

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND THE FEDERAL AVIATION ADMINISTRATION**

This Agreement is made and entered into by the National Air Traffic Controllers Association, ("NATCA" or "the Union"), and the Federal Aviation Administration, ("FAA" or "the Agency"), collectively known as "the Parties". This Agreement represents the complete understanding between the Parties at Denver ARTCC (ZDV) concerning the process to be used when a Controller-in-Charge (TMCIC) is required for a full shift.

Section 1. This agreement applies to all employees in the ATCS and TMC bargaining units.

Section 2. This CIC/TMCIC MOU shall become effective January 12, 2025.

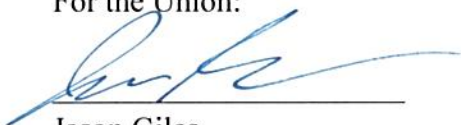
Section 3. The following procedures shall be utilized when a CIC/TMCIC is required for a full shift:

- a. When practical, the CIC/TMCIC qualified controller with the fewest CIC hours on the shift in question at the time the schedule is created will be moved to a CIC shift in the Agency's scheduling program.
- b. CIC/TMCIC qualified employees in the area during the time period assigned will rotate through CIC/TMCIC in the most equitable manner practical.

Section 4. This agreement shall expire on the last day of the 2025 leave year, January 10, 2026.

Signed this 13th day of December 2024.

For the Union:



Jason Giles
NATCA Facility Representative
ZDV ARTCC

For the Agency:



Adrian Lamport
Air Traffic Manager
ZDV ARTCC