

Memorandum of Understanding
between the
National Air Traffic Controllers Association, AFL-CIO
and the
Federal Aviation Administration

This Memorandum of Understanding (MOU) is entered into by and between the Federal Aviation Administration ("FAA" or "Agency") and the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "Union"), collectively referred to as "the Parties." This Agreement standardizes time and attendance recording procedures, and tracking of operational and non-operational duties for operational personnel.

This Agreement replaces and supersedes the Memorandum of Understanding (MOU) executed on July 14, 2016, regarding CRU-ART Practices.

Section 1. The Parties agree that CRU-X/ART is the designated time and attendance tracking tool for operational personnel. In addition, CRU-X/ART shall be used to record assignments to operational positions, supervisory functions (including Controller-in-Charge duties), position relief periods, and non-operational duties.

Section 2. Sign-in for an assigned shift must be accomplished by the bargaining unit employee (BUE). Any Time Outside Shift (TOS) or leave requires prior approval.

Section 3. Sign-out must be accomplished by the BUE at the end of the assigned shift. Sign-out using the assigned shift end time may be accomplished no earlier than fifteen (15) minutes prior to shift end.

Section 4. The Parties agree that there shall be no change to the established practices concerning the use of "break board" systems.

Section 5. The Agency agrees to continue to allocate sufficient resources to ensure the continued functionality, accuracy, and use of CRU-X/ART as the designated time and attendance tracking tool. The Agency agrees to collaborate with the Union on the development, training and implementation of any successor time and attendance tracking tool.

Section 6. The Parties agree that tracking of operational and non-operational ("other duties") time is important in capturing the work that operational personnel perform. As such, the Parties agree that operational personnel who are performing watch supervision duties (OS/CIC) are responsible for the accurate "drag and drop" into the appropriate CRU-X/ART category. However, all operational personnel, including bargaining unit employees, share the responsibility to ensure the time is accurately recorded.

The Parties agree to develop and deploy a joint campaign, no later than the implementation of this agreement, that educates all operational personnel about the importance of accurately tracking operational and non-operational assignments.

Section 7. The Parties agree that more accurate data regarding non-operational assignments strengthens the Agency's controller staffing model. Within thirty (30) days of execution of this Agreement, the Parties shall meet to collaborate on and establish a standardized, nationwide catalog of LDR task codes for non-operational ("other duties") activities, which shall be consolidated and reduced to no more than fifty (50) total task codes. These standardized LDR codes shall be implemented agency-wide on January 10th.

Section 8. Automated Sign-In/Sign-Out (A-SISO) Deployment and Administration:

- a. Facilities currently utilizing A-SISO for operational position tracking shall continue to do so. All policy, procedural oversight, and operational administration of A-SISO shall be collaboratively determined at the National level.
- b. Within thirty (30) days of execution of this Agreement, the Parties shall convene to collaborate on the implementation parameters, operational guidelines, and rollout schedule for deploying A-SISO across all compatible and future compatible facilities.

Section 9. Any transition to the use of PIV cards and PIV card readers to accomplish electronic shift sign-in and sign-out for operational personnel shall be in accordance with Article 7 of the Parties 2016 Collective Bargaining Agreement.

Section 10. This Agreement is effective upon signature of the Parties and shall be implemented on January 10th, 2027, consistent with the start of the 2027 leave year, and remain in full force and effect for the duration of the Parties' Collective Bargaining Agreement.

Signed this 16th day of October 2026.

For the Union:

Dean Von Almen

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NATCA Great Lakes Regional Vice President

For the Agency:

Mohmad Danny Ahmad

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Tech Labor Group Manager, AJV-H