

**MEMORANDUM OF UNDERSTANDING**  
**Between the**  
**NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION (AFL-CIO)**  
**and the**  
**FEDERAL AVIATION ADMINISTRATION**

This Memorandum of Understanding (“MOU” or “Agreement”) is entered into by the National Air Traffic Controllers Association, AFL-CIO (“NATCA” or “Union”) and the Federal Aviation Administration (“FAA” or “Agency”), collectively referred to as the “Parties.” This Agreement represents the complete understanding between the Parties regarding the temporary increase in On-The-Job Training Instruction (OJTI) premium pay and the introduction of simulation training premium pay.

**Section 1.** Effective the first full pay period of January 2025:

- a. Bargaining unit employees conducting on-the-job-training (OJT) will receive additional premium pay of 15 percent (15%) of the applicable hourly rate of Base Pay times the number of hours and portions of an hour during which the employee is providing on-the-job-training (OJT) while the employee receiving training is directly involved in the separation and control of live traffic. This additional premium pay supplements the OJTI premium pay provided by Article 68 of the 2016 CBA (Slate Book) and 2013 CBA (Purple Book).
- b. Premium pay shall be paid at the rate of twenty-five (25%) of the applicable hourly rate of Base Pay times the number of hours and portions of hours during which a bargaining unit employee is providing instruction for assigned simulation training, stage training, or skill training in simulator labs (e.g., TTLs, TSSs, ETGs).


**Section 2.** Nothing in this Agreement shall be construed as a waiver of any rights afforded under the 2016 Collective Bargaining Agreement, applicable law, rule, or regulation.

**Section 3.** This Agreement shall remain in effect for a period of one (1) year ending the first full pay period of January 2026 and may be extended for a period of one (1) additional year by mutual agreement of the parties.


Signed this 6th day of December 2024.

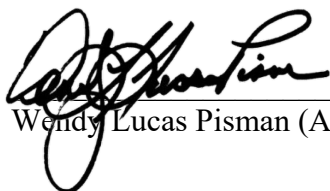
**For NATCA:**

  
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**For the Agency:**

  
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