

2020 BASIC WATCH SCHEDULE BID
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND THE
FEDERAL AVIATION ADMINISTRATION

This agreement is made and entered into by the local Chicago Center National Air Traffic Controllers Association (NATCA) and the local Federal Aviation Administration (FAA). This agreement shall only apply to the Air Traffic Control Specialists and the Traffic Management Coordinators (TMC) Bargaining Unit employees at Chicago Air Route Traffic Control Center (ARTCC). It represents the parties' understanding and agreement on the Basic Watch Schedule (BWS) and bidding procedures to the 2020 BWS for Chicago ARTCC. This memorandum is read in accordance with the Collective Bargaining Agreement (CBA) between NATCA and the FAA dated July 2016.

1. The BWS as identified in Attachment E to this Agreement is defined as follows:
 - a. Seven (7) days per week.
 - b. Twenty-four (24) hours per day.
 - c. Permanent and/or rotating shifts as bid.
 - d. Fixed or rotating days off, as bid.
2. Shifts
 - a. The core and ancillary shifts with flex times are established in Attachment C to this MOU.
 - i. Facility core shifts are 0700L, 1500L, 2200L.
 - b. Employees may work a flexible and/or compressed work schedule.
 - c. The parties may negotiate more than three (3) ancillary shifts attached to each facility core shift.
3. BWS Development
 - a. The parties will collaborate to develop:
 - i. Area Roster (Attachment A)
 - ii. Coverage Requirements and Shift Guidelines (Attachment B)
 - iii. Ancillary Shifts, including flex times (Attachment C)
 - iv. Shift Breakdowns (Attachment D)
 - v. BWS (Attachment E)

- b. NATCA will build the BWS utilizing those coverage requirements and shift breakdowns.
- c. NATCA cannot propose a schedule in which an employee works more than three Mid shifts in a given workweek. An employee must, however, work at least one Day and/or Swing shift during the administrative workweek.
- d. NATCA may identify back-up mid night shifts as part of the BWS. Back-up Mid shifts will only be utilized to cover vacated midnight shifts prior to publishing of the schedule.
- e. The Agency will post the 2020 BWS on Chicago Center Comprehensive Electronic Data Analysis and Reporting (CEDAR), or other authorized electronic means, which will fulfill the Agency's posting requirement.
- f. Prior to the bid process, the Agency will determine the shifts, if any, that may be converted to part-time. Employees who want to work a part-time schedule should bid a line in which one of these shifts is available. Requests for part-time will be considered once the BWS bid is complete.
- g. BWS bid for Developmental Controller/Certified Professional Controllers in Training (CPC-IT's) shall be completed by the parties after the Certified Professional Controllers (CPC) BWS is complete and prior to bidding annual leave.

4. Bid Eligibility

- a. All employees identified as CPC in Attachment A shall bid the CPC/TMC BWS.
- b. All employees identified as Developmental in Attachment A shall bid the Developmental and CPC/TMC-IT BWS.

5. Bid Procedures

- a. Bidding to the watch schedule shall be conducted by seniority, as determined by NATCA, within each operational area.
- b. NATCA will develop the bid procedures and will provide the Agency with the bid order and procedures prior to the bid.
- c. The Agency will assist NATCA in conducting the bid by releasing employees from the floor when it is the employee's turn to bid, based on operational necessity.
- d. Each Area NATCA Representative or designee shall be released from operational duties on the day of the BWS bid.
- e. An employee will have a maximum of thirty (30) minutes, from the time they are released from their respective areas, to make a bid selection and report back to the area. In the event that the bid process takes longer than thirty (30) minutes, the employee will call the Operational Supervisor-in-Charge (OSIC), Controller-In-

Charge (CIC) or Operations Manager-in-Charge (OMIC) (in the event that the OSIC or CIC is not available) and request additional time to complete their bid.

- f. 2020 Schedule as Bid shall be submitted to the parties of this agreement by close of business the day after the BWS bid.
6. Adding and/or Rebidding BWS Bid Lines for CPCs/TMCs
 - a. The Area Manager/designee and NATCA Representative/designee will collaborate on a new line to bid.
 - b. NATCA will re-bid the BWS with the new line.
 - c. A Bargaining Unit Employee will not be involuntarily removed from their bid line unless or until the parties to this agreement engage in mid-term bargaining at the facility level following the provisions of Article 7 of the Collective Bargaining Agreement (CBA) between NATCA and the FAA dated July 2016. The procedures identified in section 6(a) of this MOU do not satisfy the requirement for mid-term bargaining identified in this section.
 7. Adding and/or Rebidding BWS Bid Lines for Developmental Controllers or CPC/TMC- ITs.
 - a. The bid lines will be identified utilizing the procedures outlined in paragraph 6a.
 - b. NATCA will bid the identified line(s) by seniority among Developmental Controllers/CPC/TMC- ITs only.
 8. Following the BWS bid, the Agency will assign Bargaining Unit Employees to a crew that aligns as much as feasible with the OS to whom they directly report and provide NATCA a copy of the assignments by January 4, 2020. While crew changes should be minimal, they may be necessary to maximize opportunities for OS/Employee interaction. Any updates to crew rosters shall be forwarded to NATCA.
 9. The 2020 BWS will become effective January 5, 2020.
 10. Any discrepancies involving interpretation during the course of this MOU will be reviewed and decided upon by the Parties to this agreement. This MOU may be reopened by the Parties in accordance with Article 7 of the CBA.
 11. This agreement shall expire on the last day of the 2020 leave year, January 2, 2021.


Signed this 15th day of November, 2019

For the Union:



Toby Hauck
NATCA Facility Representative

For the Agency:



Dino Hall
Air Traffic Manager