

**Memorandum of Understanding  
Between  
National Air Traffic Controllers Association  
And  
Midwest Air Traffic Control Service, Inc.**

This is an Agreement between the National Air Traffic Controllers Association (“NATCA” or “Union”) and Midwest Air Traffic Control Service, Inc. (“Midwest” or “Employer”) concerning changing the increments at which all forms of paid leave offered by the Employer may be requested from thirty (30) minutes to fifteen (15) minutes. The Parties agree as follows:

**Section 1.** Article 34, Section 7 of the CBA will be modified as follows:

“Spot vacation leave must be requested and approved in advance.”

**Section 2.** Article 34 of the CBA will be modified to add an additional Section 12 as follows:

“All forms of paid leave offered by the Employer may be taken in no less than fifteen (15) minute increments.”

**Section 3.** The changes shall take effect immediately and shall continue in effect for the duration of the CBA, including any extensions.

Signed this 29th day of April 2024:

For the Union:



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Nicole Vitale  
Director of Labor Relations

For the Employer:



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Shane Cordes  
President and CEO