

## 2019 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 2019 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 2019 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. 2019 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 team 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 5, 2019. 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 the NATCA Facility Representative.

9. The 2019 BWS will become effective January 6, 2019.

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 2019 leave year, January 4, 2020.

For NATCA



Date:

10/4/2018

For FAA



Date:

10/4/2018

## 2019 ROSTER - EAST AREA

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
NAME		33	NAME			NAME	
1	Breidenbach, Robert	Ret. 6/30/19	46			Goering, Keith (MDQ)	Ret. 11/30/19
2	Ertz, Ryan		47		SHADOW	Starleaf, Christopher	Ret. 3/31/19
3	Feige, Greg		48			Hines, Jason	FD
4	Fenstermaker, David		49				
5	Fly, Daniel		50				
6	Govednik, Ian		51				
7	Kendall, Jasmine		52				
8	Kim, Sung		53				
9	Korf, Melissa		54				
10	Lewandowski, Raymond		55				
11	Lincoln, Robert		56				
12	Liska, Jonathan		57				
13	McGinty, Jeremy		58				
14	McWee, Michael		59				
15	Mendenhall, Robert		60				
16	Moeller, Danika						
17	Morales, Jose						
18	Myers, Ryan						
19	Nelson, Curtis						
20	Nelson, Scott						
21	Parnell, Tera						
22	Perez, Daniel						
23	Prelich, Jozef						
24	Scegiel, Matthew						
25	Schwinn, Benjamin						
26	Sexton, James		1	Barker, Timothy			
27	Shaw, Laine		2	Diaz, Michael			
28	Sorenson, Steven		3	Erdmann, Justin			
29	Swanson, Jake		4	Garnhart, Koby			
30	Taylor, Steven		5	Gibson, Allison			
31	Vitek, Michael		6	Martin, Ken			
32	Weidenbach, Samuel		7	Meek, Parker			
33	Wiezorek, Lewis		8	Momjian, Curtis			
34			9	Salazar, Samuel			
35			10	Whidden, Danielle			
36			11	Wood, Steven			
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## 2019 ROSTER - NORTH AREA

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
NAME		31	NAME			NAME	
1	Balunda, Michael		46		SHADOW	Cardaras, Andrew	Ret. 02/28/19
2	Baptista, Robert		47			Jonathan, Andrew	TFR
3	Bauer, Brad		48				
4	Bender, David		49				
5	Cassell, Brant		50				
6	Dell, Jenna		51				
7	Duffey, Michael	Ret. 09/30/19	52				
8	Eckstein, Julie		53				
9	Gillibrand, Todd		54				
10	Golovin, Nicholas		55				
11	Harrison, Dean		56				
12	Hart, James		57				
13	Hart, Julie		58				
14	Ithal, James		59				
15	Jenkins, Kevin		60				
16	Kraus, Carie						
17	Labudde, Nicholas						
18	Lanzara, Joseph						
19	Madsen, Benjamin						
20	McCluskey, Jeffrey						
21	Norton, Brian						
22	Pivonka, Joseph	Ret. 10/31/19					
23	Ramsey, Tracy	Ret. 11/30/19					
24	Rand, Joseph						
			<b>Developmental List</b>				
25	Rentschler, Kelly				<b>NAME</b>		<b>14</b>
26	Sands, Michael		1	Arvoy, Pasquale			
27	Sharpe, Joseph		2	Digiacommo, Anthony			
28	Sneller, Jason		3	Dofflemyer, Robert			
29	Swanson, Mark		4	Ennis, Kenith			
30	Webster, Kyle		5	Evans, Anthony			
31	Witte, Evan		6	Gaddini, Mark			
32			7	Gonzalez, Reynaldo			
33			8	Guihan, Jordan			
34			9	Houdlette, Bradford			
35			10	Klein, John			
36			11	Nichols, Ronald			
37			12	Shea, Matthew			
38			13	Small, Tell			
39			14	Vinci, Paul			
40			15				
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## 2019 ROSTER - NORTHEAST AREA

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
NAME		29	NAME			NAME	
1	Arevalo, Rudy		46			Hauck, Toby	FAC REP
2	Asmus, Edward		47			Prigge, Stacey	12/22/18
3	Corso, Dustin	ERR 6/9/19	48				
4	Curl, Tiffany		49				
5	Debruicker, Michael		50				
6	Duda, Adam		51				
7	Geary, Patrick		52				
8	Gribschaw, Brian		53				
9	Gwyer, Todd		54				
10	Hegarty, Genevieve		55				
11	Land, Marlaina		56				
12	Lesnicki, Marcin		57				
13	Lewis, Clifford		58				
14	Malone, David		59				
15	Marzell, Gloria		60				
16	Morales, Jessica						
17	Nicholas, David						
18	Parnell, Armar						
19	Passialis, Socrates						
20	Phillips, Matthew						
21	Power, Kevin						
22	Schwarz, Stephen						
23	Snider, Joel						
24	Sweet, John						
25	Thompson, Tiffany						
			<b>Developmental List</b>				
			<b>NAME</b>		<b>15</b>		
26	Thue, Joseph		1	Baniecki, Andrew			
27	Tschida, Matthew		2	Betelak, Luke			
28	Vander Veen, Bradley		3	Carrerio, Jonathan			
29	Weber, Kristin		4	Couch, Alexander			
30			5	Dailey, Conor			
31			6	Fox, Edward			
32			7	Hackler, Garrett			
33			8	Kang, Hyungmin			
34			9	Mannette, Kelvin			
35			10	Neal, Maurice			
36			11	Price, Daniel			
37			12	Pugh, Kelley			
38			13	Swanljung, Andreas			
39			14	Trinh, Huy			
40			15	Wilson, Bryce			
41			16				
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43			18				
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## 2019 ROSTER - NORTHWEST AREA

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
NAME		34	NAME			NAME	
1	Albert, Anthony		46		SHADOW	Monaghan, Edward	Ret. 2/28/19
2	Chrenen, Mark		47			Smid, Raymond	TFR
3	Ehrman, Ralph	Ret. 8/31/19	48				
4	Evans, Cory		49				
5	Evans, Kenneth		50				
6	Failor, Carl		51				
7	Gabel, Amy		52				
8	Gruber, Jennifer		53				
9	Hackney, Charles	ERR 8/4/2019	54				
10	Hannigan, Daniel		55				
11	Hoesley, Helen		56				
12	Hughes, Blakely		57				
13	Konzal, Jeffrey		58				
14	Kshatriya, Jay		59				
15	Kunst, Michael		60				
16	Ludvigson, Jonathan						
17	Mabbitt, Maxwell						
18	Meyer, Andrew						
19	Mockler, Michael						
20	Poces, Melissa						
21	Ronowski, Bradley						
22	Rosales, Mariano						
23	Rux, Nathan						
24	Sano, Lisa						
25	Sipich, Sarah						
26	Skonie, Patrick						
27	Soto, John						
28	Spiwak, Philip						
29	Swanson, Eric						
30	Torres, Gabriel						
31	Turnbull, Matthew	ERR 8/4/2019					
32	Vogelsinger, Brian						
33	Waid, Matthew						
34	Wyatt, Russell						
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## Developmental List

## NAME

10

1 Andrews, Matthew

2 Barr, Matthew

3 Campbell, Jeremiah

4 Ford, Lamon

5 Galindez-Arroyo, Isabelle

6 Guth, Joseph

7 Malicote, Austin

8 McGillicuddy, Cameron

9 Vanwinkle, Tyler

10 Vilicka, David



## ATTACHMENT A:

## 2019 ROSTER - SOUTH AREA

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
NAME		32	NAME			NAME	
1	Bacon-McNeal, Delorean		46			Zilonis, Brian	?
2	Ballard, Joshua		47				
3	Behrens, Jeffrey		48				
4	Bellomo, James		49				
5	Bowers, Russell		50				
6	Branch, Bethany	ERR 6/9/19	51				
7	Buchanan, Michelle		52				
8	Chalberg, Matthew		53				
9	Cieplik, Richard		54				
10	Cribbs, Reggie		55				
11	Deznan, Patricia		56				
12	Gaber, Gaston		57				
13	Gault, Carrie		58				
14	Gonzalez, Monica		59				
15	Hall, John	Ret. 7/31/19	60				
16	Hargrove, Adam						
17	Harris, Ryan						
18	Henison, Trenton						
19	Hollarbush, Kris						
20	Indurante, Benedict						
21	Marshall, Donald						
22	McWhorter, Justin	ERR 8/4/2019					
23	Michalowski, Justin						
24	Mildice, Luke						
			<b>Developmental List</b>				
25	Pallan, Quentin						
			<b>NAME</b>		<b>12</b>		
26	Prochaska, Dawn		1	Berry, Anwar			
27	Schulz, Cassandra		2	Deidrich, Troy			
28	Sipich, David		3	DeWitte, Alex			
29	Spaeth, Alexander		4	Eilers, Sylas			
30	Wyland, Gregory		5	Ford, Cody			
31	Zaczek, Felix		6	Griffith, Caitlin			
32	Zurales, George		7	Jaramillo, Carlos			
33			8	Kong, John			
34			9	Martz, Andrew			
35			10	Millette, Allen			
36			11	Schmaus, Tyler			
37			12	Siegel, Brian			
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## 2019 ROSTER - SOUTHEAST AREA

CPC List		Notes		CPC List Continued	Notes	OTHER	Notes
NAME		36		NAME		NAME	
1	Actipis, Alexander		46			Richards, Jeffrey	ARVP
2	Augustad, Allen		47				
3	Baggett, Chad		48				
4	Barnes, James	Ret. 10/31/19	49				
5	Bell, Andrew	Ret. 12/31/19	50				
6	Brown, Kent		51				
7	Browne, Darlene		52				
8	Burton, Thomas		53				
9	Cook, Brittany		54				
10	Costion, John		55				
11	De Witte, Paul		56				
12	Dillard, Gene		57				
13	Edwards, Marcus		58				
14	Elliott, Tyler		59				
15	Ferg, Jeremy		60				
16	Freund, John						
17	Kilroy, Edward	Ret. 11/30/19					
18	Klaczynski, Nicholas						
19	Kokalj, Ryan						
20	Kurteff, Todd						
21	Lesniak, Thomas						
22	Marincic, Derek						
23	Miller, Laura						
24	Morrison, Eric						
25	Pak, Sul K			<b>Developmental List</b>			
				<b>NAME</b>	<b>12</b>		
26	Puckett-Parnell, Tamekia		1	Alegado, Melvin			
27	Ramirez, Omar		2	Deimert, Michael			
28	Rufle, Michael		3	Hradecki, Domnik			
29	Schmaling, Brian		4	Lebda, Thomas			
30	Shaw, Eric	ERR 6/9/19	5	Mahilo, Brian			
31	Smith, Satoya		6	Miller, Nickolas			
32	Sullivan, Craig		7	Moore, Tyler			
33	Trafton, Kevin	Ret. 12/31/19	8	Seo, Duk			
34	Warner, Leda		9	Snively, Madeline			
35	Watkins, James		10	Sanchez, Braden			
36	Willman, Michael		11	Rojas, Jorge			
37			12	Pemberton, Scott			
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## ATTACHMENT A:

## 2019 ROSTER - SOUTHWEST AREA

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
NAME		34	NAME			NAME	
1	Alvarez, Jose		46			Fournier, Joel	ZTL 9/16/2018
2	Atanasova, Silviya		47		SHADOW	Barnard, Alexander	ERR 2/17/19
3	Bammesberger, Brian		48				
4	Bartlett, William		49				
5	Berblinger, Gary		50				
6	Berdebes, Nick		51				
7	Beyer, Christopher		52				
8	Campbell, Elizabeth		53				
9	Chase, Christopher		54				
10	Compton, Nathaniel		55				
11	Dirks, Peter		56				
12	Ellis, Alison		57				
13	Giuliano, John		58				
14	Gonnella, Todd		59				
15	Kaster, Corey		60				
16	Klimowski, Daniel						
17	Knorrek, Nathan						
18	McNair, Kevin						
19	Menconi, Kenneth						
20	Nelson, Emily						
21	Paul, Kevin						
22	Peterson, Bradley						
23	Prucak, Alyssa						
24	Reid, Reinaldo						
25	Ridgley, Arthur						
26	Smith, Daniel						
27	South, Terrell	Ret. 10/31/19					
28	Tarr, Kenneth						
29	Velasquez, Nelson						
30	Wachal, Melissa						
31	Wedeen, Kenneth						
32	Widick, Leslie						
33	Wilke, Jeffrey	Ret. 6/30/19					
34	Zack, Austin						
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Developmental List		Notes
NAME		13
1	Blees, Otto	
2	Estes, Anthony	
3	Friel, Matthew	
4	Gamble, Sean	
5	Jorgenson, Christopher	
6	Kinley, Austin	
7	McQuirk, Peter	
8	Mikelsons, Kristine	
9	Pankey, Rasheda	
10	Rohde, Kyle	
11	Soyk, Jeffrey	
12	Venturella, Monica	
13	Ward, Collin	
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**2019 ROSTER - TMU**

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
NAME		16	NAME			NAME	
1	Click, Clint		46				
2	DiMartino, Jill		47				
3	Fisher, Robert		48				
4	Gebhardt, Lynette		49				
5	Hansen, Adrian		50				
6	Hommowun, Stephen	HQ 8/4/2019	51				
7	Johns, Nathan		52				
8	Koerner, Chirstopher		53				
9	Lipan, Michael		54				
10	Markovic, Milan		55				
11	Nagao, Adam		56				
12	Powles, James		57				
13	Rhodes, Justin		58				
14	Salazar, Lorena		59				
15	Sanders, Douglas	ZMP 9/15/19	60				
16	Wills, William						
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		Developmental List	
		NAME	1
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26		1 Farrell, Donald	
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## 2019 ROSTER - WEST AREA

CPC List		Notes	CPC List Continued		Notes	OTHER	Notes
	NAME	32		NAME		NAME	
1	Bernard, Tiki		46				
2	Buchanan, Brandon		47				
3	Colbenson, Steven		48				
4	Cramer, Lawrence		49				
5	Dierking, Ryan		50				
6	Dixon, Kyle		51				
7	Dowdy, Marvin		52				
8	Glant, Joshua		53				
9	Harbach, Danesa		54				
10	Hargrove, Jason		55				
11	Hayes, Jonathan		56				
12	Indelli, Michael		57				
13	Ithal, Carl		58				
14	Jacobson, Andrea		59				
15	Jahn, Christopher		60				
16	Johnson, Paul						
17	Jonke, Eric						
18	Jordan, David						
19	Keel, Ryan						
20	Kubanda, Natasha	ERR 6/9/19					
21	Kunowski, Jon						
22	Little, Jeffrey						
23	Lysen, David						
24	Meyers, Robert			<b>Developmental List</b>			
25	Nottolini, Debora			<b>NAME</b>	<b>11</b>		
26	Olznoi, James		1	Garinger, Alec			
27	Palermo, Wendy		2	Jezierski, Joeseeph			
28	Park, David		3	Leine, Michelle			
29	Poterek, Christopher		4	Olinger, Luke			
30	Rosenberg, Ryan		5	Pruitt, Jacob			
31	Sapata, Paul	Ret. 4/30/19	6	Rayburn, Michael			
32	Wood, Kelly		7	Schmidt, Justin			
33			8	Schwartz, Allen			
34			9	Scott, Kimberly			
35			10	Sova, Felicia			
36			11	Thum, Daniel			
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**2019 COVERAGE REQUIREMENTS - EAST AREA**

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
	DAY	9	9	9	9	9	9	9	9
SWING	12	12	12	12	12	13	12	10	
MID	2	2	2	3	3	3	3	3	
TOTAL	23	23	24	24	25	24	22	165	

**SHIFT GUIDELINES**

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
	DAY	8	9	9	9	9	9	9	8
SWING	11	11	11	11	11	11	11	9	
MID	2	2	3	3	3	3	3	3	
TOTAL	21	22	23	23	23	23	20	155	



## 2019 COVERAGE REQUIREMENTS - NORTHEAST AREA

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
		DAY	8	8	8	8	8	8	8
	SWING	11	10	10	10	10	10	9	
	MID	2	2	3	3	3	3	3	
	TOTAL	21	20	21	21	21	21	20	<b>145</b>

## SHIFT GUIDELINES

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
		DAY	10	10	10	10	10	10	10
	SWING	11	11	11	11	11	11	10	
	MID	2	2	3	3	3	3	3	
	TOTAL	23	23	24	24	24	24	23	<b>165</b>



## 2019 COVERAGE REQUIREMENTS - NORTHWEST AREA

		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
<b>TOTAL SHIFTS ASSIGNED</b>	DAY	9	10	10	10	10	10	9	
	SWING	12	12	12	12	12	12	11	
	MID	2	2	3	3	3	3	3	
	<b>TOTAL</b>	23	24	25	25	25	25	23	<b>170</b>

## SHIFT GUIDELINES

		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
<b>TOTAL SHIFTS ASSIGNED</b>	DAY	9	9	9	9	9	9	8	
	SWING	11	11	11	11	11	11	9	
	MID	2	2	3	3	3	3	3	
	<b>TOTAL</b>	22	22	23	23	23	23	20	<b>156</b>

## 2019 COVERAGE REQUIREMENTS - SOUTH AREA

		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
TOTAL SHIFTS ASSIGNED	DAY	10	10	10	10	10	10	10	
	SWING	10	10	10	11	11	10	9	
	MID	2	2	3	3	3	3	3	
	TOTAL	22	22	23	24	24	23	22	160

## SHIFT GUIDELINES

		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
TOTAL SHIFTS ASSIGNED	DAY	10	10	10	10	10	10	10	
	SWING	11	11	11	11	11	11	9	
	MID	2	2	3	3	3	3	3	
	TOTAL	23	23	24	24	24	24	22	164

## 2019 COVERAGE REQUIREMENTS - SOUTHEAST AREA

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
		DAY	10	11	12	12	12	12	10
	SWING	12	12	12	12	12	12	10	
	MID	2	2	3	3	3	3	3	
	TOTAL	24	25	27	27	27	27	23	<b>180</b>

## SHIFT GUIDELINES

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
		DAY	10	11	11	11	11	11	10
	SWING	11	11	11	11	11	11	10	
	MID	2	2	3	3	3	3	3	
	TOTAL	23	24	25	25	25	25	23	<b>170</b>



## 2019 COVERAGE REQUIREMENTS - TMU

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
	DAY	5	6	6	6	6	5	5	5
SWING	6	6	6	6	6	6	6	6	
MID	0	0	0	0	0	0	0	0	
TOTAL	11	12	12	12	12	11	11	11	80

## SHIFT GUIDELINES CONVECTIVE SEASON (Apr 28 - Sept 28)

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
	DAY	5	5	5	5	5	5	5	5
SWING	6	6	6	6	6	6	6	5	
MID	0	0	0	0	0	0	0	0	
TOTAL	11	11	11	11	11	11	11	10	76

## SHIFT GUIDELINES NON-CONVECTIVE SEASON

TOTAL SHIFTS ASSIGNED		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
	DAY	5	5	5	5	5	5	5	5
SWING	5	5	5	5	5	5	5	5	
MID	0	0	0	0	0	0	0	0	
TOTAL	10	10	10	10	10	10	10	10	70

**2019 COVERAGE REQUIREMENTS - WEST AREA**

		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
TOTAL SHIFTS ASSIGNED	DAY	9	9	10	10	10	9	9	
	SWING	11	11	11	11	11	11	9	
	MID	2	2	3	3	3	3	3	
	TOTAL	22	22	24	24	24	23	21	160

**SHIFT GUIDELINES**

		Sun	Mon	Tue	Wed	Thur	Fri	Sat	
TOTAL SHIFTS ASSIGNED	DAY	9	9	9	9	9	9	9	
	SWING	11	11	11	11	11	11	9	
	MID	2	2	3	3	3	3	3	
	TOTAL	22	22	23	23	23	23	21	157



ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS - NORTH

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
	530	NF		1200	30	*	2200	15
	600	15		1300	30	3	2400	NF
	630	15		1400	30			
*	700	30		1430	15			
	800	30	*	1500	30			
			1	1600	NF			
			2	1600	30			

- \* Core Shifts
- 1 Saturday Only
- 2 Sunday Only
- 3 Sunday Only - No Flex, 10 Minute Mandatory OT Start of Shift

Daylight Savings Time: March 10, 2019



ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS - NORTHEAST AREA

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
	515	15		1200	30	*	2200	30
	530	15		1300	30	2	2400	NF
	600	30		1400	30		2145	15
*	700	30		1430	15			
	800	30	*	1500	30			
			1	1600	NF			

\* Core Shifts

1 Saturday, Sunday Only - No Flex

2 Sunday Only - No Flex, 10 Min OT  
Daylight Savings Time:

ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS - NORTHWEST AREA

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
	545	15		1200	30	*	2230	30
	600	30		1300	30	2	2400	NF
*	700	30		1400	30			
	800	30		1430	15			
			*	1500	15			
			1	1600	NF			

- \* Core Shifts
- 1 Saturday Only - No Flex
  - 2 Sunday Only - No Flex, 10 Minute Mandatory OT Start of Shift
- Daylight Savings Time: March 10, 2019

ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS -- SOUTH AREA

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
	530	30		1200	30	*	2200	30
	535	5		1300	30		2215	30
	600	30		1400	30	2	2400	NF
	630	30		1430	30			
*	700	30	*	1500	30			
	800	30	1	1600	NF			

- \* Core Shifts
- 1 Saturday Only
- 2 Sunday Only - No Flex, 10 Minute Mandatory OT Start of Shift

Daylight Savings Time: March 10, 2019

ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS - SOUTHEAST AREA

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
	500	15	5	1130	30	*	2200	30
	530	30		1200	30	2	2400	NF
	600	30		1300	30			
*	700	30		1400	30			
3	800	30	*	1500	45			
4	900	NF	1	1600	NF			

- \* Core Shifts
- 1 Saturday Only
- 2 Sunday Only - No Flex, 10 minute mandatory overtime start of shift
- 3 Only scheduled subsequent to 1500
- 4 Only scheduled subsequent to 1600
- 5 Only scheduled prior to 0500 or 0530

Daylight Savings Time: March 10, 2019

ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS - SOUTHWEST AREA

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
	530	15	3	1200	30	*	2200	15
	600	15		1300	30	2	2400	NF
	630	15		1400	30			
*	700	30		1430	15			
	800	30	*	1500	30			
			1	1600	NF			
				1600	30			

\* Core Shifts  
 1 Saturday Only  
 2 Sunday Only - No Flex, 10 Minute Mandatory OT Start of Shift  
 3 Saturday Only

Daylight Savings Time: March 10, 2019

ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS - TMU

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
1	400	30		1100	30	*	2200	
	500	30		1200	30			
	545	30		1300	30			
	600	30		1330	30			
	615	15		1345	30			
	630	30		1400	30			
*	700	30		1430	30			
	800	30	2, *	1500	30			
	1000	30	1	1600	30			

- \* Core Shifts
  - 1 Special Events
  - 2 Friday 1500 is 1430 during Non-Convective Season
- Daylight Savings Time: March 10, 2019

ATTACHMENT C:

2019 CORE AND ANCILLARY SHIFTS - WEST AREA

Day			Swing			Mid		
*	Shift	Flex	*	Shift	Flex	*	Shift	Flex
	530	30		1200	30	*	2200	15
	600	30		1300	30	3	2300	30
*	700	30		1400	30	4	2400	NF
	800	30		1430	30			
			*	1500	30			
			1	1600	30			
			2	1600	NF			

- \* Core Shifts
  - 1 Sunday Only
  - 2 Saturday Only
  - 3 Monday Only
  - 4 Sunday Only - No Flex, 10 Minute Mandatory OT Start of Shift
- Daylight Savings Time: March 10, 2019

2019 SHIFT BREAKDOWNS - EAST AREA

SUNDAY		DAY				9				12				23
MID	2	0530	0600	0630	0700	0800	1200	1300	1400	1430	1500	1600		
2400			4	1	3	1								
2								3	3	2	2	2		
MONDAY														
MID	2	DAY				9				12				23
2300		0530	0600	0630	0700	0800								
2		3	1	2	2	1								
TUESDAY														
MID	3	DAY				9				12				24
2200		0530	0600	0630	0700	0800								
3		3	1	2	2	1								
WEDNESDAY														
MID	3	DAY				9				12				24
2200		0530	0600	0630	0700	0800								
3		3	1	2	2	1								
THURSDAY														
MID	3	DAY				9				13				25
2200		0530	0600	0630	0700	0800								
3		3	1	2	2	1								
FRIDAY														
MID	3	DAY				9				12				24
2200		0530	0600	0630	0700	0800								
3		3	1	2	2	1								
SATURDAY														
MID	3	DAY				9				10				22
2200		0530	0600	0630	0700	0800								
3		3	1	2	2	1								
													2	2
													165	



ATTACHMENT D:

2019 SHIFT BREAKDOWNS - NORTH AREA

SUNDAY		DAY				9				SWING				10				21		
MID	2	0530	0600	0630	0700	0800					1200	1300	1400	1430	1500	1600				
2		2	2	1	3	1					1	2	3	1	2	1				
MONDAY		DAY				9				SWING				10				21		
MID	2	0530	0600	0630	0700	0800					1300	1400	1430	1500						
2		3	1	1	3	1					3	3	2	2						
TUESDAY		DAY				10				SWING				10				23		
MID	3	0530	0600	0630	0700	0800					1300	1400	1430	1500						
3		3	1	1	4	1					3	3	2	2						
WEDNESDAY		DAY				10				SWING				10				23		
MID	3	0530	0600	0630	0700	0800					1300	1400	1430	1500						
3		3	1	1	4	1					3	3	2	2						
THURSDAY		DAY				10				SWING				10				23		
MID	3	0530	0600	0630	0700	0800					1300	1400	1430	1500						
3		3	1	1	4	1					3	3	2	2						
FRIDAY		DAY				10				SWING				10				23		
MID	3	0530	0600	0630	0700	0800					1300	1400	1430	1500						
3		3	1	1	4	1					3	3	2	2						
SATURDAY		DAY				9				SWING				9				21		
MID	3	0530	0600	0630	0700	0800					1200	1300	1400	1500	1600					
3		2	2	1	2	2					1	2	2	2	2					
																		155		



2019 SHIFT BREAKDOWNS - NORTHWEST AREA

SUNDAY

MID	2	DAY			9			SWING			12		
2400		0545	0600	0700	0800				1300	1400	1430	1500	
2		2	3	3	1				4	3	2	3	
													23

MONDAY

MID	2	DAY			10			SWING			12		
2230		0545	0600	0700	0800				1300	1400	1430	1500	
2		2	3	4	1				4	3	2	3	
													24

TUESDAY

MID	3	DAY			10			SWING			12		
2230		0545	0600	0700	0800				1300	1400	1430	1500	
3		2	3	4	1				4	3	2	3	
													25

WEDNESDAY

MID	3	DAY			10			SWING			12		
2230		0545	0600	0700	0800				1300	1400	1430	1500	
3		2	3	4	1				4	3	2	3	
													25

THURSDAY

MID	3	DAY			10			SWING			12		
2230		0545	0600	0700	0800				1300	1400	1430	1500	
3		2	3	4	1				4	3	2	3	
													25

FRIDAY

MID	3	DAY			10			SWING			12		
2230		0545	0600	0700	0800				1300	1400	1430	1500	
3		2	3	4	1				4	3	2	3	
													25

SATURDAY

MID	3	DAY			9			SWING			11		
2230		0545	0600	0700	0800				1300	1400	1430	1500	1600
3		2	3	3	1				3	3	2	1	2
													23

170



2019 SHIFT BREAKDOWNS - SOUTHEAST AREA

SUNDAY		DAY			10			SWING			12			24
MID	2	0500	0530	0600	0700			1200	1300	1400	1500			
2		2	3	3	2			2	3	4	3			
MONDAY		DAY			11			SWING			12			25
MID	2	0500	0530	0600	0700			1200	1300	1400	1500			
2		2	3	3	3			2	3	4	3			
TUESDAY		DAY			12			SWING			12			27
MID	3	0500	0530	0600	0700			1200	1300	1400	1500			
2		2	3	3	4			2	3	4	3			
WEDNESDAY		DAY			12			SWING			12			27
MID	3	0500	0530	0600	0700			1200	1300	1400	1500			
2		2	3	3	4			2	3	4	3			
THURSDAY		DAY			12			SWING			12			27
MID	3	0500	0530	0600	0700			1200	1300	1400	1500			
2		2	3	3	4			2	3	4	3			
FRIDAY		DAY			12			SWING			12			27
MID	3	0500	0530	0600	0700			1200	1300	1400	1500			
2		2	3	3	4			2	3	4	3			
SATURDAY		DAY			10			SWING			10			23
MID	3	0500	0530	0600	0700			1200	1300	1400	1500	1600		
2		2	3	2	3			2	2	2	2	2		
														180



2019 SHIFT BREAKDOWNS - TMU

SUNDAY

MID	0	DAY					5					SWING					6											
2200		0500	0545	0600	0615	0700							1100	1200	1300	1330	1400	1500										
0		1	1	1	1	1							1	1	1	1	1	1										11

MONDAY

MID	0	DAY					6					SWING					6												
2200		0500	0545	0600	0615	0630	0700						1100	1200	1300	1345	1400	1500											
0		1	1	1	1	1	1						1	1	1	1	1	1											12

TUESDAY

MID	0	DAY					6					SWING					6												
2200		0500	0545	0600	0615	0630	0700						1100	1200	1300	1345	1400	1500											
0		1	1	1	1	1	1						1	1	1	1	1	1											12

WEDNESDAY

MID	0	DAY					6					SWING					6												
2200		0500	0545	0600	0615	0630	0700						1100	1200	1300	1345	1400	1500											
0		1	1	1	1	1	1						1	1	1	1	1	1											12

THURSDAY

MID	0	DAY					5					SWING					6												
2200		0500	0545	0600	0615	0700							1100	1200	1300	1345	1400	1500											
0		1	1	1	1	1	1						1	1	1	1	1	1											11

FRIDAY

MID	0	DAY					5					SWING					6												
2200		0500	0545	0600	0615	0700							1100	1200	1300	1345	1400	1500											
0		1	1	1	1	1	1						1	1	1	1	1	1											11

SATURDAY

MID	0	DAY					5					SWING					6												
2200		0500	0545	0600	0615	0700							1100	1200	1300	1330	1400	1430											
0		1	1	1	1	1	1						1	1	1	1	1	1	1										11

80









ATTACHMENT E:

2019 BWS - NORTHEAST AREA									
#	NAME	SUN	MON	TUE	WED	THU	FRI	SAT	
1	FRI, SAT	1600	1300	700	600	2200	0	0	
2	FRI, SAT	1600	1300	700	530	2145	0	0	
3	FRI, SAT	1430	1200	515	530	2145	0	0	
4	FRI, SAT	1500	1500	1400	1300	1200	0	0	
5	FRI, SAT	1430	1430	1300	700	515	0	0	
6	SUN, SAT	0	1500	1300	700	600	2200	0	
7	SUN, SAT	0	1430	1200	515	530	2145	0	
8	SUN, SAT	0	1400	1200	515	530	2145	0	
9	SUN, MON	0	0	1500	1400	700	600	2200	
10	SUN, MON	0	0	1430	1200	700	530	2145	
11	SUN, MON	0	0	1430	1200	515	530	2145	
12	SUN, MON	0	0	1500	1430	1200	515	515	
13	MON, TUE	2400	0	0	1500	1400	700	600	
14	MON, TUE	2400	0	0	1400	1300	700	530	
15	MON, TUE	700	0	0	1430	1400	1200	700	
16	TUE, WED	600	2200	0	0	1500	1300	700	
17	TUE, WED	600	2200	0	0	1430	1200	600	
18	TUE, WED	1200	515	0	0	1500	1400	1300	
19	TUE, WED	530	515	0	0	1430	1300	700	
20	WED, THR	700	600	2200	0	0	1500	1400	
21	WED, THR	700	530	2145	0	0	1430	1300	
22	WED, THR	515	530	2145	0	0	1400	1200	
23	WED, THR	1300	1200	515	0	0	1500	1500	
24	THR, FRI	1400	700	600	2200	0	0	1600	
25	THR, FRI	1400	700	530	2145	0	0	1600	
26	THR, FRI	1300	700	530	2145	0	0	1500	
27	Rotation Line 1	0	1400	700	700	0	1430	1430	
28	Rotation Line 2	1200	0	0	1500	1300	700	515	
29	Rotation Line 3	515	0	1400	1300	700	515	0	
30									
31									
32									















