

Dear Brothers and Sisters,

Yesterday was an eventful day for our Union and professions. At a large White House event, the President announced his proposal to move the air traffic control system to a not-for-profit, non-governmental corporation. We want to clarify some incorrect reports and misconceptions to help NATCA members understand what happened and what it ultimately means. We also want to emphasize that NATCA will continue to protect the rights and benefits of the workforce that would move to the new entity and those who would remain with the FAA, if any proposed legislation became law.

PRESIDENTIAL PROPOSAL—Yesterday, the President signed a letter to Congress that outlines the broad parameters of his plan. He did not sign a formal proposal nor any detailed legislative language. Rather, it was simply a policy statement. Based on the President's public statements today and the policy document itself, the White House's ATC reform proposal is similar to H.R. 4441, the Aviation Innovation, Reform, and Reauthorization Act of 2016 (AIRR Act), which was the ATC reform proposal championed by House Transportation & Infrastructure Committee Chairman Bill Shuster. NATCA supported the AIRR Act last year because it met our Union's Four Core Principles for Reform.

NATCA POSITION—As we have stated in communications, NATCA has not taken a position on any of the discussed ATC reform proposals, including the President's proposal. The details mean everything with ATC reform. Before we can take a position on any reform proposal, we must see the specifics of that legislation, so we can evaluate whether it satisfies our Union's principles, including protecting the rights and benefits of the ATC workforce.

WHITE HOUSE EVENT—The White House event included current and former secretaries of Transportation, FAA administrators, and Members of Congress. NATCA was also invited to attend the event. Like any presidential event, it was well-covered live by the news media. Dialogue about this proposal also has been robust on social media. You can watch a White House video of the event here: <https://www.whitehouse.gov/featured-videos/video/2017/06/05/president-trump-announces-air-traffic-control-reform-initiative>

WAS NATCA THERE?—Principal Deputy White House Press Secretary Sarah Huckabee Sanders incorrectly stated during the White House daily press briefing that NATCA officials attended the event and support the President's proposal. NATCA did not attend the President's announcement at the White House, and we cannot take a position on any reform proposal without reviewing all of the details.

MEDIA OUTREACH—NATCA issued a proactive media statement about the President's proposal that was widely picked-up by many of the television, radio, print, and web news sources that covered this announcement. We also corrected incorrect statements and responded to questions from dozens of congressional offices and media representatives.

WHAT IS NEXT?—The President delivered this proposal to Congress, which already has a very busy agenda. Reform legislation will need to pass both the House and the Senate before the President can sign it into law. As we reported on June 2, much can change during this legislative process, and no one can predict when it might get a Congressional vote or what any final legislation may look like. No matter what occurs during this process, NATCA will continue to fight to protect the National Airspace System (NAS) and the men and women who safeguard it. We have met with White House staff on several occasions to ensure the Administration understands NATCA's priorities. We also are working closely with the congressional offices engaged in drafting legislation. To get NATCA support, any legislation proposing ATC reform must, at a minimum, meet NATCA's Four Core Principles for Reform:

- Protect the men and women who ensure the safety and efficiency of the NAS in their employment relationship, including their rights and benefits;
- Maintain safety and efficiency as the top priorities;
- Provide a stable, predictable funding stream that adequately supports air traffic control services, staffing, hiring and training, long-term modernization, preventative maintenance, and ongoing modernization of the physical infrastructure; and
- Ensure continued service to all segments of our nation's diverse aviation community.

We have advocated for all of the following issues to be included in any change, although some would not be necessary depending on what model, if any, becomes law.

1. NATCA would continue as the exclusive representative of those represented today, with nationwide bargaining units. (If there were a split between operations and safety/regulatory, we would continue to represent units in both areas.)
2. Hybrid Labor Code - FLRA would maintain jurisdiction, but NATCA would have the negotiation rights of a private sector union, to allow NATCA to negotiate those matters covered by statute for the federal workforce but not covered by statute for private sector employees.
3. Dispute Resolution Process – Collective bargaining disputes would be resolved through mediation, followed by binding arbitration for issues at impasse.
4. Protections of FERS/CSRS, TSP, Survivor Annuity, and the ability to negotiate pensions in the case of a model outside of government.
5. Sick leave, annual leave, comp time, and credit hour carry-over.
6. Pay, compensation, and benefits remain in effect, including COLA to locality where occurring, and the ability to negotiate benefits in the case of a model outside of government.
7. Collective Bargaining Agreements, orders, rules, practices remain in effect until renegotiated.

8. Grievances, lawsuits, etc., continue in process.
9. Workers' Compensation under the Federal employee program (FECA).
10. Whistleblower protections.
11. Liability protection: employee indemnification where acting in the course of their duty.
12. Process for movement between new entity and regulatory FAA.
13. Transitional Agreements to deal with the multitude of issues that would arise during any transition. Unresolved issues would be subject to the binding arbitration, dispute resolution process.
 - a. Bi-Lateral - Between labor and the new entity
 - b. Tri-Partite - Between labor, the new entity, and the safety/regulatory entity.
14. Labor seats on the governance board.

We will not support—and will aggressively oppose—any bill that does not protect these items, or threatens our ability to exist as a union, negotiate all work rules, pay/benefits, and participate in a fair dispute resolution process. The devil is in the details, and we intend to pore over every detail in the draft bill, when it is finally released.

HOW CAN YOU HELP?—Many of you have been contacted by members of the media and some congressional offices. We ask that you please continue to forward any such contacts to the National Office. For media inquiries, please forward to Director of Communications Doug Church (dchurch@natcad.org). For legislative inquiries, please forward to Director of Government Affairs Jose Ceballos (jceballos@natcad.org).

We will continue to keep you updated as the debate continues and more details about the ATC reform process unfold.

In solidarity,

NATCA National Executive Board