

## **NATCA National Executive Board Report on Policies/Position Statements**

*Article VIII, Section 7 of the NATCA Constitution states that the National Executive Board shall report to the membership at least 60 days prior to the next Convention the actions taken by the National Executive Board to comply with the provisions of duly passed Policies/Position Statements and recommend actions to be taken by the delegates. The following constitutes that report for the 18th Biennial NATCA National Convention.*

### **SECTION A: GENERAL**

#### **PSA-1 Deleted (9/10)**

#### **PSA-2 AFL-CIO Boycott (4/06, 9/16)**

NATCA endorses the economic boycott of those companies listed on AFL-CIO boycott list. NATCA will provide a link to the AFL-CIO boycott list on the members-only section of the NATCA website in order to disseminate the most current listing to all locals.

*NATCA has always endorsed the boycott of companies listed on the AFL-CIO boycott list. A link to the AFL-CIO boycott list is maintained on the members-only section of the NATCA website and it is updated by the NATCA National Office staff on a regular basis. It is essential for NATCA to maintain solidarity with our union brothers and sisters throughout the labor movement.*

*It is recommended that PSA-2 remain a policy of this Union.*

#### **PSA-3 Employee's Right to Choose (9/08, 9/10, 10/14)**

The National Air Traffic Controllers Association supports public policy and legislative efforts to ensure, protect and preserve American workers' fundamental rights to choose for themselves whether or not to form a union free from coercion and intimidation. The National Air Traffic Controllers Association, through whatever means the National Executive Board deems appropriate, supports the AFL-CIO's effort to enact legislation in support of this position.

*NATCA has always supported an individual's right to be represented by a union. NATCA should continue to support public policy and/or legislative efforts that preserve an American worker's most fundamental right to organize and form a union. NATCA also is supportive of the AFL-CIO's efforts to lobby Congress to pass the Protecting the Right to Organize (PRO) Act, which, if signed into law, would modernize the National Labor Relations Act covering private sector employees' right to organize and bargain, including NATCA's Federal Contract Tower members and potential FCT members. The PRO Act passed the U.S. House of Representatives in March 2021 and is pending in the Senate. President Biden has asked Congress to send it to his desk for signature. NATCA continues to support our fellow AFL-CIO members seeking to pass legislation to protect and enhance collective bargaining in the public sector throughout states and municipalities as well as provide collective bargaining rights to our fellow federal employees in the Transportation Security Agency. NATCA also worked closely with the incoming Biden Administration, which, in the first month in office, revoked the anti-union, anti-federal employee executive orders issued by the prior president.*

*It is recommended that PSA-3 remain a policy of this Union.*

#### **PSA-4 Environmental Policy (9/10)**

NATCA shall seek to advance environmental stewardship and sustainability in its daily operations, offices, and building(s). NATCA will aspire to go beyond compliance with all relevant environmental laws and regulations by integrating values of sustainability, stewardship, and resource conservation into its operations and office and building activities; engaging in pollution prevention activities and developing and promoting practices that maximize beneficial effects and minimize harmful effects of operations and activities on the surrounding environment; assessing environmental impacts associated with its operations and activities; incorporating green building and design methods; considering the needs of future of generations with the goal of maximizing the efficiencies of its operations and services while minimizing the organization's wastes and footprint.

*NATCA's National Office continues to comply with PSA-4 through its reduction in energy consumption, recycling efforts, document retention policy that uses electronic filing to reduce the use of paper, and ordering eco-friendly*

*products, among other things. NATCA installed a new, more energy efficient air conditioner system in its building in 2019. NATCA's National Office has moved toward use of cloud-based document retention to reduce the use of paper. Our vouchering system encourages the use of electronic, rather than paper receipts. All facility locals are encouraged to practice similar environmental stewardship and sustainability. NATCA encourages all members and employees to utilize energy saving measures that can be easily implemented, such as selecting "energy saving" settings on all computers and handheld devices. NATCA also recommends utilizing power strips for all electronics in offices and turning them off when equipment is not being used for extended periods of time.*

***It is recommended that PSA-4 remain a policy of this Union.***

#### **PSA-5 Alternative Funding Stream (10/14, 9/16)**

The National Air Traffic Controllers Association supports the exploration of the following concepts:

- a. Creating a sustainable financial future. It is critical to establish a funding system that provides dedicated and sufficient revenues to pay for obligations.
- b. Separating the operations and support functions from the regulatory functions of the Federal Aviation Administration (FAA). Potential areas of exploration could include the creation of two separate government agencies or the formation of a quasi-governmental corporation.
- c. Reforming existing statutes, regulations, and policies.
- d. Reviewing the current mix of Airport and Airway Trust Fund taxes and fees and considering alternative sources that provide sufficient funding for services such as air traffic control and aircraft certification.

Ensuring the safety of the National Airspace System should be in the forefront of any initiatives to reform FAA funding streams and governance.

Any support by NATCA must ensure the following:

- a. NATCA, as a stakeholder, must be included throughout the process, from inception to implementation. Further, any effort must be supported by NATCA's National Executive Board.
- b. Retention of Union recognition, representational status, and continuation of collective bargaining rights. This is achieved through the retention of 5 United States Code Chapter 71, however other similar legal frameworks may be considered.
- c. Protection of membership pay and benefits including, but not limited to, retirement and health care.
- d. NATCA must be included as a voting member of any governing board or body.
- e. Indemnification for employees from individual tort liability for acts within the scope of employment.

*NATCA used this policy as a baseline when we worked with Chairman Peter DeFazio (D-Ore.) of the House Transportation and Infrastructure Committee, when he advised NATCA that he was planning to introduce legislation to protect the National Airspace System and our members from a future government shutdown in the event of a lapse in appropriations. The Aviation Funding Stability Act of 2019 (H.R. 1108) would have authorized the Federal Aviation Administration (FAA) to continue to draw from the Airport and Airway Trust Fund ensuring that the FAA can carry out its mission in the event of a future government shutdown. It will be re-introduced this year and we will continue lobbying for its passage in both the House and Senate.*

***NATCA has stressed, publicly and privately, that our Four Core Principles for Reform must be met in order for NATCA to consider supporting legislation:***

- ***Ensure that NATCA members are fully protected in their employment relationship.***
- ***Maintain safety and efficiency as the top priorities within the NAS.***
- ***Establish a stable, predictable funding stream that adequately supports air traffic control services, staffing, hiring and training, long-term modernization projects, preventative maintenance, and ongoing modernization to the physical infrastructure.***
- ***Protect our dynamic aviation system that provides services to all segments of the aviation community, from commercial passenger carriers and cargo haulers to business jets and general aviation, from the major airports to those in small communities and rural America.***

***This bill meets NATCA's Four Core Principles for Reform, and NATCA strongly supports H.R. 1108.***

*The bill would ensure that, in the event of a future government shutdown due to a lapse in appropriations, the FAA could continue to meet its mission by maintaining the safety and efficiency of the National Airspace System (NAS). All projects, programs, and activities that were previously funded would continue to be funded out of the Trust Fund until a new appropriations bill or a continuing resolution is signed into law. This would prevent the FAA from furloughing thousands of aviation safety professionals, reducing the safety of the NAS. It would also prevent government shutdowns from delaying the development, testing, training, and implementation of critical modernization projects and safety programs.*

*During the 35-day government shutdown, users of the system continued to pay taxes and fees into the Trust Fund. Normally, the Trust Fund provides the primary source of funding for the FAA and receives revenues from a variety of fees and excise taxes paid by users of the NAS. The excise taxes are imposed on domestic passenger tickets, domestic flight segments, international passenger arrivals and departures, and on purchases of air travel miles for frequent flyer and similar programs. In addition, taxes are imposed on air cargo waybills and aviation fuel purchases. The largest source of excise tax revenues is related to the transportation of passengers. In addition to Trust Fund revenues, the FAA's Operations budget also receives a small percentage of its revenues from the General Treasury Fund. In recent years, the Trust Fund has accounted for approximately 90% of the total appropriations for FAA's Operations budget, and has accounted for all of FAA's other budgeted expenditures. Due to the reduction in air travel during the COVID-19 pandemic and a tax holiday that suspended taxes into the Trust Fund for most of calendar year 2020, Congress provided a one-time transfer of funds from the general treasury into the Trust Fund to replace lost revenues.*

*The Congressional Budget Office projects that tax revenues and interest to the Trust Fund will exceed outlays of the fund throughout the 2019-2029 budget window. As a result, the end of year cash balance of the fund is expected to grow from \$17.4 billion in FY 2019 to \$57.6 billion in FY 2029.*

*The Trust Fund has an uncommitted balance of more than \$6 billion, but current law does not authorize the FAA to access that money during the shutdown to support air traffic controllers and other aviation safety professionals who continued to work without pay or those who were furloughed and whose functions were not performed at all.*

*H.R. 1108 would ensure a stable, predictable funding stream for the FAA, and all four of FAA's budget lines would be protected: Operations (Ops); Facilities and Equipment (F&E); Research, Engineering, and Development (RE&D); and Grants-in-Aid to airports (Airport Improvement Program, AIP). The FAA also would not have to stop hiring or suspend training during a government shutdown.*

*In the Senate, Sen. Jerry Moran (R-Kan.) introduced identical legislation (S. 762, the Aviation Funding Stability Act of 2019).*

*As of the end of the last Congress, there were 303 co-sponsors of H.R. 1108 and 13 co-sponsors of S. 762.*

***It is recommended that PSA-5 remain a policy of this Union.***

## **SECTION B: MEMBER BENEFITS & RETIREMENT**

### **PSB-1 Benefits for Dues Paying Members (4/06)**

It is a priority for NATCA to provide meaningful members-only benefits.

*NATCA maintains a ten (10) person National Benefits Committee whose duties include the research of potential member benefits and the establishment, continuation, and maintenance of meaningful member benefits.*

*NATCA has partnered with Foursquare Financial Literacy Partners to provide our members with federal retirement and benefit education seminars. Since the last convention, NATCA has implemented a new Career Optimization and Retirement Education (CORE) seminar focused on preparing the next generation of members for retirement and financial stability. We also have rolled out a new online webinar, making our retirement and benefits education more accessible to our membership. This continues to be one of NATCA's*

*most utilized benefits with over 146 seminars held since the last convention and with more than 1,729 members in attendance. Additionally, the NATCA/UNUM Long term disability program continues to grow with approximately 3,819 member participants with gross payments to NATCA member claimants exceeding \$18.8 million. NATCA also provides members with access to one of the aero medical industry's top group of Aviation Surgeons. The Aviation Medicine Advisory Service (AMAS) provides counsel to national and regional leadership as well as one-on-one consultation with our members. Also, NATCA has added additional member benefits such as partnering with The Pennsylvania State University's World Campus to provide our members online access to a world-class and affordable education, with a focus on labor education. Additionally, NATCA has partnered with Ford to offer our members access to Ford's coveted X-Plan purchasing program.*

*In-depth information on the vast array of NATCA members-only benefits can be found on the NATCA website ([www.natca.org](http://www.natca.org)), NATCA's benefits website ([www.NATCABenefits.com](http://www.NATCABenefits.com)) and through our affiliation with the AFL-CIO website ([www.unionplus.org](http://www.unionplus.org)). The National Executive Board believes the pursuit and maintenance of members-only benefits is an essential part of NATCA and should remain a priority of this union*

***It is recommended that PSB-1 remain a policy of this Union.***

## **PSB-2 Deleted (10/14)**

### **SECTION C: CONTRACTING**

#### **PSC-1 Facility Consolidations (1/00, 9/10, 9/16)**

Protecting and ensuring the overall safety and efficiency of the National Airspace System should be in the forefront of any realignment of air traffic control facilities or services (including regional offices). The terms "realignment" and "consolidation" include any action that relocates functions, services, or personnel positions; discontinues or severs existing facility functions or services; or combines them.

Each facility, sectorized airspace and regional office is unique. Therefore, the only way to determine if the realignment of an air traffic control facility or services is necessary and appropriate is through the development of a comprehensive process with clearly outlined criteria and participants. That process was created through collaboration under Public Law 112-95 Section 804, now known as "Section 804." NATCA will be involved in the development of all criteria, discussions, decisions, and briefings to Congress whereby we must assist the Agency to:

- a. Support the transition to the Next Generation Air Transportation System.
- b. Reduce capital, operating, maintenance, and administrative costs of the FAA where such cost reductions can be implemented without adversely affecting safety.

That process must include or provide for:

- a. Controllers, representatives of labor organizations representing operations and maintenance employees of the air traffic control system, as well as industry stakeholders, from inception to implementation.
- b. The process must be clearly explained to all parties and members of each facility shall have a right to inform the process during all phases.
- c. Sustaining the overall efficiencies of the NAS shall be at the forefront of the process with every effort made toward helping to reduce capital, operating, maintenance and administrative costs of the FAA where such cost reductions can be implemented without adversely affecting safety.
- d. Cost never trumps safety and efficiency or the quality and level of services provided to users.
- e. The lives of employees and their families are a major consideration throughout the process.
- f. A collaboratively agreed upon process for existing and future facilities will be agreed upon Nationally.

NATCA supports realignments and advances to the National Airspace System only where the above criteria are met and if it can be done without compromising safety.

*The Federal Aviation Administration (FAA) currently operates 314 unique air traffic control facilities, of varying ages and conditions. However, the FAA's rapidly aging infrastructure will continue to degrade, as the FAA's current funding stability remains unable to handle this problem.*

*Section 804 of the FAA Modernization and Reform Act of 2012 was modified by Section 510 of the FAA*



*Reauthorization Act of 2018 (P.L. 115-254). The modification affected two primary areas of the law:*

- (1) The purpose no longer includes “to support the transition to Next Generation Air Transportation Systems.” The remaining purpose of Section 804 is “to reduce capital, operating, maintenance, and administrative costs of the FAA where such costs reductions can be implemented without adversely affecting safety.”*
- (2) It created a Military Operations Exclusion, which directs that “the Administrator may not realign or consolidate a combined TRACON and tower with radar facility of the FAA under this section if, in 2015, the total annual military operations at the facility comprised at least 40 percent of the total annual TRACON operations at the facility.”*

*In accordance with the law, Section 804 Workgroup consists of representatives from FAA, NATCA, and the Professional Aviation Safety Specialists (PASS). The Workgroup recommends criteria to guide future air traffic control consolidations and realignments of FAA services and facilities. The Workgroup’s recommendations form the principal basis upon which the FAA Administrator makes final consolidation and realignment recommendations to Congress. The Workgroup’s current focus is on specific directed projects from Union and agency leadership as well as construction opportunities in order to reduce overall capital operating costs while continuing the FAA’s highest priorities to maintain and improve safety and efficiency. NATCA’s participation on the Workgroup ensures the full engagement of labor, management, and local subject matter experts (SMEs) in the facility planning and analysis phases. Our participation does not negatively affect our ability to negotiate on behalf of employees affected by consolidations and realignments.*

*After establishing the Workgroup in 2012, the parties split the project into six parts:*

- In Part 1, the Workgroup recommended realigning the Cape TRACON (K90) operation into the Boston TRACON (A90). Part 1 achieved operational cutover on February 11, 2018. Full facility cross-training continues with the last remaining legacy MHT Area CPC from the 2004 BOS/MHT Consolidation attending class/lab on the new Area.*
- In Part 2, the Workgroup recommended the following:*
  - Realign Erie TRACON (ERI) into Buffalo Tower/TRACON (BUF). ERI/BUF achieved operational cutover on November 18, 2018. Full facility cross-training is complete.*
  - Realign five Michigan TRACON facilities: Grand Rapids (GRR), Lansing (LAN), Muskegon (MKG), Flint (FNT), and Saginaw (MBS) into Kalamazoo Tower/TRACON (AZO). GRR/MKG/AZO achieved operational cutover on May 29, 2019. LAN/FNT/MBS achieved operational cutover on June 12, 2019. Full facility cross-training continues.*
  - Realign Akron/Canton TRACON (CAK) and Mansfield TRACON (MFD) into Cleveland Tower/TRACON (CLE). CAK/MFD/CLE achieved operational cutover on September 22, 2019. Full facility cross-training continues.*
- In Part 3, the Workgroup recommended realigning Peoria TRACON (PIA) and Springfield TRACON (SPI) into St. Louis TRACON (T75). This was approved and implementation is underway, with full transition estimated to be completed in late 2021-early 2022. COVID-19 has delayed implementation. The Workgroup also recommended realigning Pasco TRACON (PSC) into Spokane Tower/TRACON (GEG). This was approved and implementation is underway, with full transition estimated to be completed in mid 2022, a delay related to COVID-19.*
- For Parts 4 and 5, the Workgroup recommended realigning Reading TRACON (RDG) operations to Harrisburg TRACON (MDT), Bakersfield TRACON (BFL) operations to Fresno TRACON (FAT), Waterloo TRACON (ALO) operations to Des Moines TRACON (DSM), Binghamton TRACON (BGM) operations and Elmira TRACON (ELM) operations to Wilkes-Barre/Scranton TRACON (AVP), and Terre Haute TRACON (HUF) operations to Indianapolis TRACON (IND). On April 20, 2021, the FAA Administrator issued a memorandum authorizing the Air Traffic Organization (ATO) to begin implementation activities in accordance with the recommendations contained in the Report. Initial planning has begun.*
- For Part 6, on February 2, 2021, the Workgroup recommended realigning San Juan CERAP (ZSU) en route services to Miami Center, ZMA and terminal services to Fort Myers, RSW. The Workgroup also*

*recommended realigning Myrtle Beach (MYR) and Florence (FLO) to Charleston (CHS). National Facilities Realignment and Consolidation Report (NFRCR) is being drafted for Administrator signature and submission to Department of Transportation (DOT) for review prior to submission to the Federal Register and Congress.*

***It is recommended that PSC-1 remain a policy of this Union.***

**PSC-2 Contracting Facilities (4/06, 10/14)**

The National Office shall spare no reasonable expense in the protection, continuation, and growth of all bargaining unit positions, and shall offer all lawful resistance to out-sourcing or contracting out.

In the event of imminent or impending reform or restructuring of the Air Traffic Organization, including privatization, the National Executive Board shall spare no reasonable expense to protect every interest of the Union including, but not limited to: pay, benefits, and working conditions.

*As evidenced by the 35-day government shutdown that ended in January 2019, the lack of a stable, predictable funding stream and brinkmanship in Washington has cast serious doubts about the ability of the current funding structure to serve the best interests of the National Airspace System (NAS). Congress must provide the NAS with a stable, predictable funding stream that adequately supports air traffic control services, staffing, hiring and training, long-term modernization, preventative maintenance, and ongoing modernization to infrastructure.*

*NATCA continues to be engaged in the discussions to ensure stable, predictable funding for the NAS and we must remain a part of those discussions as they progress and evolve. We have already successfully moved the discussion from one that contemplated a privatized, for-profit system to one that rejects that model, but unstable funding leads to the desire, among some members of Congress, to contract out more services. In the last Congress, NATCA supported the Aviation Funding Stability Act of 2019 (H.R. 1108, S. 762), which would authorize the Federal Aviation Administration (FAA) to continue to draw from the Airport and Airway Trust Fund ensuring that the FAA can carry out its mission, in the event of a future government shutdown. When it is re-introduced this year, we will continue to support its passage.*

*As of the end of the last Congress, there were 303 co-sponsors of H.R. 1108 and 13 co-sponsors of S. 762.*

*We also must remain vigilant and continue to educate policy makers that NATCA is opposed to and will not accept any proposal that establishes a for-profit model to operate the air traffic control system.*

***It is recommended that PSC-2 remain a policy of this Union.***

**PSC-3 Contractor-Provided Training (4/06)**

NATCA shall seek to ensure that all training provided in air traffic field facilities is performed by FAA employees.

*In many facilities, a large number of non-federal employees, employed by contractors, perform duties in the local training department. Because of staffing shortages in many facilities, it would place a tremendous burden on NATCA's bargaining unit employees to perform this training. We will continue to advocate for sufficient staffing in order to perform the training function for air traffic controller trainees.*

***It is recommended that PSC-3 be amended.***

**PSC-4 Contract Training/Staffing (4/06)**

NATCA opposes the use of bargaining unit employees in all FAA initiatives with the objective to contract out their work.

*NATCA works collaboratively with FAA on a host of subjects. As we proceed, all NATCA representatives must remain vigilant that they do not assist the FAA in its plans that may result in contracting out bargaining unit work. This is true of our Section 804 representatives who participate in the consolidation and realignment process, as well as NATCA's representatives who work on technology projects and technical training.*

*It is recommended that PSC-4 remain a policy of this Union.*

## **SECTION D: LEGISLATIVE**

### **PSD-1 Deleted (4/18)**

### **PSD-2 Deleted (9/16)**

### **PSD-3 Windfall Elimination Provision/Government Pension Offset (4/94)**

NATCA shall pursue legislation to rescind the Windfall Elimination Provision/Government Pension Offset.

*PSD-3 was passed by the Convention body for the purpose of restoring pension equity for certain government employees covered by the Civil Service Retirement System (CSRS). This issue affects more than just FAA employees, and there have been repeated efforts by NATCA, the AFL-CIO, and several legislators over the years to correct this inequity, which significantly reduces or eliminates entirely CSRS retirees' Social Security benefits. The projected effects on the Social Security system and the federal budget have always been cited as the reasons why changes have not passed. However, the National Executive Board believes that this remains a viable goal and will continue to pursue it in concert with the labor community and legislators who are friendly to this cause.*

*Although, as of April 2021, NATCA only represents 10 air traffic control specialists, 6 flight service station air traffic controllers, and zero traffic management coordinators/specialists covered by CSRS or CSRS-Offset, a significant number remain in non-operational positions. Additionally, this affects a large percentage of NATCA retired members who do not receive full credit for their social security benefits earned during periods when they were employed in positions other than Federal jobs covered by CSRS. NATCA is supporting the Social Security Fairness Act, H.R. 82, introduced by Representatives Abigail Spanberger (Va.) and Rodney Davis (Ill.), which would rescind both the Windfall Elimination Provision and Government Pension Offset.*

*It is recommended that PSD-3 remain a policy of this Union.*

### **PSD-4 Deleted (10/14)**

## **SECTION E: MEMBERSHIP & ORGANIZING**

### **PSE-1 Organizing FAA Bargaining Units (7/99)**

NATCA will pursue organizing the rest of unrepresented bargaining units within the FAA, with priority on air traffic services employees.

*NATCA maintains a thirteen (13) person National Organizing Committee (NOC) responsible for the growth of NATCA through internal and external organizing. Its objective is to expand NATCA's representational base by organizing facilities, professions, and other appropriate units beyond those currently represented by NATCA. The NOC also continues to consider organizing new bargaining units within the FAA. The NOC continues to conduct membership campaigns to educate the new bargaining unit on the value of being a part of the NATCA family. In 2019, the NEB authorized an open season for the third time ever. We branded it "The NATCA Collective." From September 2 through December 2, The NATCA Collective campaign resulted in 544 new members. Since the 2018 convention, we also have added over 2,132 new dues paying members.*

*The National Executive Board believes our continued growth as a union requires our continued efforts to organize both externally and internally.*

*It is recommended that PSE-1 remain a policy of this Union.*

### **PSE-2 Organizing of Contracted ATC Facilities (4/06)**

NATCA will pursue the organizing of all contracted air traffic control facilities.

*NATCA maintains a thirteen (13) person National Organizing Committee (NOC) whose duties involve facilitating the growth of NATCA through organizing unrepresented Federal Contract Towers (FCT). There are presently 257 Towers in the Federal Contract Tower Program. NATCA currently represents 116 towers with the addition of 16 newly organized FCT facilities since the 2018 Convention. We have made considerable progress in fulfilling*

*this mandate. Considering the future organizing campaigns planned by the NOC this remains a viable goal of this union. The National Executive Board believes the growth of this union and the representation of all Air Traffic Controllers, both private and federal, is essential to NATCA and should remain a priority of this union.*

***It is recommended that PSE-2 remain a policy of this Union.***

## **SECTION F: WORKING CONDITIONS, HIRING & STAFFING**

### **PSF-1 Rehire on Contract Tower employees (4/97, 3/12)**

NATCA will seek to ensure that, as contract towers represented by NATCA become upgraded to higher-level facilities and revert back to the FAA, the employees at those facilities will be given the opportunity to be hired by the FAA and remain at their facility.

*To date, the FAA has not contracted-in any FCTs. The National Executive Board believes this remains a viable goal and will pursue it moving forward.*

*In the spirit of this Policy, NATCA worked with members of Congress to pass legislation that allows the FAA to fast-track its hiring for experienced controllers, specifically naming FCT controllers in the legislation as part of the class who receives preferential consideration.*

***It is recommended that PSF-1 remain a policy of this Union.***

### **PSF-2 Deleted (9/10)**

### **PSF-3 Career Progression (4/06)**

We pride ourselves in working to ensure the American taxpayers reap maximum benefit from the dollars they spend in training air traffic controllers. In recognition of this duty, and to enhance safety, efficiency, and morale, NATCA will seek to ensure the FAA makes every effort to fill vacancies with Certified Professional Controllers who meet the qualifications and who express a desire to relocate to areas where vacancies exist. This policy also ensures the greatest return on investment possible for newly hired air traffic controllers who will, as a consequence, generally be placed in lower level ATC facilities where they have a greater opportunity to be successful.

*NATCA continues to maintain and adjust an integrated program that allows for the upward mobility of air traffic controllers. We have been working with the FAA to place newly hired air traffic controllers into lower level terminal facilities where they have a better chance to achieve certification, while at the same time facilitating the opportunities for current controllers to move to busier and more complex facilities.*

*This hiring and placement structure works in conjunction with the National Centralized Employee Requested Reassignment (ERR) Process Team (NCEPT), which manages the ERR process so that the FAA selects employees for facilities to address the greatest need using a transparent process and collaboratively developed tool. We have worked collaboratively with the FAA to develop a national release policy that allows for such movement to occur without being subject to the whims of individual facility managers. Instead, the overall health of the National Airspace System (NAS) is taken into consideration for all ERRs.*

*NATCA also has worked to improve the mechanism for reassignment of controllers who are unsuccessful in training, by developing and revising the National Employee Services Team (NEST) process. The NEST process has been revised to allow for more effective placement of controllers who have transferred and demonstrated increased skill levels yet were unable to achieve full certification in higher volume, more complex facilities.*

*Despite this progress, the National Executive Board recognizes there is more work to be done on this subject in order to achieve the objectives of this resolution, especially in light of the reduction of transfers due to the COVID-19 pandemic. We believe that FAA should put more emphasis on training CPC-ITs and developmentals to improve the level of fully certified controllers within facilities throughout the NAS, which would in turn, provide the ability for more employees to transfer within the system.*

***It is recommended that PSF-3 remain a policy of this Union.***



**PSF-4 Deleted (10/14)**

**PSF-5 Reduced Work Week (4/06)**

The pursuit of a reduced work week is a high priority for NATCA.

*A reduced work week was not achieved in the most recent collective bargaining process. Considering the recent attacks on federal employees' pay and benefits over the previous four years from Congress and the prior administration, legislative action was not a viable method of achieving this goal. Nevertheless, the National Executive Board believes the accomplishment of this goal to be important to the membership and the profession.*

*It is recommended that PSF-5 remain a policy of this Union.*

**PSF-6 Deleted (3/12)**

**PSF-7 Job/Salary Protection (4/06)**

NATCA will make it a high priority issue to protect the jobs and salaries of all of its members affected by consolidation, co-location, and outsourcing.

*As part of the 2009 Collective Bargaining Agreement (Red Book), NATCA negotiated language to ensure at least twelve (12) months advance notice of inter-facility realignment requiring reassignment of employees. The Slate Book Contract Team worked hard to ensure that our involvement continues in the realignment of the workforce in the 2016 CBA. As part of the FAA Modernization and Reform Act of 2012, NATCA lobbied for and achieved language that ensures our involvement in the FAA's realignment activities. We achieved statutory language that defines realignment as (i) the relocation of functions, services, or personnel positions, (ii) the discontinuance or severance of existing facility functions or services, or (iii) activities that combine any of the above, in order to ensure that a new title cannot be created to circumvent our involvement in these critical activities. NATCA has appointed member-activists onto FAA workgroups and project teams both pursuant to the new statutory language and as part of our collaborative efforts to provide our voice in these areas. Our Labor Relations Department continues to work to protect all bargaining unit positions and salaries.*

*NATCA's Public Affairs Department continues its public awareness campaign by revealing the factual misrepresentations related to consolidations and co-locations that do not result in an operational benefit. The National Executive Board believes the continuation of this policy is essential to the protection of bargaining unit employees and will remain diligent in its application.*

*It is recommended that PSF-7 remain a policy of this Union.*

**PSF-8 Policy on Age 56 Waivers (3/12)**

Numerous studies have suggested an increase to health risks and stress levels associated with the age of air traffic controllers.

The cumulative stress of the job has resulted in controller "burn out" thus increasing risk and lost proficiency with age, thereby increasing risks to the safety of flight.

Studies have shown a close correlation between ages, years of experience and emotional, mental and physical exhaustion.

Researchers have consistently found a negative relationship between the age of air traffic controllers and both training success and rating of job performance. Many studies have shown age-related decline in cognitive abilities that are most important to performance as an air traffic controller.

The staffing crisis the FAA is experiencing has been predicted by the National Air Traffic Controllers Association for decades. Age waivers are not the safe solution. The FAA must hire and train hundreds of new controllers with a steady stream of newly trained controllers replacing the retiring controllers. This is critical to ensuring the system capacity can grow and meet the safety needs of our nation's air traffic control system.

The risks of stress levels, potential health problems, and declining cognitive abilities are the same today that led Congress to set retirement mandates for controllers over thirty years ago. Air traffic projections and FAA goals, however, are more demanding than ever. Now is not the time to jeopardize the most productive, efficient system in the world with short-term, dangerous solutions. We acknowledge the temptation of keeping controllers beyond current retirement ages but we decry this as a solution.

While we admire the capable workforce that makes today's system a global standard of excellence, we must now make investments for tomorrow.

The National Air Traffic Controllers Association does not support waivers to the age 56 Law.

*This policy statement was passed in March of 2012 in response to the FAA's increased practice of granting waivers to the mandatory separation age as a band-aid response to its long-term staffing issues. The FAA's use of waivers has not helped alleviate the current controller staffing crisis. We are slowly emerging from a 30-year low for certified professional controllers (CPCs) and although the FAA has met its hiring goals in recent years, including a revised, lower target in 2019, the agency missed its hiring targets for six consecutive years prior to that. The COVID-19 pandemic set hiring and training back as well. As of April 2021, FAA is more than 2,400 CPCs short of the jointly developed operational staffing targets.*

*Upon hiring, it can take as many as 3 years for an individual to complete training and reach CPC-level. Pretending the system is properly staffed by extending some employees beyond age 56 rather than hiring and training the future workforce is a recipe for disaster. Encouraging age waivers is not a safe or viable solution. In fact, many studies have shown an age-related decline in the cognitive abilities that are critical to performance as an air traffic controller. The Agency must hire and train the next generation of Air Traffic Controllers and it cannot wait any longer to do so. As the resolution articulates, we must now make the investments for tomorrow.*

*It is recommended that PSF-8 remain a policy of this Union.*

## **SECTION G: SAFETY, TECHNOLOGY & EQUIPMENT**

### **PSG-1 Radar Displays (4/06)**

NATCA will continue its efforts to ensure that air traffic facilities have the necessary equipment and procedures to maintain the world's busiest and most complex air space system. These efforts include the advocacy of modern, efficient, and reliable communication, navigation and surveillance systems as well as training and procedures that ensure safety and efficiency.

*NATCA will continue its efforts to ensure air traffic facilities have the necessary equipment and procedures to maintain the world's safest, busiest, and most complex airspace system. We will continue to advocate for modern, efficient, and reliable surveillance, communication and navigational systems, as well training methodologies and procedures that ensure safety and efficiency. We are working closely with members of Congress and the Administration on the President's infrastructure proposal so that it includes both physical and equipment infrastructure to support the NAS and our members.*

*It is recommended that PSG-1 remain a policy of this Union.*

### **PSG-2 Deleted (3/12)**

### **PSG-3 Deleted (3/12)**

### **PSG-4 Voluntary Safety Reporting Program (9/10)**

With the nationwide implementation of ATSAP throughout the air traffic bargaining unit and the importance of the compilation of critical safety data for the NAS, NATCA supports the full deployment of a voluntary safety reporting program. NATCA will pursue the implementation of a voluntary reporting program for all represented bargaining units.

*NATCA and the FAA have finalized MOUs and implemented the following voluntary safety reporting systems*

*(VSRPs): Aviation Safety (AVS) including Aircraft Certification (AIR) Safety Reporting Program, ATSAP-X, and ASAPs for RVA, Midwest, and Serco FCTs. NATCA will continue to pursue the use VSRPs as the sole reporting system for all safety related issues, including those associated with the implementation of new technology.*

***It is recommended that PSG-4 remain a policy of this Union.***

**PSG-5 Airport Surface Surveillance Capacity (ASSC) (10/14)**

NATCA believes that in order to maintain the highest level of safety and ensure the greatest level of redundancy, Surface Movement Radar (SMR) should be fused with ASSC capability. However, NATCA believes ASSC without Surface Movement Radar would improve safety and efficiency at locations where a surface surveillance system does not currently exist.

*The NEB and the NATCA Safety and Technology Leadership Council (NSTLC) believes that we should not be referencing specific program and technology names because the programs may change even though our desire for their purpose remains. Consequently, we suggest revising this policy statement to address the general purposes of maintaining the highest level of safety and ensuring greatest level of redundancy in surface surveillance, including expanding it to airports that currently do not have such a capability.*

***It is recommended that PSG-5 be revised.***

**SECTION H: HONORARIA**

**PSH-1 Honorary Membership – Gordon Graham (4/18)**

Gordon Graham has captivated and entertained NATCA's membership through his own unique education methods at our annual Communicating for Safety conference. NATCA acknowledges Mr. Graham's unwavering dedication to safety and risk management. NATCA hereby recognizes Gordon Graham by making him an Honorary NATCA member.

***In accordance with SRG-6, NATCA has placed Gordon Graham's name on a plaque displayed at the National Office and this position statement shall be removed from the bylaws.***

**PSH-2 Honorary Membership – Mike McColgan (4/18)**

Mike McColgan and the Street Dogs have been outspoken advocates of Unions, workers' rights, and the spirit of collective activism since their founding in 2002. They have also been friends of NATCA since their appearance at the 2014 Convention in Minneapolis. NATCA recognizes their efforts by making Mike McColgan an honorary member, and by donating \$2,000 in the name of the Street Dogs to Massachusetts Fallen Heroes.

***In accordance with SRG-6, NATCA has placed Mike McColgan's name on a plaque displayed at the National Office and made the donation, consequently this position statement shall be removed from the bylaws.***

**PSH-3 The Dean Iacopelli Conference Room (4/18)**

The office currently known as 5th Floor A of the Krasner Building shall be renamed the Dean Iacopelli Conference Room.

***NATCA has placed Dean Iacopelli's name on a plaque displayed outside the conference room in the National Office identified in PSH-3 and this position statement shall be removed from the bylaws.***

