

Team Update July 6th



TOGETHER. SHAPING THE FUTURE

Last month, as we celebrated NATCA's 27th anniversary, we reflected on the journey that has brought this great Union to where it is today.

NATCA has accomplished so much in the past 27 years, and much of its success can be attributed to the fact that we are an organization comprised of many talented, passionate, and dedicated professionals.

Looking ahead, this August and October present pivotal moments for our Union's future. As we move toward these months, we ask you to think about what kind of union you want to build for the future.

On August 15, open enrollment season for "The NATCA Difference" organizing campaign closes. We've already had over 500 members join since the campaign's start earlier this year. This is a great achievement, but we must not rest on our laurels. We represent 100 percent of bargaining unit employees, and we need 100 percent of them to represent NATCA. Our future is bright, but we have achieved success as an organization with the voices of many, not just a few. Our Union can only achieve the highest level of success if we represent the voices of all our bargaining unit employees who run the National Airspace System (NAS).

We are inspired to see many of you going "all in" for NATCA, and we thank you for taking an active role in growing our Union family. Your commitment and passion is invaluable to advancing NATCA and the NAS as a whole. We are asking you to reach out to non-members and ask them to join NATCA because together, we are stronger.

In October, NATCA will host its 14th Biennial Convention in Minneapolis. Approximately 500 delegates will assemble for the express purpose of charting the course of NATCA's future. Together, we will determine our positions for issues such as long-term funding streams for

the FAA, commitments to building our internal strength, and setting the stage for our continued prominence in Washington, D.C., and within the national and international aviation communities.

Our future is more intricate than ever before; the challenges are daunting but not insurmountable. This great Union has consistently met its challenges head on over the past 27 years, and the result has always been a stronger bond and a more prosperous and unified membership.

Just look at how our Union has grown and advanced; NATCA now services 18 bargaining units instead of one, we have delivered millions of dollars to our membership through grievance arbitration and other legal processes, brought about the beginning of true collaboration with the Agency, successfully negotiated landmark agreements for our members, advocated for legislation helpful to our causes and defeated harmful legislation, spearheaded fatigue mitigation and Professional Standards programs, institutionalized voluntary reporting programs throughout our units, and taken the initiative on many issues specifically pertaining to Region X, including NAS project implementation, IT program support, airports and legal staff, and much more.

NATCA has displayed unprecedented levels of collaboration and cooperation with the FAA, earning the praises of aviation and safety industry leaders, political and legislative groups, and aviation organizations. NATCA is a respected leader in the aviation safety industry, remaining committed to promoting safety and modernization of the NAS. The National Council on Federal Labor-Management Relations recently identified NATCA and the FAA as a success story, noting that the organizations have promoted a "real culture change" that focuses on the delivery of the highest quality services to the public. We started as a trade union always on the defensive, and have emerged as the proactive, preeminent voice on aviation matters.

NATCA now has a voice not only in national matters, but within international circles, as well. Paul serves as an appointed member of the FAA Management Advisory Council (MAC) and the NextGen Advisory Council (NAC), sits on the Board of Advisors for the Eno Center for Transportation, and is an elected Vice President of the AFL-CIO and a member of its Executive Council. Trish serves as a board member of the Aero Club of Washington, sits as a member of the FAA Labor Management Forum, AFL-CIO's Political and Legislative Committee and its Committee on Women Workers, and leads the NATCA contingent on the FAA Collaborative Steering Committee. She also serves as Vice Chairman of the Air Traffic Services Committee for the International Transport Workers' Federation (ITF). NATCA's past President, John Carr, serves as the elected Executive Vice President Americas Region of the International Federation of Air Traffic Control Associations (IFATCA), and our former EVP, Dr. Ruth Stilwell, serves as the IFATCA Representative to the International Civil Aviation Organization (ICAO) Air Navigation Commission.

We also currently have volunteer representatives working within FAA workgroups on virtually all aspects of equipment, airspace, and procedures development, in order to modernize the NAS. The FAA, DOT, and Congress, as well as other aviation groups and public policy organizations, now come to NATCA when they need solutions not otherwise thought achievable.

Our growth and standing as an organization is, in and of itself, quite impressive. But our place at the table is no accident. This concerted activity was borne out of NATCA's determination to never again find itself in the precarious uncertainties of the past. Over the course of the last two decades, we have carefully cultivated a sterling reputation that has proven invaluable in promoting better professional environments for the thousands of men and women across our various bargaining units. The passion, knowledge, and dedication of NATCA members have lofted our organization into a position of unrivaled respect throughout the aviation community and serves as a strong foundation for success as we enter the next chapter of aviation history.

As you can imagine, this constant activity comes with a price. NATCA's growth, along with a decades old revenue structure and workforce staffing bubbles – including one-quarter of the workforce currently eligible to retire – places an enormous strain on the organization. We have worked diligently to meet these challenges head on.

When we gather in Minneapolis, it will fall upon the convention delegates to determine how best to proceed for the future. We believe that you, the membership of NATCA, deserve the best. You deserve to know that when you speak, the nation will listen. You deserve to know that your workplaces and the aviation system as a whole will be a better place for NATCA having been here.

We are rightfully proud of the accomplishments of this Union since its certification in 1987 and especially proud of its emergence over the last decade. We believe that predictable future growth is essential to our ability to continue to serve the flying public with professionalism and pride. So we ask you to consider not only supporting our dues structure initiative, but also consider being "all in" for NATCA and taking the initiative to grow your Union during this open enrollment season.

Our Union is made up of the voices of many, not just a few. Your voice matters, and we need you to consider the long-term vision for this Union.

What kind of Union do you want NATCA to be in the future?

Join The National Safety Discussion

Next week, NATCA and the FAA will begin a series of interactive webinars to talk about the top safety issues that induce risk into our system.

They are meant to educate and initiate a discussion about the topics of weather dissemination, IFR/VFR conflicts and parachute operations, and to share best practices.

These webinars are just the first step in addressing these topics. NATCA and the FAA hope discussions about them will continue locally in each facility. Controllers, pilots, and other safety professionals will all be involved in these discussions. It highlights a collaborative approach to addressing safety issues and provides clarification concerning these three issues.

We would like all members to join in one of these discussions, to find out what tools are available to them. We want to try and ensure there is an awareness about the top issues which pose the highest safety risk in the NAS.

Register for a session now by clicking a date below:

[Wed, Jul 9, 11:00 AM-12:15 PM EDT](#)
[Wed, Jul 16, 3:00 PM-4:15 PM EDT](#)

Funding Uncertainty Creates Challenges

Paul testified before the Senate Aviation Subcommittee on June 25th on the implementation of NextGen



modernization

programs. He testified that the progress has been fueled by strong and effective collaboration involving NATCA, the FAA, and other aviation stakeholders.

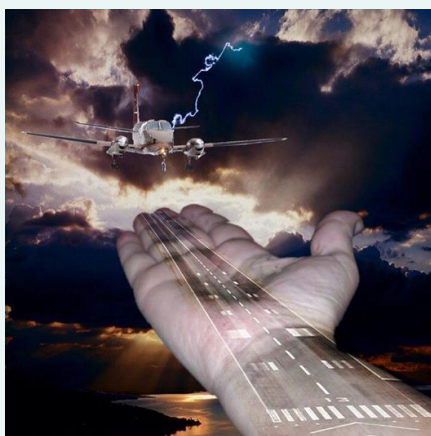
Importantly, we relayed NATCA's concern that the progress could be undermined by the lack of stable funding for these important modernization projects. In the past year, mandatory sequestration cuts resulted in furloughs at the FAA that slowed or halted several essential NextGen projects.

Funding uncertainty has also created a stop-and-go pace that adds cost overruns as air traffic controllers must be retrained each time a project is halted - lost time becomes lost money, and lost opportunity to reap the benefits of modernization. NATCA's full written testimony for the Subcommittee's hearing, "NextGen: A Review of Progress, Challenges, and Opportunities for Improving Aviation Safety and Efficiency," is located [HERE](#).

NATCA is proud to be involved in all aspects of the process as an essential stakeholder. NATCA and the FAA both recognize that stakeholder involvement is the key to continued success to NextGen. We

[Fri, Jul 18, 12:00 PM-1:15 PM EDT](#)
[Sat, Jul 19, 10:00 AM-11:15 AM EDT](#)
[Mon, Jul 21, 2:00 PM-3:15 PM EDT](#)
[Thu, Jul 24, 2:00 PM-3:15 PM EDT](#)
[Fri, Jul 25, 12:00 PM-1:15 PM EDT](#)
[Sun, Jul 27, 10:00 AM-11:15 PM EDT](#)
[Sun, Jul 27, 12:00 PM-1:15 PM EDT](#)
[Tue, Jul 29, 12:00 PM-1:15 PM EDT](#)
[Wed, Jul 30, 10:00 AM-11:15 AM EDT](#)
[Fri, Aug 1, 12:00 PM-1:15 PM EDT](#)
[Mon, Aug 4, 9:00 AM-10:15 AM EDT](#)
[Wed, Aug 6, 10:00 AM-11:15 AM EDT](#)
[Sun, Aug 10, 10:00 AM-11:15 AM EDT](#)
[Sun, Aug 10, 12:00 PM-1:15 PM EDT](#)
[Mon, Aug 18, 2:00 PM-3:15 PM EDT](#)
[Wed, Aug 20, 10:00 AM-11:15 AM EDT](#)
[Wed, Aug 20, 2:30 PM-3:45 PM EDT](#)
[Fri, Aug 22, 12:00 PM-1:15 PM EDT](#)
[Sat, Aug 23, 9:00 AM-10:15 AM EDT](#)
[Sat, Aug 23, 11:00 AM-12:15 PM EDT](#)
[Sun, Aug 24, 10:00 AM-11:15 AM EDT](#)
[Sun, Aug 24, 12:00 PM-1:15 PM EDT](#)
[Wed, Aug 27, 2:30 PM-3:45 PM EDT](#)
[Wed, Aug 27, 4:00 PM-5:15 PM EDT](#)
[Thu, Aug 28, 9:00 AM-10:15 AM EDT](#)

Once registered, you will receive an email confirming your registration with information you need to join the Webinar.



thanked the Committee for their efforts to ensure this collaboration through the stakeholder involvement provision in the 2012 FAA Reauthorization Act.

Archie League Medal of Safety Awards 2014

Call for Nominations



We've reached the halfway point in the year, which means there are only six more months to submit Archie League Award nominations for fellow NATCA members! All flight assists taking place this calendar year (Jan. 1, 2014-Dec. 31, 2014) are eligible for a nomination.

Please note that you may nominate a NATCA member from any facility, not just your own. The awards banquet will take place during Communicating for Safety 2015 at the Rio in Las Vegas (March 2-4, 2015), and will mark the program's 11th year.

To view the nomination form, click [HERE](#). This form can be filled out electronically and saved as a pdf document.

To view previous winners, click [HERE](#).

For additional information or questions, please contact Communications Specialist Amy Treutel at 202-266-9844 or atreutel@natcadc.org.

**HATCH ACT VIOLATION TO
READ OR DISTRIBUTE THIS
SECTION IN A FEDERAL
FACILITY**

**RETIREES AND THE
NATCA PAC**

We are very happy to announce that we are now able to accept contributions from our retired members directly from OPM to the NATCA PAC!

As Retired NATCA Activists, we know that you understand the importance of the NATCA PAC and the critical role the PAC has played in the many successes we have enjoyed for decades. Each of us is better off today thanks to our unified support of the PAC. Yet federal pay and benefits, including many that could affect retirees, remain in the crosshairs of those looking to cut government spending. Our collective commitment to the NATCA PAC gives us the voice to protect what we've earned.

We have made the process of signing up for the PAC as easy as possible. Please fill out the form below, return it to NATCA (see below), and we will submit it to OPM on your behalf.

There may be a delay of several weeks before you see your contribution come out of your annuity. This is a new process for us and for OPM, so the initial deductions may take longer than we would like.

Thank you for your consideration and for your continued support of NATCA.

Completed forms can be
- faxed to: NATCA National Office @ 202-628-5451
- scanned & emailed to: PACForms@natca.net
- mailed to: National Air Traffic Controllers Association
1325 Massachusetts Ave NW
Washington, DC 20005



Pay Retention

Last week we put in our update the following:

We have gotten a few questions abo

Please do not file local or regional grievances at this point. We are going to deal with this issue at the National level.

To follow up:

There were two issues raised by members and FacReps regarding the 1.6% June length of service increase contained in the 2009 Red Book CBA Extension MOU.

The first question relates to whether new Academy Graduates assigned to the Bargaining Unit in the middle of the first full pay period in June are entitled to the 1.6% increase. After reviewing the language of the MOU along with our bargaining history correspondence, we do not believe a grievance is warranted.

A much more widespread question is how the 1.6% length of service increase interplays with Pay Retention for downgraded facilities under Article 108, Section 10, A.





The subject of fatigue in the air traffic system has been an issue that NATCA and the FAA have been collectively addressing for several years.

The most recent changes to scheduling practices to help mitigate the risk of fatigue were announced on a national telcon last week.

Midnight Shift Policy
Changes Telcon [Audio](#)

Our bargaining history on this matter is very clear. At the time we were discussing the Extension MOU it was the intent of the Parties for the June increase to be applied to Basic Pay only up to the pay band maximum and for the remainder to be paid as a lump sum. The June increase was created with the intent to move employees through the pay band, while the January increase was agreed to be regardless of position in or above the band. Both changes alter the application of Pay Retention. In light of the bargaining history and our intent in drafting the language, a grievance to achieve a 50% increase and a 50% lump sum for those who are in Pay Retention status is not appropriate and the Agency's application of lump sum payments to employees above the pay band maximum this June is correct.



**We hope you all had a very Safe
and Happy 4th of July!!**





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