bozeman, MT (BZN)	\$ 35.37	\$ 37.14	\$ 38.63	\$ 40.18	\$ 41.79	\$ 43.46
Hawthorne, CA (HHR)	\$ 41.12	\$ 43.18	\$ 44.91	\$ 46.71	\$ 48.58	\$ 50.52
Henderson, NV (HND)	\$ 37.13	\$ 38.99	\$ 40.55	\$ 42.17	\$ 43.86	\$ 45.61
Jackson Hole, WY (JAC)	\$ 37.13	\$ 38.99	\$ 40.55	\$ 42.17	\$ 43.86	\$ 45.61
Renton, WA (RNT)	\$ 39.59	\$ 41.57	\$ 43.23	\$ 44.96	\$ 46.76	\$ 48.63
Riverside, CA (RAL)	\$ 41.40	\$ 43.47	\$ 45.21	\$ 47.02	\$ 48.90	\$ 50.86
San Luis Obispo, CA (SBP)	\$ 40.49	\$ 42.51	\$ 44.21	\$ 45.98	\$ 47.82	\$ 49.73
Troutdale, OR (TTD)	\$ 38.04	\$ 39.94	\$ 41.54	\$ 43.20	\$ 44.93	\$ 46.73
Gateway, AZ (IWA)	\$ 38.22	\$ 40.13	\$ 41.74	\$ 43.41	\$ 45.15	\$ 46.96
Aurora, OR (UAO)	\$ 37.03	\$ 38.88	\$ 40.44	\$ 42.06	\$ 43.74	\$ 45.49
Fort Collins, CO (FNL)	\$ 39.32	\$ 41.29	\$ 42.94	\$ 44.66	\$ 46.45	\$ 48.31