



Brothers and Sisters,

On Saturday, April 15, 2017, 37-year old Atlanta TRACON controller Nathan Enders was doing what he loved. He was in the air, spending time with his family and flying. Unfortunately, the 1948 C170 aircraft he was piloting crashed, and Nate, along with his wife, Laura, and their two young sons, Jaden and Eli, were killed near Williston, Fla. The cause of the accident is still under investigation.

Through this tragedy, one thing is certain. The love and affection for the Enders family has been pouring in from all over the country.

Aviation has always been a way of life for the Enders family. Nate's father, James, works at the Command Center, and Nate's sister, Megan, is a controller and NATCA member at O'Hare ATCT. He also leaves behind a stepchild, who currently is in Texas with his father. The news has been a shock to family and friends.

Nate began his FAA career as a certified professional controller at New York TRACON. Shortly after, Nate became a certified professional controller at Dallas TRACON and most recently became certified at Atlanta TRACON.

To listen to a clip of Nate working on position, click below.

NATCA's [Critical Incident Stress Management \(CISM\) team](#) has been called upon to provide peer-to-peer grief management.

A GoFundMe account has also been set up to assist the family during this difficult time. To donate, click [here](#).





**\$9.9 MILLION PAID TO MEMBERS**

**NATCA HAS YOUR BACK.**

**DO YOU?**

**unum OPEN ENROLLMENT**  
**FEBRUARY 1 - MAY 1, 2017**  
**[natcadisability.com](http://natcadisability.com)**

You've invested days, weeks and even years to get where you are in your air traffic career. You've insured your car, your home and even your life to protect your family and all of its assets. But what about protecting the very thing that makes your lifestyle possible?

All it takes is one accident, one illness, one trip to the doctor and your golden medical ticket can be taken away. "It won't happen to me" is not a solid plan for your family's

financial well-being. Is your savings account large enough to pay all your bills while you work to get your medical back?

As a NATCA member, you have access to one of the greatest benefits our Union has to offer - long-term disability insurance from UNUM. You cannot get this insurance as an air traffic controller in the outside world; this was specifically negotiated for the benefit of NATCA members.

With several payment options to choose from, all for about the cost of a soda a day or less, UNUM disability insurance gives you the financial peace of mind that your family will be taken care of while you focus on regaining your health.

[Learn more](#) about UNUM long-term disability insurance.

OPEN ENROLLMENT: Now - May 1, 2017



To view the NATCA 2016 Annual Financial Report click [here](#).





**Congratulations NATCA 2017 Scholarship Winners!**

**President's Winners are a Three-way Tie!!  
They each receive \$2,000 from NATCA and thanks to  
SkyOne Federal Credit Union an extra \$500 each!!**

<b>President's Winner's Name</b>	<b>Member Name</b>	<b>Facility</b>
Kaylie Killian	Christopher Killian	ZHU
Sophia Leonard	Donald Leonard	ZOB (retired)
Samantha Melton	Larry Melton	STL (retired)

**Twenty \$1,000 Winners by Lottery**

<b>Winner's Name</b>	<b>Member Name</b>	<b>Facility</b>
Madison Aitken	Robert Aitken	ENE
Tara Bahr	Joel Bahr	MKE
Gregory Baker	Angela and Gregory Baker	ZTL
Brittany Brooks	Paul Brooks	JRF
Olivia Cain	James Cain	MRY (retired)
Madeline Clark	Patrick Clark	ZOA
Samantha Hasmi-Delgado	Martha Delgado	ZMA

Sarah Faust	Patricia Brace (Faust)	ESW
Lydia Fregosi	Kevin Fregosi	ROC
Kathleen Glancey	Daniel Glancey	ZDC
Taylor Grider	Jason Grider	ZFW
Philip Hughes IV	Philip Hughes III	A90
John "Jack" Richards	Jeffrey Richards	ZAU
Cooper Skoric	Michael Skoric	ZDV
Kirby Skoric	Michael Skoric	ZDV
Sierra Dawn Smith-Sandland	Jennie Sandland	ZAN
Ethan Reese Spencer	Brian and Denise Spencer	ZSE
Kevin Stafford	Donald Stafford	ROA
Roberto Torres	Roberto Torres	ZSU
Sydney Velasquez	Fred Velasquez	IAH



## Federal Labor Standards Act Case

On March 31, 2017, the federal judge presiding over the Fair Labor Standards Act case filed by NATCA almost 10 years ago issued the latest decision in this litigation and ruled in favor of the NATCA plaintiffs. The case was originally filed on May 1, 2007, in the U.S. Court of Federal Claims and alleged that the FAA unlawfully maintained compensatory time and credit hour programs in lieu of paying time-and-a-half pay for overtime hours after the passage of FAA's personnel reform law. A related case with additional plaintiffs was filed in 2009, and the court cut off the addition of any new plaintiffs as of December 2010. Many of the affected NATCA members joined the case at the time of its filing in 2007, but several hundred additional affected members were added to the related case before the court closed it to new plaintiffs.

*Note: Any members as of December 2010 who had not joined the case and any members who joined NATCA after December 2010 are not plaintiffs in the litigation.*

After several years of discovery and motions in the trial court, the NATCA plaintiffs prevailed at trial in 2012. Subsequently, the FAA and Department of Justice appealed the case, and the U.S. Court of Appeals for the Federal Circuit ruled that the FAA retained the flexibility to utilize compensatory time and credit hour programs that otherwise comported with applicable laws and regulations. On remand back in the Court of Federal Claims, the court ruled at the end of 2015 that the credit hours program maintained by the FAA did not comport with applicable laws and regulations, because it allowed NATCA plaintiffs to accumulate credit hours in excess of the twenty-four-hour cap and that the NATCA plaintiffs were entitled to time-and-a-half overtime pay for hours in excess of the twenty-four-hour cap. Several members have inquired as to whether their recovery amounts will be the same as the recovery amounts entered by the court after the 2012 trial. Those individual amounts were contained in an official order of the court from September 2012. Because this case went up on appeal by the government to the U.S. Court of Appeals for the Federal Circuit and the Federal Circuit overturned a large portion of the trial court's decision, the recovery amounts from the September 2012 order are no longer applicable. Please do not refer to the September 2012 order for a determination as to individual recovery amounts.

Following the issuance of the court's 2015 decision, the FAA and DOJ sought to to reduce the damages owed to NATCA plaintiffs by attempting to introduce new evidence on credit hours that NATCA plaintiffs may have used subsequent to the submission of evidence at the 2012 trial. The decision issued by the court on March 31, 2017, rejected the arguments of the FAA and DOJ, and the court held that the government was not entitled to introduce new evidence at this late stage of the litigation. The court firmly ruled that the government was under an ongoing duty to timely supplement its disclosures with regard to credit hour usage for the calculation of damages, the government failed to fulfill its duty in a timely manner, and that the government's failure was not substantially justified or harmless. The court required the parties to jointly calculate and file a stipulation with the court for the amount of compensation to which each plaintiff is entitled by July 30, 2017.

The court has given the parties until July 30, 2017, to stipulate to the new, revised recovery amounts for individual plaintiffs. Counsel for the NATCA plaintiffs are preparing these calculations and NATCA will distribute the stipulation when it is entered with the court.

NATCA anticipates that this latest decision in the FLSA suit will finally bring resolution to this case. We will update the NATCA plaintiffs in the case once the required stipulation as to individual damages has been submitted to the court. Members with questions about the case or the March 31, 2017 ruling should contact NATCA General Counsel Marguerite L. Graf at [mgraf@natcadc.org](mailto:mgraf@natcadc.org) or 202-220-9828.

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## Retirement and Benefit Education Seminars

In an effort to help NATCA members prepare for retirement, NATCA expanded its member benefits program several years ago to hold NATCA-sponsored Retirement and Benefit Education seminars for NATCA members in locations across the country and to answer individual questions concerning retirement/benefits from NATCA members.

These seminars will review all of the benefits -- including TSP and the options associated with it -- walk members through the retirement paperwork and provide timelines members can expect as they retire.

In addition to the regular retirement seminars, NATCA provides early career seminars (C.O.R.E.) and four webinars (EDGE) for members who cannot attend a seminar in their area. The C.O.R.E. seminars have two segments, one that is geared towards members early in their career (15 years or less of service) and how those members can prepare for retirement from day one, and one that covers the information in the regular seminar. The EDGE webinars cover several topics covered in both the regular and C.O.R.E. seminars.

New in the 2016 Collective Bargaining Agreement (The Slate Book), Article 41 provides for excused absence to be granted to those within seven years of retirement eligibility. At the local level, requests for excused absence to attend these briefings shall be submitted to the Agency by the Union no later than forty-five (45) days prior to the date of the briefing. Such requests shall be approved/disapproved no later than twenty-eight (28) days prior to the date of the briefing. Employee names submitted less than forty-five (45) days in advance shall be approved/disapproved in the order they were received.

NATCA is pleased to announce the schedule of Retirement/Benefit Education Seminars for 2017:

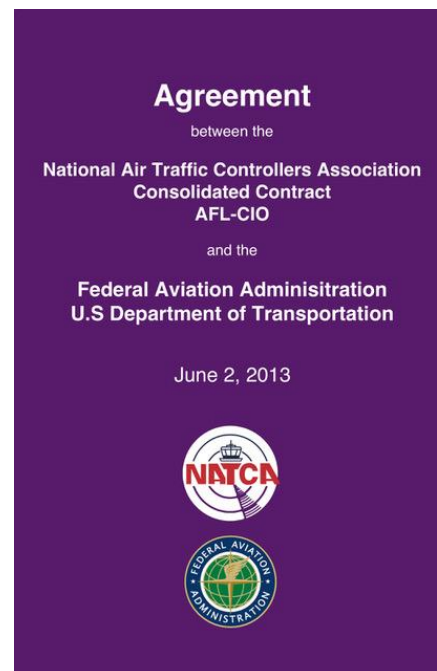
<b>DATE</b>	<b>Location</b>	<b>Time (Local)</b>	<b>Seminar Type</b>
4/25	Avoca, Pa.	1500-2100	Regular Retirement
4/26	Avoca, Pa.	0900-1500	CORE Retirement
4/27	Philadelphia	1500-2100	Regular Retirement
4/28	Philadelphia	0900-1500	CORE Retirement



5/2	Fayetteville, N.C.	1500-2100	Regular Retirement
5/3	Fayetteville, N.C.	0900-1500	CORE Retirement
5/9	Portland, Ore.	1500-2100	Regular Retirement
5/10	Portland, Ore.	0900-1500	CORE Retirement
5/16	Bridgeport, W.Va.	1500-2100	Regular Retirement
5/17	Bridgeport, W.Va.	0900-1500	CORE Retirement
6/1	Central Time Zone	1000-1700	EDGE Seminar
6/7	Tampa, Fla.	1500-2100	Regular Retirement
6/8	Tampa, Fla.	0900-1500	CORE Retirement
6/13	Aurora, Ill.	1500-2100	Regular Retirement
6/14	Aurora, Ill.	0900-1500	CORE Retirement
6/20	Dallas/Ft. Worth area	1500-2100	Regular Retirement
6/21	Dallas/Ft. Worth area	0900-1500	CORE Retirement
8/1	Louisville, Ky.	1500-2100	Regular Retirement
8/2	Louisville, Ky.	0900-1500	CORE Retirement
8/3	Indianapolis	1500-2100	Regular Retirement
8/4	Indianapolis	0900-1500	CORE Retirement
8/23	Pacific Time Zone	1000-1700	EDGE Seminar
9/12	Lafayette, La.	1500-2100	Regular Retirement
9/13	Lafayette, La.	0900-1500	CORE Retirement
9/19	Peachtree City, Ga.	1500-2100	Regular Retirement
9/20	Peachtree City, Ga.	0900-1500	CORE Retirement
9/20	San Diego	1500-2100	Regular Retirement
9/21	San Diego	0900-1500	CORE Retirement
9/26	Albuquerque	1500-2100	Regular Retirement
9/27	Albuquerque	0900-1500	CORE Retirement
10/10	Nashua, N.H.	1500-2100	Regular Retirement
10/11	Nashua, N.H.	0900-1500	CORE Retirement
10/12	Burlington, Vt.	1500-2100	Regular Retirement
10/13	Burlington, Vt.	0900-1500	CORE Retirement

10/17	Salt Lake City	1500-2100	Regular Retirement
10/18	Salt Lake City	0900-1500	CORE Retirement
10/24	Northern Va. area	1500-2100	Regular Retirement
10/25	Northern Va. area	0900-1500	CORE Retirement
11/1	Las Vegas	1500-2100	Regular Retirement
11/2	Las Vegas	0900-1500	CORE Retirement
11/8	Farmington, Minn.	1500-2100	Regular Retirement
11/9	Farmington, Minn.	0900-1500	CORE Retirement
11/15	Charlotte	1500-2100	Regular Retirement
11/16	Charlotte	0900-1500	CORE Retirement
12/6	Eastern Time Zone	1000-1700	EDGE Seminar

You may contact [benefits@natca.net](mailto:benefits@natca.net) if you have any questions or comments about this benefit or any other benefit that NATCA provides to its members. Please visit [www.NATCABenefits.com](http://www.NATCABenefits.com) for more information regarding this benefit and other benefits offered to NATCA members.



## Collective Bargaining Agreements Extended

We are pleased to announce that the Federal Aviation Administration (FAA) and the National Air Traffic Controllers Association, AFL-CIO (NATCA) have agreed to extend the Multi-Unit Collective Bargaining Agreement (CBA) dated April 7, 2011, and the Consolidated Collective Bargaining Agreement (CBA) dated June 2, 2013. These agreements extend the duration of both CBAs to remain in effect until July 1, 2021.

The decision to extend the CBA was made in consultation with the leaders of the covered bargaining units, as well as members of the 2017 contract team. We believe that acting on our positive relationship with the FAA, DOT, and White House by extending our agreement now is in the best interest of the membership. We have no way of forecasting the length of contract negotiations, and more importantly, no way of knowing the political climate that may be ahead and what effect it may have on contract negotiations. The extension preserves the current work rules, as well as future pay adjustments, which is why we believe this was the right decision

The extensions will provide stability for the workforce and ensure continued collaboration to modernize the National Airspace System and provide the American traveling public the safest air transportation system in the world.



## **NATCA Academy Schedule 2017**

Training Review Board	April 24-26	Las Vegas
Federal Contract Tower Rep.	June 13-14	DC - NATCA HQ
Basic Legislative Activism Training	Sept. 11-12	Las Vegas
Training Review Board	Sept. 12-14	Las Vegas
Secretary/Treasurer	Sept. 13-14	Las Vegas
Representative Training I (formerly BRT)	Sept. 25-29	Las Vegas
Basic Legislative Activism Training	Nov. 28-29	Las Vegas
Representative Training I (formerly BRT)	Dec. 4-8	Las Vegas

The last week of March, Trish enjoyed a great turnout at a solidarity event that started in Kentucky and ended at a hockey game in Ohio. Before she flew home the next day, both the Facility Rep. and Legislative Rep. came in on their day off to give the group including Jim Marinitti, SO RVP, and Jason Arnold, SO ARVP, a facility tour. Three states and two regions were represented at the meeting: Kentucky, Indiana, and Ohio NATCA members from Greater Cincinnati ATCT, Louisville/Bowman ATCT, Louisville Standiford ATCT, Lexington ATCT, Columbus (Ohio) ATCT, Lafayette ATCT, and Indianapolis Center were there.



Paul and Trish spent the first week of April in Philadelphia at an NEB meeting. A year from now NATCA will hold its 17th Biennial Convention in Philadelphia. The website and information on the event will be widely distributed soon.

The following week, Trish joined the Southern Region for a basic legislative training class in Orlando and then joined the Representative Training I class in Las Vegas to give a national update.









Paul joined Eastern Regional Vice President Dean Iacopelli, National Organizing and Benefits Committee Chairman John Bratcher and Outreach Manager Kelly Richardson in OKC for a student meet and greet (right).



Paul and Trish were both able to spend a short time in New England with members for their annual Spring Fling event.

Mixed in with the travel we have had several meetings with the FAA and industry on numerous issues. Throw in a dozen telcons and that covers the last couple of weeks.



[NATCA continues NATCA30  
celebrations!](#)

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