



For inclusion in the afternoon’s business, resolutions and untimely amendments must be submitted in writing, only after the rules have been passed, and before 11:30 a.m. of the day on which they can be heard. **Submissions can be made using the form at <http://resolutions.natca.net>.** Visit that URL directly or scan the QR code at left.

View the 2016 Convention agenda, speaker profiles, hotel maps, and local area information. Access the NATCA Constitution, Robert’s Rules of Order, Proposed Amendments and Resolutions, and other NATCA documents via the NATCA mobile app. These documents can be viewed on a smartphone, tablet, or computer. To download, visit the app store on your mobile device.

# The Delegate



PUBLISHED FOR NATCA’S 16TH BIENNIAL CONVENTION WEDNESDAY, AUGUST 31, 2016

## Welcome to San Diego!

We’re thrilled to join you in beautiful San Diego for NATCA’s 16th Biennial Convention! This week, we’ll discuss issues vital to our Union, discussions that can ensure a strong future for our workforce and for the aviation industry. We thank our delegates and alternates for taking time to represent their facilities, and we look forward to hearing from the convention body this week.

The theme of this convention is Salute to Service. Each day, we will highlight a different way our members give to their country, their communities and their Union. Our members are an exceptionally generous and passionate group of people, and we’re thrilled to highlight this. Today we honor how our members give to their country, and it’s only fitting that we do so at this convention in San Diego, one of two cities in the United States with the largest military presence (Virginia Beach/Norfolk area is the other).

Convention is a time for union business and building relationships, but it’s also a chance to learn. At NATCA’s 15th Biennial Convention in Minneapolis, we held classes and workshops for the first time as part of the program, led by top NATCA leaders. These educational sessions covered many topics important to our Union, such as lessons on local finance, how to build a stronger local, and how to best collaborate. These sessions were such a success that we are making them a permanent part of our conventions. You can find the full list of the classes and workshops we’re offering this week in the NATCA Convention app, and in this newspaper. We strongly recommend you take advantage of these educational opportunities.

After convention business hours this week, we hope you’ll join us at the evening events that will allow us to grow and strengthen the bonds of the NATCA Family, while also supporting the NATCA Charitable Foundation (NCF) and the five official charities of convention: Snowball Express, Shelter to Soldier, Veterans Village of San Diego, Homefront San Diego, and United Soldiers and Sailors of America. All of these wonderful charities support our nation’s veterans, members of the military, and their families. Find out more on pages six and seven of this newspaper.

Thank you for joining us in “America’s Finest City” this week. The work we’ll do here is critical to the future of our workforce and the National Airspace System, and to the strength of our union. We hope you enjoy this convention, and San Diego! ★



Paul Rinaldi  
President



Trish Gilbert  
Executive Vice President



Hamid Ghaffari  
Western Pacific Regional Vice President

## Congressional Medal of Honor Recipient to Speak Wednesday

NATCA is honored to have retired U.S. Army Captain Florent “Flo” Groberg address the convention body today. Capt. Groberg served in the U.S. Army during the war in Afghanistan, where in August 2012, he was severely injured attempting to thwart a suicide bomber. On Nov. 12, 2015, Groberg received the Medal of Honor for his heroic action in Afghanistan. Below is the full citation from the Congressional Medal of Honor Society:



*Captain Florent A. Groberg distinguished himself by acts of gallantry and intrepidity at the risk of his life above and beyond the call of duty while serving as a Personal Security Detachment Commander for Task Force Mountain Warrior, 4th Infantry Brigade Combat Team, 4th Infantry Division, during combat operations against an armed enemy in Asadbad, Kunar Province, Afghanistan on August 8, 2012.*

*On that day, Captain Groberg was leading a dismounted movement consisting of several senior leaders to include two brigade commanders, two battalion commanders, two command sergeants major, and an Afghanistan National Army brigade commander. As they approached the Provincial Governor’s compound, Captain Groberg observed an individual walking close to the formation. When the individual made an abrupt turn towards the formation, he noticed an abnormal bulge underneath the individual’s clothing. Selflessly placing himself in front of one of the brigade commanders, Captain Groberg rushed forward, using his body to push the suspect away from the formation. Simultaneously, he ordered another member of the security detail to assist with removing the*

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# AGENDA

SUBJECT TO CHANGE DUE TO MOVEMENT OF BUSINESS. FOR THE MOST UP-TO-DATE AGENDA, PLEASE REFER TO NATCA'S MOBILE APP.

## WEDNESDAY COUNTRY

**7:45 A.M. - 8:45 A.M.**  
**CONTINENTAL BREAKFAST**  
Aqua Foyer and Sapphire Foyer

**7:30 A.M. - 5:30 P.M.**  
**REGISTRATION**  
Sapphire Foyer

**8:00 A.M. - 5:00 P.M.**  
**EXHIBITS / NCF AUCTION**  
Sapphire Foyer

**8:00 A.M.**  
**BREAKFAST WORKSHOPS**

**9:00 A.M.**  
**GENERAL SESSION**  
Sapphire Ballroom  
Paul Rinaldi, NATCA President  
**Morning Break**  
Standing Committee Reports  
**Lunch Workshops**  
Convention Business  
**Afternoon Break**  
Keynote Speaker:  
Capt. Florent Groberg

**5:25 P.M.**  
**REGIONAL BREAKOUTS**

Alaskan <i>Aqua 313</i>	Northwest Mountain <i>Aqua 300</i>
Central <i>Aqua 314</i>	Southern <i>Aqua Salon C</i>
Eastern <i>Aqua Salon A/B</i>	Southwest <i>Aqua Salon F</i>
Great Lakes <i>Aqua Salon E</i>	Western Pacific <i>Aqua Salon D</i>
New England <i>Aqua 310</i>	Region X <i>Sapphire 400A</i>

**6:30 P.M.**  
**SOLIDARITY / NCF EVENT**  
**Belmont Park WaveHouse**  
NATCA will provide bus transportation to and from the event, with buses loading at 6:00 p.m. outside the Hilton Bayfront and running on a continuous loop throughout the evening. The last bus to the hotel will depart Belmont Park at 11:30 p.m.  
**WRISTBANDS ARE REQUIRED TO BOARD THE BUSES AND ATTEND THE EVENT.**

## THURSDAY COMMUNITY

**7:45 A.M. - 8:45 A.M.**  
**CONTINENTAL BREAKFAST**  
Aqua Foyer and Sapphire Foyer

**8:00 A.M. - 5:00 P.M.**  
**REGISTRATION**  
Sapphire Foyer

**8:00 A.M. - 5:00 P.M.**  
**EXHIBITS / NCF AUCTION**  
Sapphire Foyer

**8:00 A.M.**  
**BREAKFAST WORKSHOPS**

**9:00 A.M.**  
**GENERAL SESSION**  
Sapphire Ballroom  
Keynote Speaker: Ed Wytkind, TTD  
NAV CANADA: Their Reality vs. Our Status Quo  
**Morning Break**  
Convention Business  
**Lunch Workshops**  
Convention Business  
**Afternoon Break**  
Convention Business

**REGIONAL DINNERS**

**6:00 P.M.**  
Eastern  
Great Lakes  
Southwest.....**Rustic Root**

**7:00 P.M.**  
Alaskan  
Western Pacific .....**RoofTop 600 @ The Andaz**

Central  
New England  
Northwest Mountain  
Region X .....**Union Kitchen**

Southern .....**The Shout! House**

**WRISTBANDS ARE REQUIRED TO ATTEND THESE EVENTS.**

## FRIDAY UNION

**7:45 A.M. - 8:45 A.M.**  
**CONTINENTAL BREAKFAST**  
Aqua Foyer and Sapphire Foyer

**8:00 A.M. - 12:30 P.M.**  
**REGISTRATION**  
Sapphire Foyer

**8:00 A.M. - 5:00 P.M.**  
**EXHIBITS / NCF AUCTION**  
Sapphire Foyer

**8:00 A.M.**  
**BREAKFAST WORKSHOPS**

**9:00 A.M.**  
**GENERAL SESSION**  
Sapphire Ballroom  
Convention Business  
**Morning Break**  
Convention Business  
**Awards Luncheon**  
Convention Business  
**Afternoon Break**  
Convention Business  
2020 Convention Bids

**7:00 P.M.**  
**CLOSING BANQUET**  
**Hotel del Coronado**  
NATCA will provide ferry and bus transportation to and from the event. The first ferry departs the Hilton Bayfront dock at 6:00 p.m. and the second at 6:20 p.m. The ferries will board at 9:30 p.m. at the Glorietta Marina at Coronado to return to the Hilton Bayfront. There will also be five buses running on a continuous loop between the Hilton Bayfront and the Hotel del Coronado throughout the event. The first bus departing the Hilton for the event will board at 6:00 p.m.  
**WRISTBANDS ARE REQUIRED TO BOARD THE FERRIES/BUSES AND ATTEND THE EVENT.**

## PANEL PREVIEW // SPEAKER SPOTLIGHT

### NAV CANADA: Their Reality vs. Our Status Quo

NATCA President Paul Rinaldi and Executive Vice President Trish Gilbert have made it a priority to fully understand air traffic control operations from around the world. As a result of these efforts, NATCA has developed a strong relationship with the Canadian Air Traffic Control Association (CATCA). Building on that relationship, NATCA controllers Dawn Johnson (Atlanta Center) and Richard Kennington (Portland ATCT) visited facilities in Canada during the week of Aug. 15.

On Thursday, Sept. 1, Johnson and Kennington will lead a panel discussion on the Canadian air traffic control system and how NATCA controllers can learn from that operation. Gilbert and Special Counsel to the President Eugene Freedman will participate, along with David Doerksen, Regional Vice President, Central Region, CATCA; Paul Berry, Toronto ACC Controller, CATCA; Todd Gable, Calgary Tower Controller, CATCA; and Gordon Howe, Buttonville Tower Controller, CATCA. The focus of this discussion will center on the experiences of Johnson and Kennington as they discuss the pros and cons of operations in Canada versus the United States.



Dawn Johnson



Richard Kennington

As the National Airspace System (NAS) continues to risk falling farther behind in technology and capabilities, the need to learn from other countries about what could work in our own system grows increasingly important. The status quo is unacceptable and NATCA aims to build the best possible system for aviation to thrive in the United States. The safety of the NAS remains paramount through any possible changes. ★

### THURSDAY KEYNOTE: Ed Wytkind, Transportation Trades Department



Ed Wytkind

As president of Transportation Trades Department, AFL-CIO (TTD), Edward Wytkind oversees the organization's daily operation and serves as TTD's spokesperson and chief strategist. He collaborates with the presidents and other officers of TTD's 32 affiliated unions, including NATCA, to fight for long-term investments in our transportation system and to protect and expand the rights of workers to have a union voice. He also positions TTD to develop substantive policy expertise and dynamic public messaging in order to ensure that our nation's transportation system is an engine for good, safe, middle-class jobs that grow our economy.

Ed is a trusted expert in Washington and beyond, often called to testify before Congress and speak to industry, labor, and government audiences on key transportation issues. He is adept at speaking with politicians across the political spectrum and in all branches of government, and at generating consensus among those from disparate parts of the transportation sector.

Ed has the audacity to believe that everyone deserves safe workplaces, fair wages, and the unencumbered right to form and join unions, and that our nation's transportation system should be among the strongest and most modern in the world. With Ed at the helm, TTD has led transportation unions through the rewrite of major transportation laws and through critical debates over the safety and security of our transportation system, represented transportation labor's interests on international trade issues, injected workers' voices into debates about major transportation investment endeavors, and spoken out against outsourcing and contracting out proposals that threaten jobs and bargaining rights.

A native of Los Angeles, Ed holds a Bachelor of Arts degree from the University of California, Santa Barbara. He serves on the Labor Advisory Committee for Trade Negotiations and Trade Policy, which advises Congress and the President on trade policy issues, and on the Board of Trustees for the Mineta Transportation Institute. ★



#### GROBERG, CONTINUED FROM PAGE 1

*suspect. At this time, Captain Groberg confirmed the bulge was a suicide vest and with complete disregard for his life, Captain Groberg again with the assistance of the other member of the security detail, physically pushed the suicide bomber away from the formation. Upon falling, the suicide bomber detonated his explosive vest outside the perimeter of the formation, killing four members of the formation and wounding numerous others. The blast from the first suicide bomber caused the suicide vest of a previously unnoticed second suicide bomber to detonate prematurely with minimal impact on the formation. Captain Groberg's immediate actions to push the first suicide bomber away from the formation significantly minimized the impact of the coordinated suicide bombers' attack on the formation, saving the lives of his comrades and several senior leaders.*

*Captain Groberg's extraordinary heroism and selflessness above and beyond the call of duty at the risk of life are in keeping with the highest traditions of military service and reflect credit upon himself, 4th Infantry Brigade Combat Team, 4th Infantry Division and the United States Army. ★*



# WORKSHOP SCHEDULE

WEDNESDAY BREAKFAST WORKSHOPS: 8:00 - 8:50 am	
Concur: Don't Get Rejected <i>Aqua 310</i>	NATCA Local Elections <i>Aqua 314</i>
NATCA Communications <i>Aqua 313</i>	Building a Stronger Local <i>Aqua Salon F</i>
WEDNESDAY LUNCH WORKSHOPS	
Utilizing Social Media For Your Local <i>Aqua 300A/B</i>	OSHA: Understanding the New Indoor Air Quality Requirements <i>Aqua 314</i>
Drugs and Alcohol: Testing, Rights, Processes <i>Aqua 310</i>	Building a Stronger Local <i>Aqua Salon A/B</i>
Concur: Don't Get Rejected <i>Aqua 311A</i>	NVT Presents: Traffic, Complexity, and Pay <i>Aqua Salon C</i>
IFATCA 101 <i>Aqua 311B</i>	Collaboration: The Why, The What, The How <i>Aqua Salon E</i>
NATCA PAC <i>Aqua 313</i>	Training Review Board: Philosophy vs. Process <i>Aqua Salon F</i>
THURSDAY BREAKFAST WORKSHOPS: 8:00 - 8:50 am	
Drugs and Alcohol: Testing, Rights, Processes <i>Aqua 311A</i>	What Happens After an Accident or Incident? <i>Aqua 310</i>
Utilizing Social Media For Your Local <i>Aqua 314</i>	Union Representation During Investigations & Formal Meetings <i>Aqua 313</i>
THURSDAY LUNCH WORKSHOPS	
Transfers and Placements <i>Sapphire Ballroom</i>	Union Representation During Investigations & Formal Meetings <i>Aqua 300A/B</i>
What Happens After an Accident or Incident? <i>Aqua 310</i>	NATCA Local Elections <i>Aqua 311A</i>
Hatch Act Do's and Don'ts <i>Aqua 313</i>	NVT Presents: Traffic, Complexity, and Pay <i>Aqua Salon A/B</i>
Fatigue: Demystifying Fatigue Modeling <i>Aqua Salon C</i>	How to Stay Out of Jail: A Lesson on Local Finance <i>Aqua 311B</i>
Building a Stronger Local <i>Aqua Salon F</i>	Operating NATCA's Professionalism Programs at Your Facility <i>Aqua 314</i>
Collaboration: The Why, The What, The How <i>Aqua Salon E</i>	
FRIDAY BREAKFAST WORKSHOPS: 8:00 - 8:50 am	
Training Review Board: Philosophy vs. Process <i>Aqua Salon E</i>	OSHA: Understanding the New Indoor Air Quality Requirements <i>Aqua 313</i>
How to Stay Out of Jail: A Lesson on Local Finance <i>Aqua 311B</i>	Operating NATCA's Professionalism Programs at Your Facility <i>Aqua 314</i>

## CONVENTION WORKSHOPS

- ★ **Building A Stronger Local**

This is an interactive class designed to enhance the strength of your Local by emphasizing the importance of teamwork, education, and communication. Learn how everyone – from FacRep to member – plays an essential role within the Local.

★ **Collaboration: The Why, The What, The How**

This class will focus on identifying audience questions and misconceptions relating to collaboration. We will explain WHY we have chosen to use collaboration between NATCA and the Agency, WHAT collaboration really is (and isn't), and HOW people are expected to use collaboration.

★ **Concur: Don't Get Rejected**

When travelling and incurring expenses on behalf of NATCA, you want to be reimbursed for your expenses. Concur is NATCA's electronic system for travel booking and expense reimbursement and helps do just that. This class will cover everything from setting up your profile, booking travel, and submitting expense reports via desktop site and mobile

app. Frequently asked questions and common mistakes will also be discussed to ensure your reports are not rejected and you are promptly reimbursed. NATCA's Accounting Department will be leading this class and will be available to answer any questions.

★ **Drugs & Alcohol: Testing, Rights, Processes**

This class aims to educate members about the testing processes, their rights, and the effects of drugs or alcohol as it relates to the testing process.

★ **Fatigue: Demystifying Fatigue Modeling**

This class will explain and inform fatigue modeling and how it relates to the decisions that are made, which ultimately impact work rules and quality of life.

★ **Hatch Act Do's and Don'ts**

This class provides information to be aware of this election season. Participants will learn how to avoid violating the Hatch Act during this election cycle and help our membership steer clear of punishment. The class will address potential problems surrounding

social media with real examples adjudicated by the Office of Special Counsel.

★ **How to Stay Out of Jail: A Lesson on Local Finance**

Learn the whatNOTs of Local finances. This class will cover the proper way to record your Local's finances, what forms need to be filed and when, and what happens when you don't.

★ **IFATCA 101**

Learn more about the International Federation of Air Traffic Controllers' Associations and the important role that NATCA plays in the global ATC community.

★ **NATCA Communications**

Learn how the NATCA Communications Department advances NATCA's mission and messages, different ways you can get involved in communications efforts, and tips to help your Local better reach its membership.

★ **NATCA Local Elections**

Learn the ins and outs of conducting Local elections.

★ **NATCA PAC**

This class discusses how to



## SPOTLIGHT: BUILDING A STRONGER LOCAL

What does it take to build a stronger NATCA local at your facility?

It starts with your local leadership, from the FacRep to the executive board, and those members who step up to fill other important roles from legislative activist to safety rep, Occupational Safety and Health Administration (OSHA), and much more.

But increasingly, each individual member plays a role that has a direct and profound impact on the strength of the entire local.

"Everyone's role is essential," says Reloaded Committee member Chrissy Padgett (Washington Center), who, along with Reloaded Committee Chairman Dawn Johnson (Atlanta Center) and committee member Chris Stephenson (Memphis Center), will teach the "Building a Stronger Local" workshop here at the convention today at 8 a.m. (Aqua Salon F) and at noon (Aqua Salon A/B), and on Thursday, Sept. 1 at 12:30 p.m. (Aqua Salon F).

"You're part of the local and what you say matters," she emphasizes. "Your opinion matters."

If a member doesn't want to be more involved, then NATCA at least wants you to be more educated, Padgett said, about facts, issues, your contract, MOUs, and the process for how the Union moves forward on collaboration or anything else.

"I just think the more that a member is educated about the issues, reading the information that NATCA puts out, or the information from their crew rep or FacRep, the stronger the local becomes," Padgett said.

The Reloaded Committee has broadened the 2016 version of "Building a Stronger Local," expanding what it started in 2014 at NATCA's 15th Biennial Convention in Minneapolis.

"Our 2014 version was more focused at the FacRep level and how our FacReps can build stronger locals by being more aware of their effectiveness in communication, education and activism," Stephenson said. "Now we have made it about how our locals operate as a team and no matter what role we have within a local – FacRep, officer, specialty rep or member – everyone's role is essential to the success of the local."

"Not only that," he added, "It is also important for everyone to know and understand each other's role and responsibility."

The foundation for "Building a Stronger Local" is NATCA 101, a three-year-old interactive online class that has provided a solid foundation for educating members about the Union. This week's workshops will also focus on communication and what that looks like in a team environment.



"For me, it's an information path that flows both ways," Stephenson said. "In other words, the FacRep receives just as much information as they deliver."

Another area of focus will be external influences.

"Our locals have external influences upon them daily," Stephenson said. "Understanding how the local team processes and responds to external influences is very important and can make a difference in how well the local operates."

Padgett said she wants to see a workshop this week that is interactive, and the Committee plans a few different exercises to stimulate participation.

"If our whole class turns into a discussion, all the better," she said. ★

### CONVENTION WORKSHOPS

educate members on the PAC. This class is NOT a solicitation for the PAC. Participants will learn the fundamentals of how political actions committees work and how to educate the membership. Attendees will leave with the tools necessary to effectively advocate for the PAC and increase participation.

★ **NVT Presents: Traffic, Complexity, Pay** This course will briefly cover the basics of the Complexity Formula for Pay Setting by Facility and will focus mainly on the facility upgrade/downgrade process. Emphasis will be placed on what you should do before, during, and after FPL Review by the NVT.

★ **Operating NATCA's Professionalism Programs at Your Facility** From how the Professional Standards program can make your representational job easier to how to best use NATCA's professionalism programs to protect our members: this class covers it. It will include a brief overview of the basics of the Professional Standards program and how to use it, how to educate and protect our members regarding the

usage of distractions, and the impact of conflict and how it impacts FacReps and members alike. This class is recommended for new FacReps.

★ **OSHA: Understanding The New Indoor Air Quality Requirements** The purpose of this class is to familiarize you with the document, as agreed to as part of the new CBA, which defines standardized ATO IAQ program implementation requirements that contribute to a safe and healthful work environment for ATO employees and building occupants.

★ **Training Review Board: Philosophy vs. Process** This class covers the process of the Training Review Board, what happens, what is covered, and the understanding of the process. We will address common myths and stereotypes based on roles, along with conceptual approaches for FacReps that buck traditional norms.

★ **Transfers and Placements** The ERR process, the NEST, the NCEPT, the Priority Placement Tool, and hiring and placement of new employees out

of the FAA Academy are all interrelated. Come learn how they affect controller transfers, placement, and the staffing level at your facility.

★ **Union Representation During Investigations and Formal Meetings** Gain a greater understanding of your representation rights during investigations and formal meetings.

★ **Utilizing Social Media For Your Local** In an era where the average adult attention span is between just 2.8 and eight seconds, and millions of posts are shared across numerous social media platforms every minute, how can you break through the noise? In this workshop, learn about the ever-growing world of social media, including which platforms are best for your NATCA Local, and how you can use them to reach your target audience.

★ **What Happens After an Accident or Incident?** The controller and FacRep guide to ASI (Air Safety Investigations), CISM (Critical Incident Stress Management), and OWCP (Office of Workers' Compensation Programs).

COUNTRY

★

COMMUNITY

★

UNION



The NATCA Charitable Foundation (NCF), and our Salute to Community Service is the focus of the convention on Thursday, Sept. 1.

NCF is a non-profit 501(c)(3) corporation with a mission to assist charitable, educational, scientific, and other activities that benefit the common welfare. NCF is a 100 percent volunteer organization, and the official charity of NATCA. The charity’s philanthropic efforts and programs stretch across the country with a volunteer network dedicated to making a difference in as many lives as possible.

A hallmark of NCF is its low operating expense, largely due to its volunteers of all ages and professions. NCF’s operating expense ratio has remained below five percent since 1998. From 2011 to 2015, NCF has more than doubled the amount of money allocated to those in need from \$91,000 to \$200,000. NCF even reached over \$1 million raised in 2012 with its 20th anniversary fundraisers.

The foundation seeks to assist areas of need that go unfunded or may be missed through typical donor drives. This week’s event continues an NCF tradition of helping local charities in the host convention areas.

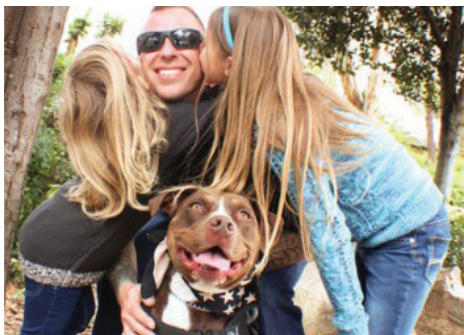
In 2012 at NATCA’s 14th Biennial Convention in Denver, NCF hosted a “Show Your Roots” campaign, during which local facilities and members sponsored trees and plants displayed in the Convention ballroom and foyer. NCF raised over \$30,000 in 2014 during NATCA’s 15th Biennial Convention, which featured the second “Show Your Roots” campaign. Individuals, facilities, and areas within facilities sponsored 100 trees for the Twin Cities Habitat for Humanity.

Also at NATCA’s 15th Biennial Convention, NCF collected more than \$10,000 in donations to benefit Finnegan’s Community Fund, which provides food for the hungry in the Midwest.

San Diego is home to one of the largest military communities in the United States. To support the Salute to Community theme, NCF will donate money raised at NCF events this week to several charities in the San Diego area that honor the selfless sacrifice of our men and women in uniform. In addition to featured local charities, NCF will donate money to United Soldiers and Sailors of America, a national charity that provides assistance to combat wounded service members and their families.

NCF-sponsored events this week include a Form 1187 drive for NATCA President Paul Rinaldi to ride a wave tonight at the WaveHouse (1187 deductions are similar to Union dues and go directly to NCF), a dog tag engraving fundraiser – where for a small donation – you can get a personalized dog tag at the NCF booth (if you participate in the Form 1187 fundraiser, your engraving is free!), a silent auction (auction numbers can be found on your Convention badge), and a Support The Troops fundraiser, where each donation of \$50 or more will garner you a surfboard ornament that will be hung from a support tree featured throughout Convention. These trees will then be donated to San Diego Habitat For Humanity to go to a local urban development project. ★

NCF OFFICERS	2016-18 BOARD OF DIRECTORS
Elena Nash, President <i>n cf.enash@natca.net</i>	Phil Carpino
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	Elisa Muise
	For more information on NCF and how to get involved, contact: <i>natcacharitable@natca.net</i> 202.220.9831



SHELTER TO SOLDIER:

Saving Lives, Two at a Time

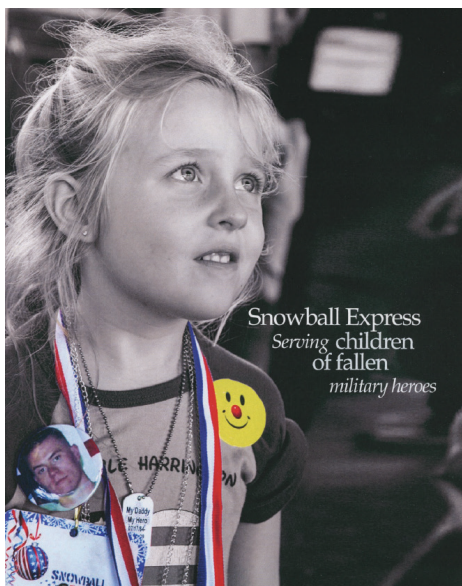
Shelter to Soldier is a dedicated non-profit that is “saving lives, two at a time.” The charity adopts dogs from local shelters that often face uncertain futures and trains them to become psychiatric service dogs for post-9/11 combat veterans suffering from post traumatic stress disorder (PTSD), traumatic brain injury (TBI), and/or other psychological injuries associated with traumatic service experiences.

PTSD and associated psychological injuries and traumas continue to be a daily battle for our nations veterans. Every day, 22 U.S. veterans and one active duty service member are lost to suicide — an average of one life every 63 minutes. Shelter to Solider seeks to fight these heart-wrenching statistics through changing two lives.

Many great dogs in shelters across the country are overlooked and euthanized for behavioral issues. The charities team of professional dog trainers work to modify unwanted behaviors in the dogs, then train them for the elite level of service work needed in their new role. As rehabilitated dogs settle into their critical role of psychological support to his/her new veteran handler, two lives gain more meaning and a cycle of support begins. ★







## SNOWBALL EXPRESS:

### We Remember, We Honor, We Care

While many men and women of the armed forces return to their families and their civilian lives, not every one will have that chance. The families left behind are forever changed. Snowball Express remembers the fallen military heroes who will never return, honors the supreme sacrifice their families have made, and especially supports the children who will never be reunited with their mom or dad.

Since 2006, Snowball Express has provided hope and new happy memories to the children of fallen military heroes who have died while on active duty since 9/11. By bringing children together from all over the world for a four-day experience filled with fun activities like sporting events, dances, amusement parks and more, Snowball Express helps families begin to heal. Parents of children of the fallen often express that their child is reserved, withdrawn, or unwilling to talk about their loss. Snowball Express seeks to change that by making children feel special and giving them an opportunity to share their feelings about losing something as precious as a parent.

The children who attend the annual event walk away knowing they are not alone, and that we as Americans honor the sacrifice their parent made while serving our country. Children often return year after year to reunite with the friends they have made through Snowball Express, creating a network of support and healing. The 2016 event – the 11th annual – is scheduled for Dec. 11-15 in Dallas. ★



## VETERANS VILLAGE OF SAN DIEGO:

### Leave No One Behind

Veterans Village of San Diego (VVSD) is a non-governmental organization that has dedicated itself to serving all veterans since 1981 through their mission statement of "Leave No One Behind." VVSD is the only program of its kind in the United States and is nationally recognized as the leader in serving homeless military veterans, each year providing services to more than 2,000 military veterans at its five locations throughout San Diego County.

VVSD assists homeless veterans who have substance abuse and/or mental health issues, including men and women who have recently returned from Iraq and Afghanistan. At the heart of VVSD's programs are five pillars of success: prevention, intervention, rehabilitation, aftercare, and employment services.

VVSD provides a safe place for veterans to live with mental health counseling, focused support in overcoming addiction, housing, food, clothing, and legal services. In addition, VVSD provides assistance in securing life-sustaining employment for our nation's veterans so they can begin the next chapter in their lives as part of the local community. ★



## HOMEFRONT SAN DIEGO:

### Supporting Military Families in Need

Homefront San Diego is a non-profit organization that provides a hand to local military families in their time of need. Roger Hedgecock started the charity shortly after 9/11 when he heard about the ongoing needs of military families in San Diego, home to the nation's largest concentration of military personnel.

A majority of service men and women in combat zones are often distracted by concerns over the well being of their families at home. When one is fighting a war, there cannot be distractions. By taking care of the families back at home, Homefront San Diego enables soldiers to focus on their mission.

The charity helps with everything from emergency food and gas, to car repairs, furniture, computers, and everything else a family might need. Because each family is unique, Homefront San Diego does not limit its assistance to a set list of services, instead utilizing resources to do everything possible to help. Assistance is available to enlisted military families, deployed or not.

Since its beginning nearly a decade ago, Homefront San Diego has been able to help over 10,000 families in San Diego and will continue to assist as long as United States soldiers and their families need a helping hand. ★



## COMMUNITY



## COUNTRY



## UNION



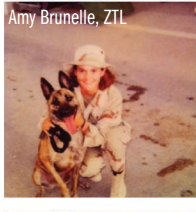
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Dann Jones, ZSE



April Ellis, CDW



Amy Brunelle, ZTL



Bryan Roberts, ZFW



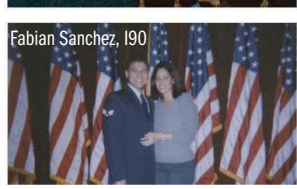
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Jason Arnold, ZME



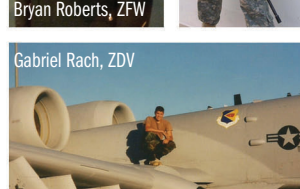
243rd ATC Squadron



Fabian Sanchez, 190



Jared Nelson, ZDV



Gabriel Rach, ZDV



Greg Emberland, MSP



Frankie Perez, DCA



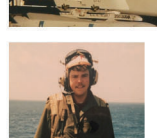
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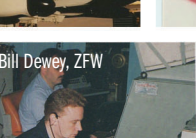
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Dave Pratt, ROC



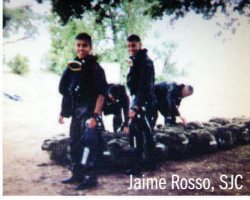
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Bill Gentry, ZOB



Chuck Wolff, ZMP



Jaime Rosso, SJC



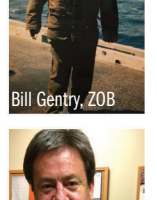
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Ham Ghaffari, ZLA



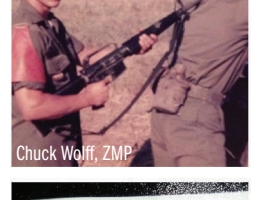
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Doug O'Connell, rel



Greg Bell, BED



Brian Nelson, ZDV



Hugh Hunton, ZFW



Bob Aiken, ENE



Charlie Thomaston, A80



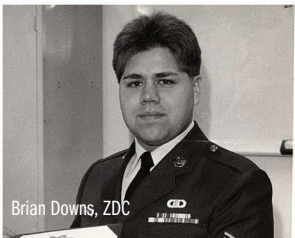
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Edmund Granton, EWR



David Peralta, ITO



Brian Downs, ZDC



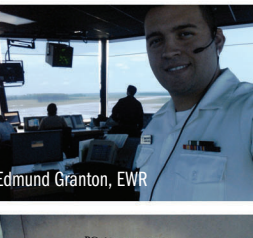
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Ethan Abelow, ANC



Reggie Palacios, ZOA



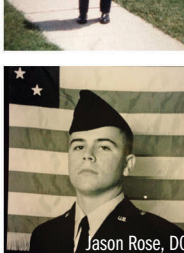
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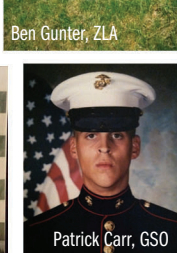
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Bruce Davis, ret.



Jason Rose, D01



Patrick Carr, GSO



James Walsh, D01



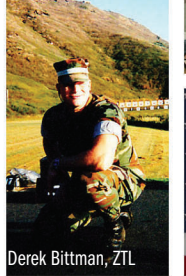
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Jake Dekam, ZOB



Adam Szeltnier, BTR



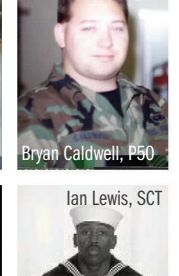
Derek Bittman, ZTL



Richard Fenner, AGC



Ed Allen, BFM



Ian Lewis, SCT



Clinton Clifton, ZDV



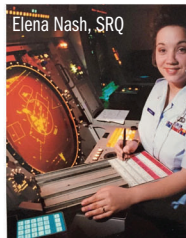
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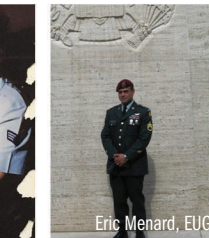
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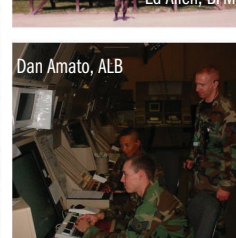
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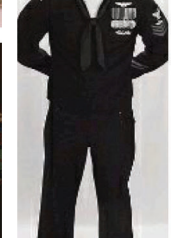
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Eric Menard, EUG



Dan Amato, ALB



Bryan Caldwell, P50



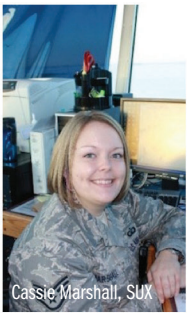
## COMMUNITY



## COUNTRY



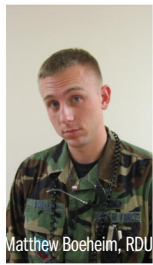
## UNION



Cassie Marshall, SUX



Kevin Sherwood, ret.



Matthew Boenheim, RDU



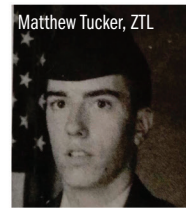
Justin Whetstone, P80



Joshua Waggener, ZDV



Marvin Cato, ZME



Matthew Tucker, ZTL



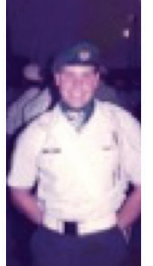
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Joe Rodgers, DET



Matthew Morter, SCT



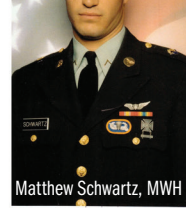
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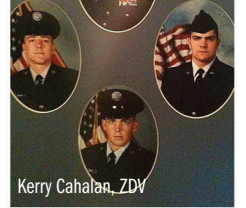
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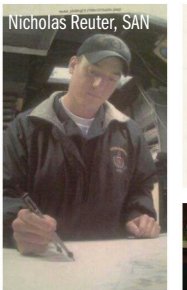
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Matthew Schwartz, MWH



Kerry Cahalan, ZDV



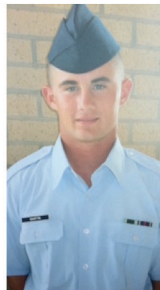
Nicholas Reuter, SAN



John Jones, ret.



Mike Weekley, CMH



Wade Martin, ZFW



Liz Walker, NCT



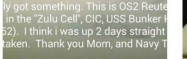
Jerry Nash, SRQ



Kevin Connolly, SAT



Jeremy Wacker, ZDV



Nate Pair, ZLA



Phil Carpino, CMH



Leticia Hodges, ATL



Ron McAuley, NCT



Matt Scala, D01



Kurtis Morley, ENM



Jesse Gonzales, FAT



Mike Smith, SCT



Mike Irving, ZDC



Mitch Herrick, ret.



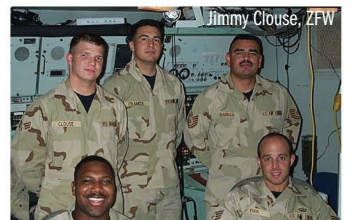
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Matt Ulmes, FWA



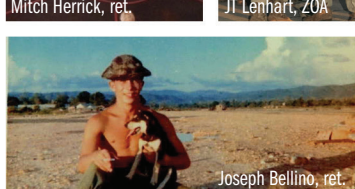
Marco Smith, CLT



Jimmy Clouse, ZFW



Mike Taylor, SCT



Joseph Bellino, ret.



Jeremy Coyle, SUS



Michael Gifford, CHA



Julie Thomas, MCO



Leeann Carter, SFB



Michael Krug, GRB



Jennifer Van Rooy, ZDV



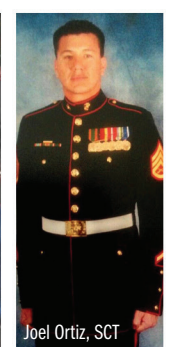
Michelle Trudeau, ZID



John Riccardi, EWR



Matthew Propst, ZFW



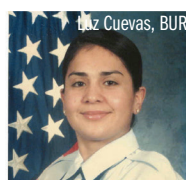
Joel Ortiz, SCT



Jim Trubisky, SDF



Michelle Fernandez, PNE



Laz Cuevas, BUR



Jeff Blow, D21



# NATCA SENIORITY

## Background on the current national policy developed over the past 20 years

1987

The Federal Labor Relations Authority (FLRA) certifies the National Air Traffic Controllers Association as the exclusive representative of air traffic controllers employed by the Federal Aviation Administration.

1989

The initial collective bargaining agreement between NATCA and the FAA for the air traffic controller unit is silent as to seniority. In practice, seniority is negotiated at the local level between the NATCA facility representative and the manager at each facility.

1993

Article 83 of a new collective bargaining agreement between NATCA and the FAA for the air traffic controller unit gives NATCA full authority to define seniority for bargaining unit employees. Article 83 reads: “[S]eniority will be determined by the Union at the local level.” The NATCA Constitution does not contain any provisions on seniority at this point in time.

1996

At the NATCA Convention in Pittsburgh, Resolution 96-014 is the first of many proposals on seniority to be heard by the Convention body. After a day of debate, Resolution 96-062 is adopted by a vote of 4,706 to 4,573 and establishes a national seniority policy. This policy becomes Section G of the 1996 NATCA By-Laws. ★ The new national seniority policy defines seniority as “NATCA Bargaining Unit Time;” establishes a first tie breaker as “EOD/FAA date;” establishes a second tie breaker as “SCD date;” establishes that a lottery may be used as the third tie breaker; provides that individuals have forty-five (45) days to return to the bargaining unit or “NATCA bargaining unit time” is reset to the date they return to the unit. ★ The policy defines “NATCA Bargaining Unit Time” as “time an individual was or is employed as an air traffic control specialist in either the terminal or center option and in an assigned position as described in the FLRA designation of the NATCA bargaining unit.” ★ The new policy expressly notes that “those individuals that have occupied a position outside of the NATCA bargaining unit prior to the passage of this resolution will not be adversely impacted with these provisions.” ★ Upon the conclusion of Convention, the NATCA National Executive Board issues five pages of guidance on implementation of the new national seniority policy.

1997

The FLRA certifies NATCA as the exclusive bargaining representative for 1,150 FAA engineers and architects. This is the beginning of NATCA’s representation of non-controller units.

1998

Article 83 of a new collective bargaining agreement between NATCA and the FAA for the air traffic controller unit maintains that “[s]eniority will be determined by the Union” but drops “at the local level” from the provision.

1998

At the NATCA Convention in Seattle, one-and-a-half days of debate results in the passage of Resolution 98-002 to amend the national seniority policy so as to include only a deduction for any time spent outside the bargaining unit after September 30, 1996 rather than a reset of seniority upon return to the unit. ★ Resolution 98-058 also passes, requiring the NATCA National Office to administer the national seniority policy and for the National Office to “make known to all NATCA members their national seniority status, and to each local the seniority status of all employees of that local.” ★ Section G of the 1998 NATCA By-Laws is modified accordingly.

2000

At the NATCA Convention in Anchorage, no changes are enacted to the national seniority policy.

2002

At the NATCA Convention in Cleveland, the Convention delegates approve an amendment to the national seniority policy to require the lottery tie-breaker to occur at the local level. ★ The Convention delegates also approve an amendment regarding the use of seniority for the leave-bidding process. ★ All of the seniority provisions are relocated from Section G of the previous By-Laws to Section A of the 2002 NATCA By-Laws.

2004

NATCA President John Carr issues seniority guidance on the issue of the accumulation of seniority when assigned to a facility before a scheduled start date at the academy. The guidance provides that: “[A]ny newly hired employees assigned to a position within the air traffic controller unit at a facility for any period of time prior to their scheduled start date at the academy are part of the air traffic controller unit for that period of time and should begin accruing seniority as of their initial date of arrival at the facility. In accordance with the air traffic controller certification, these newly hired employees leave the unit (and accrual of seniority ceases) upon their departure from the facility for the academy and they do not reenter the unit (and resume accrual of seniority) until their return to the facility.” ★ In further clarification of this issue, President Carr later determines that dates for deduction of academy time should be calculated using the SF-50s applicable for the assignment to the academy.



# NATCA SENIORITY *continued*

2004

At the NATCA Convention in St. Louis, the By-Laws are restructured and the former By-Laws become either (1) Standing Rules, or (2) Policy & Position Statements. Section A of the 2002 By-Laws becomes Section A of the Standing Rules. ✳ The Convention delegates approve an amendment to make “Cumulative NATCA Bargaining Unit Time” the primary basis for seniority and to use “NATCA Bargaining Unit Time” as the first tie-breaker, “EOD/FAA” as the second tie breaker, “SCD” as the third tie-breaker, and “lottery...determined at the local level” as the fourth tie-breaker. ✳ “Cumulative NATCA Bargaining Unit Time” is defined as “totaling all time together spent in each of the NATCA bargaining units and “NATCA Bargaining Unit Time” is redefined as “the total time in a given bargaining unit represented by NATCA and as defined by the FLRA petition for representation of that unit.” ✳ Upon the conclusion of Convention, the NATCA National Office issues nine pages of guidance on implementation of the seniority changes enacted by the delegates.

2006

At the NATCA Convention in Boston, the criteria of the national seniority policy are moved from NATCA Standing Rule A-3 into the NATCA Constitution as Article XV. ✳ The provisions on the establishment of the national seniority policy at Convention, the role of seniority in leave bidding, and the National Office’s responsibility for administering the national seniority policy and maintaining a national seniority list are renumbered as Standing Rules A1, A2, and A3.

2008

NATCA President Pat Forrey issues seniority guidance as part of the assimilation of the flight service unit. The guidance provides that only time spent as a flight service employee at a flight service facility in Alaska, as opposed to flight service facilities in other parts of the country, will count toward NATCA seniority dates. The guidance recognizes that: “NATCA’s consistent practice has been to credit toward seniority time spent as a unit employee only at those facilities represented by NATCA (regardless of the effective date of that representation).” ✳ The guidance acknowledges that the same practice has been applied for bargaining unit employees at Department of Defense facilities represented by NATCA and Federal Contract Tower Program facilities represented by NATCA.

2008

At the NATCA Convention in Miami, the Convention delegates adopt a new Section 2 to Article VX to provide that re-employed annuitant NATCA bargaining unit employees shall have their initial seniority date adjusted to reflect the date they rehire into any FAA NATCA bargaining unit. ✳ The Convention delegates also adopt a new Section 3 to Article XV which provides that any bargaining unit member who accepted a supervisor or management job after June 6, 2006, and returns to the bargaining unit thereafter would have a cumulative seniority date set to his or her return date. This new Section 3 is largely in response to defections from the air traffic controller unit into management during a period of extreme labor unrest within the FAA over the FAA’s decision to unilaterally impose non-negotiated work rules on NATCA bargaining units. Numerous unfair labor practice charges alleging a breach of the duty of fair representation are subsequently filed over the adoption of Section 3.

2009

On October 1, a new collective bargaining agreement between NATCA and the FAA for the air traffic controller unit replaces the work rules unilaterally imposed by the FAA in 2006. This new agreement also covers the traffic management coordinator/specialist and the NOTAM specialist units. ✳ Article 83 of the agreement continues to provide that “[s]eniority will be determined by the Union.” A new section in Article 83 provides that “[t]he Union may only change seniority one (1) time during the life of this Agreement.” ✳ The new agreement also contains a provision in Article 108 (the pay article that had gone to binding arbitration) which creates an exception to NATCA’s national seniority policy. The exception provides that bargaining unit employees who return to the unit from a temporary (but not permanent) promotion will have their seniority “reinstated as though the employee had never left the bargaining unit position previously assigned without accruing seniority for the duration of the temporary promotion.” This exception imposed by the binding arbitration process is only applicable to employees in the air traffic controller, traffic management coordinator/specialist, and NOTAM units. In all other NATCA-represented units of FAA employees, individuals returning from temporary promotions that were commenced after June 6, 2006, continue to have their seniority date set to the date they return to the unit (in the same manner as all FAA unit employees returning from permanent promotions).

2010

At the NATCA Convention in Honolulu, the Convention delegates delete Standing Rule A-1 as unnecessary because the criteria for the national seniority policy had become Article XV of the NATCA Constitution in 2006, and the constitutional requirement that the NATCA Constitution can only be amended by the Convention delegates negates the need for the statement that “[t]he national seniority shall be established by the Convention.” The seniority policy remains otherwise unchanged.

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## NATCA SENIORITY *continued*

2012

At the NATCA Convention in Denver, the Convention delegates amend Section 3 of Article XV to provide that any bargaining unit member who accepted a supervisor/management position after September 12, 2008, (rather than June 6, 2006) and returns to the bargaining unit would have a cumulative seniority date set to his or her return date. This amendment is in response to several years of litigation over the retroactive portion of the policy adopted by the Convention delegates on September 12, 2008, and, as an outcome of that litigation, remediates the retroactive portion of the policy by inserting the date of the adoption of the 2008 amendment. (An exception to this policy continues to exist, however, for employees who return to the air traffic controller, traffic management coordinator/specialist, and NOTAM units from temporary promotions commenced after September 12, 2008, due to the pay provision in the 2009 agreement covering those units that was the result of the binding arbitration process.) ✱ The Convention delegates also delete Standing Rule A-3, which had required the National Office to maintain a list of each member's national seniority status, due to the impossibility of fulfilling that requirement as a result of the lack of easily available data for earlier periods of time.

2014

At the NATCA Convention in Minneapolis, no changes are made to the national seniority policy.

2016

On July 24, a new collective bargaining agreement between NATCA and the FAA for the air traffic controller, traffic management coordinator/specialist, and NOTAM specialist units goes into effect (the "slate book"). This new agreement also covers the flight service unit. The new agreement contains the same Article 83 language on the Union determination of seniority as the 2009 agreement. Article 108 also continues to allow employees covered by the slate book who return to one of the units from a temporary promotion to have their seniority reinstated without accruing seniority for the duration of the temporary promotion rather than having their seniority date set to the date of their return to the unit.

### FCT Facilities

NATCA has collective bargaining relationships with three contractors who operate NATCA-represented facilities in the Federal Contract Tower Program. The collective bargaining agreements with these contractors differ from the agreements with the FAA in that the contractors will not agree to seniority provisions that allow NATCA to unilaterally determine the seniority policy for the employees at the contract facilities. Federal labor law requires NATCA to bargain in good faith with these contractors in reaching an agreement; NATCA, therefore, cannot fail to bargain over seniority provisions for these agreements even though the NATCA Constitution establishes a national seniority policy. The policy in the NATCA Constitution is only applicable for units where the determination of seniority has been left by agreement to the unilateral determination of NATCA.

### Guidance

Electronic copies of the guidance issued on the national seniority policy over the years can be found on the members' page of the NATCA website. Using the drop-down list under "About NATCA," select "NEB Policies," and then scroll down to "Seniority Guidance." ✱

## FOUNDATIONS OF PROFESSIONALISM



Visit our booth to learn more about these programs!

## SPOTLIGHT: WESTERN PACIFIC REGION

# LAST TO BED...

# FIRST TO RISE



The Western Pacific Region (NWP) welcomes you to NATCA's 16th Biennial Convention in San Diego! Local facilities San Diego/Lindbergh ATCT (SAN), Carlsbad Palomar ATCT (CRQ), Southern California TRACON (SCT), San Diego Montgomery ATCT (MYF), Gillespie/San Diego ATCT (SEE), Los Angeles Center (ZLA), and Guam CERAP (ZUA) are thrilled to have you join them.

"On behalf of the 61 facilities that make up the diverse and far-reaching Western Pacific Region, we would like to welcome you to San Diego, site of NATCA's 16th Biennial Convention," says Western Pacific Regional Vice President Ham Ghaffari.



"Our Western Pacific Region spans from the Grand Canyon across the Pacific Ocean to Guam CERAP. Guam CERAP is actually the first FAA facility to see the sun rise and the last to see the sun set. We are all very proud of our region and the many engaged activists who are doing terrific work in support of our beloved NATCA. Our Western Pacific family wishes you a most memorable experience at the 2016 NATCA Convention."

NWP controllers and aviation safety professionals work around the clock to make the National Airspace System (NAS) the safest in the world. With time zones spanning 17 hours from San Diego to Guam, controllers here are often the last to bed, and first to rise.



SCT is located in sunny, beautiful, San Diego and is the busiest approach control facility in the country. The level 12 TRACON consists of seven operation areas and provides radar services to 53 airports spanning all across Southern California.

Unique to this TRACON is that each operational area experiences some restricted visibility due to the marine layer off the Pacific Ocean, a common challenge for other facilities in this region as well. SCT airspace spans 9,000 square miles, from

Palm Springs to the U.S.-Mexico border, to Catalina Island to north of Hollywood.

SCT works closely with ZLA, located in Palmdale, Calif. The level 12 facility is responsible for approximately 177,000 square miles of airspace. Over 45 percent of ZLA's total airspace is Special Use Airspace, used by the military, which makes it challenging to service the busy airports nearby.

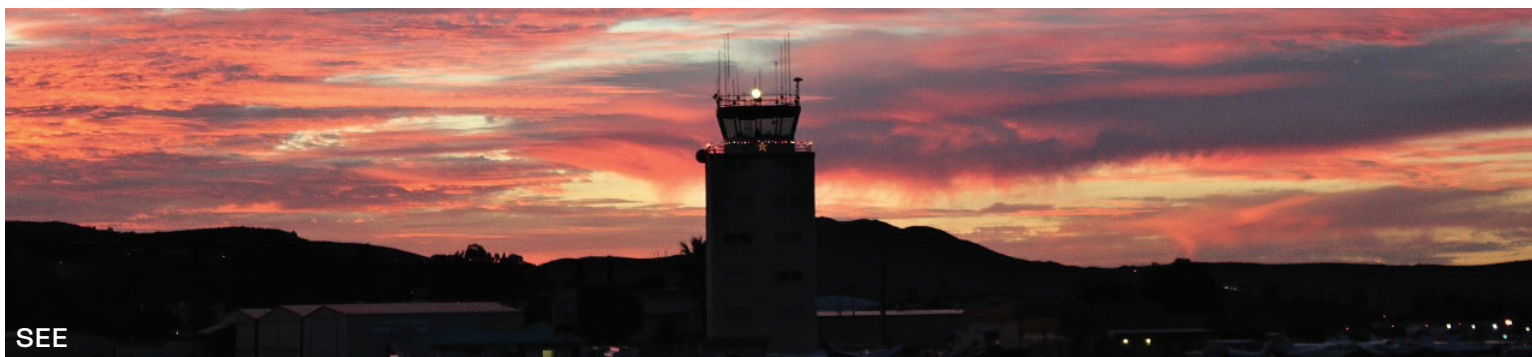
ZLA works closely with many other facilities, including four other en route Centers, five approach control facilities, one international area control facility, one international approach control facility, and three military approach control facilities.

The facility's location brings it 300 days of sunshine a year, which means year-round general aviation and military operations. ZLA serves airports that host many special events including fly-ins, aviation conventions, VIP visits, Super Bowls, and college football national championship games.



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San Diego County's busiest airport, SEE, is a level 7 VFR (visual flight rules) tower, commissioned in 1962. Controllers are responsible for 4.3 nautical miles from the surface to 2,400 feet MSL (mean sea level), except where their airspace shares a boarder with Marine Corps Air Station (MCAS) Miramar to the Northwest.

SEE is in a valley that blocks RADAR coverage below 1,200 feet. There is also a mountain to the Northeast that is 1,000 feet tall and blocks controller's sight of aircraft entering right base or on right downwind past abeam.

SEE traffic consists of mostly small Cessna and Piper aircraft. However, business jets are not uncommon to see. The airport is home to Southern California's largest collection of privately owned vintage warbird and antique aircraft. An annual airshow is held in June to display and demonstrate this classic collection.

Located 6,170 miles from and 17 hours ahead of San Diego is Guam Center/Radar Approach Control (CERAP). The average flight from the United States to Guam is approximately 18 hours. Before relocating, ZUA was on Andersen Air Force base and originally began running air traffic control services in the late 1940s. The level 8 facility is now located near the main international airport.

ZUA controllers mainly work United, Delta, and many foreign air carriers including B737s, B757s, B777s, and A320s. The military also brings a variety of fighters, tankers, and bombers when it's on the island.

Working at ZUA comes with many unique factors. One is that controllers work a terminal sector as well as en route. The controller that works both has two different scopes to watch. Another is the weather. The islands are situated within "Typhoon Alley." When a typhoon hits, the recovery process is long because of how isolated the island is.

NATCA President Paul Rinaldi visited ZUA in 2013, becoming the first NATCA president to do so.

Despite the differences among facilities within the San Diego region, the commonality is their NATCA solidarity. All facilities host several events throughout the year where their NATCA pride shines strong with some of the greatest attendance rates across the country. The San Diego local is thrilled to host so many dedicated members this year and hopes you enjoy NATCA's 16th Biennial Convention! ★



## CONCUR® DON'T GET REJECTED!

Today, at 8 a.m. and noon, NATCA Comptroller Selma Golding-Forrester and Deputy Comptroller Preet Mohinder Singh Virk will teach a workshop on Concur, NATCA's electronic system for booking travel and expense reimbursement.

The workshop training will cover topics such as setting up your profile, booking travel, and submitting expense reports. Golding-Forrester and Virk will discuss frequently asked questions and common mistakes in relation to both the website and app versions of Concur to make sure your reimbursements successfully go through the approval process and are not rejected!

Convention attendees will have additional face time with both Golding-Forrester and Virk! Throughout convention breaks, both will be available at the Concur booth to answer any questions you may have. Laptops will be available so you can get hands-on experience. Do not miss the opportunity to meet with your NATCA National Office staff. ★

## ASI COMMITTEE: Become a Mentee!

The work of the Air Safety Investigations (ASI) Committee is invaluable to NATCA. As air traffic controllers, we prefer our daily operations to be uneventful. However, we must be prepared for unexpected and unfortunate situations. When emergencies occur, it's crucial for us as individuals, and as a Union, to have subject matter experts participating in post-event investigations.

ASI's highly-trained air safety investigators are on-call and ready to provide a controller-based perspective to National Transportation Safety Board (NTSB) investigations when air traffic services have been provided. Air safety investigators assist or work with the NTSB to formulate recommendations to prevent future occurrences.

Our mentorship program is an excellent way to get involved with the ASI Committee. It allows you to begin various types of training with the ASI team, learn the many aspects involved with accident and incident investigations, and gain valuable experience. While a position on the Committee is not guaranteed, should one become available, the mentees are trained to step up. Please stop by the ASI booth to learn more about this great committee and how you can get involved! ★



### AIRCRAFT ACCIDENT/INCIDENT CHECKLIST

*In the event of an incident or accident involving your facility, the FacRep or delegated Rep should follow this checklist.*



- ✓ **Position Relief:** Controllers who were involved with an accident or incident shall be relieved from position as soon as practical IAW Covered Event MOU signed 18JAN13 and QA-QC MOU signed 26OCT11.
  - ✓ **Representation:** Offer/Provide NATCA representation to all involved Bargaining-Unit personnel. As soon as practical, individually move each involved person to a quiet, private area where they can calm down and talk.
  - ✓ **Notification:** As soon as possible, call your Region's NATCA Accident/Incident point of contact (See list on last page)\*. Be prepared to provide the following details:
    - ✦ Your name, facility, and NATCA position (FacRep, Local Officer, Member)
    - ✦ A list of phone numbers where you can be contacted.
    - ✦ A description of what happened & initial assessment of any potential ATC problems.
    - ✦ Confirm CISM was offered for involved controllers.
    - ✦ Whether the Agency conducted drug testing.
- \* If you do not get a response within 20 minutes please contact your NATCA RVP on their cellphone. Another option is to submit your report via <http://asi.natca.net/reports/>
- ✓ **Media Issues:** Reps and Controllers: **Do NOT speak to the media under any circumstances!** Even if the press reports wildly inaccurate accounts of controller error, do **NOT** try to correct it. Direct all media requests to **Sarah McCann (315-796-1560)**. Warn controllers that they will be subject to disciplinary action for making any unauthorized statements to the media. **Do NOT post anything about the accident on social media!** Educate your members that they should not post anything or even make comments on an accident or incident.
  - ✓ **CISM / Controller Reactions:** Pay close attention to involved controller's emotional states. Their initial reactions, outward appearances and statements may be deceptive. Encourage controllers to engage Critical Incident Stress Management (Art. 74) and refer them to [www.natcacism.com](http://www.natcacism.com). Much of CISM work with controllers takes place via phone conversations. Controllers don't have to feel affected by an event to call. Call or text the 24-hour **NATCA CISM Hotline at (202) 505-CISM (2476)** and leave your name, location/facility, and contact information. An email can also be sent to [cism@natca.net](mailto:cism@natca.net). All contact with the CISM Team is confidential. A NATCA CISM expert will call back as soon as possible. If appropriate, call involved controller's families in advance, so they can be prepared to help with the situation.



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### Retirement

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### Long Term Disability Insurance

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