



TEAM UPDATE

August 11th



THE NATCA DIFFERENCE

This week marks the last of The NATCA Difference open season. We've had a successful campaign so far. We held meet and greets in 12 cities throughout the country, answered questions from countless potential members, had more existing members get involved in NATCA, and it's paid off. We've had over 700 new members join us.

We sincerely thank everyone who played a part in this campaign to help grow the NATCA family. Many of you have gone "all in" for NATCA. Seeing this level of commitment and passion from our members is inspiring and encouraging, as we move forward together, advancing our Union and the National Airspace System.

We also welcome the newest members of NATCA. We truly are a family; joining and paying dues are just the first steps. We look forward to your help in taking our collective voice to the next level. It's important to grow our collective strength because our future holds many challenges. NATCA has consistently met its challenges head on since its birth 27 years ago, and the result has always been a stronger bond and a more prosperous and unified membership.

Together we can protect our professions and shape the future of the National Airspace System

NATCA represents so many talented professionals who are looking for ways to enhance their profession and make their work environment better. NATCA is not just about joining and paying dues, it's much more. Anything you have an interest in, whether it's being involved locally or nationally, in safety, technology, labor relations, or in government affairs, NATCA provides an avenue for you to make a difference and have your voice heard.

Our members' voices have never mattered more than in the current collaborative environment. NextGen and other safety and technology projects and procedures are some of the best examples of NATCA's partnership with the FAA. NATCA's safety and technology representatives, participate in all technological decisions that affect our membership and the NAS. The Agency values our members' frontline, subject matter expertise, as do our industry partners. Because our voice matters so greatly, new technology has the best chance of working properly and safely implemented.

Our members' voices also matter on Capitol Hill. Our voices raise the volume on key issues that directly affect our interests. We educate members of Congress about the great work NATCA members perform day in and day out to help keep our airspace system the world's safest and most efficient.

It's crucial to remember that our futures are tied together. From our earliest years and issues such as pay reclassification, to replacing the White Book and pay cuts with the Red Book, to working to end last year's sequestration-caused furloughs and speaking out on Capitol Hill against the government shutdown, NATCA members have found the way to achieving the best for our membership.

Just as you insure your car and your house in case a problem or crisis arises, you should insure your profession and your voice in the workplace. You shouldn't wait until an issue arises at work to join and get active in NATCA.

Our growth and standing as an organization is impressive and our place at the table is no accident. The passion, knowledge, and dedication of NATCA members have lofted our organization into a position of unrivaled respect throughout the aviation community. This serves as a strong foundation for success as we enter the next chapter of aviation history.

Now is the time, for you to help us take NATCA to new heights. With a collective and strong voice we can successfully modernize and protect the National Airspace System and the NATCA members that proudly run it.

One voice. One vision. That's the NATCA Difference.

The NATCA Difference: Doug Church and
Sarah Dunn

Remembering a Champion on the PATCO Strike Anniversary

Brothers and Sisters,

Thirty-three years ago, on August 3rd, our brothers and sisters in their fight for a safer work environment, reliable equipment, adequate staffing levels and fair work and pay rules -- the Professional Air Traffic Controllers Organization (PATCO) -- took a stand in fierce support of these goals and for the profession they loved.

This year, on May 3rd, we lost a great man. He was a champion for PATCO and NATCA. He understood their flight and honored them by joining their picket lines during the strike. He knew the birth of NATCA and the strength we have today is largely because of PATCO. Please watch our tribute video for our friend, counselor and champion the late Jim Oberstar.

On Aug. 3, 1981, five days after 95 percent of PATCO members rejected the FAA's contract offer, the PATCO strike began. Nearly 13,000 controllers -- about 85 percent of the union's membership and 79 percent of the workforce -- honored the picket line.

Two days later, President Reagan kept his pledge to fire them 48 hours after the start of the walkout. This after the president broke his 1980 campaign pledge to PATCO that he "will take whatever steps are necessary to provide our air traffic controllers with the most modern equipment available and to adjust staff levels and work days so that they are commensurate with achieving a maximum degree of public safety."

In all, 11,350 controllers lost their jobs. About 875 returned to work before the firings. According to the Department of Transportation, staffing dropped 74 percent -- from 16,375 to about 4,200.

NATCA was born from the ashes of this watershed moment in labor history and officially was certified on June 19, 1987 as the exclusive bargaining unit representative for FAA controllers. History and reports showed that President Reagan fired the wrong group of employees and the issues that led to the 1981 showdown were not addressed, much less fixed. Thus, the thousands of new controllers that entered the workplace through the middle of the 1980s encountered the same conditions and substandard equipment that made the job so brutally difficult. Led by our founding members, the call for a new collective voice for the controller workforce rose from a whisper to a roar.

Today, we are thinking about the PATCO members, both in our workforce now and those that are not. We are deeply humbled and greatly appreciative of their solidarity and commitment, not just for themselves but also for those of us that would come later.

It has taken our union, NATCA, a long time to fully understand what our PATCO brothers and sisters endured. It was not until NATCA had to stand together against an anti-labor administration that we truly understood what would cause that workforce in 1981 to take such a stand.

We ask you to please join us in remembering the sacrifice that our PATCO brothers and sisters made for our beloved NAS. And to pay tribute to them, we must continue to educate our newest NATCA members about this important event in our profession and our nation's labor history.



HATCH ACT WARNING!! Do Not Post or Distribute this section in a Federal Facility or on Duty Time

Retired Members and the NATCA PAC



We announced a few weeks ago that we are now able to accept PAC contributions from our RNAV members. We are happy to see that several of our retired members have responded by submitting a form and are continuing to support the NATCA PAC - many at very generous levels.

Our RNAV members have a unique perspective, many having lived and worked through NATCA's founding, growth and the many victories and successes that we have enjoyed as a Union. They know that the career and life of every member has been enriched thanks to our collective activism and support of the NATCA PAC.

Our RNAV members also know that our challenges and battles will never end. Our pay, benefits and retirements will always be targets for anti-government, anti-federal employee and anti-union advocates. They know how essential it is that NATCA continue to maintain a strong PAC.

As a reminder to our RNAV members, the OPM will process the first group of forms that we provide and start the process for us. After the first batch is submitted, RNAV members will have to start their own allotment to contribute to the PAC. Please submit your form (attached) soon so we can include it in the first batch.

Our thanks to those RNAV members who have already submitted a form. We are stronger together thanks to your continued support.

WEEKLY HATCH ACT MESSAGE



Since our founding over 25 years ago, NATCA has always been one of the most politically active organizations in organized labor. 2014 is an election year and we want our members to be more politically active than ever. At the same time, we want to make sure that you protect your careers and the careers of your fellow members when participating in political activity.

The law governing federal employees and political activity is called the Hatch Act. The Hatch Act defines political activity as:

Activity directed toward the success or failure of a political party, candidate for partisan political office,

or partisan political group

The penalties for violating the Hatch Act can be as severe as removal from federal service. It is important that you understand what is and what is not allowed as a federal employee. We will be publishing a weekly Hatch Act advisory starting now and continuing through election day. Each week we will highlight a particular scenario and discuss why it may or may not be a violation of the Hatch Act.

These scenarios are not meant to cover every situation you may encounter. If you are unsure if a particular action constitutes political activity, please do not hesitate to contact your NLC member, your RVP, or us with your question. We will get you an answer. It's always better to ask the question than it is to guess and take a chance that you are wrong.

Remember, we want you to be politically active and we want you to be safe and comply with the law while participating.

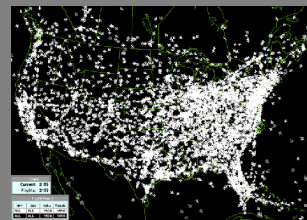
This Week's Scenario

QUESTION: As federal employees, are we allowed to have political bumper stickers on our vehicles in a government parking lot or garage?

ANSWER: Yes. An employee is allowed to park his or her privately owned vehicle with a political bumper sticker in a government lot or garage. An employee may also park the car with a political bumper sticker in a private lot or garage for which the employee receives a subsidy from his or her agency. An employee is allowed to have one bumper sticker of normal size, per race, on their vehicle while parked in a government lot or garage. For example, an employee could have a, "Jones for President," "Smith for Senate," and a "Parker for Congress" bumper sticker on their car (provided each sticker was of normal size) and not be in violation of the Hatch Act.

Air Traffic Controller Hiring

We were recently briefed by FAA Human Resources on the February air traffic controller open announcement hiring demographic results. There were 28,474 applicants and 1,591 either have or will receive a Tentative Offer Letter. Of the 1,591, 904 self-identified their demographic (687 did not). 65% (1034) had some combination of CTI, Veterans Preference, some military or some specific aviation related work history/experience.



[Click here](#) to read the FAA's release on the results.

The next vacancy announcement for ATCS positions is expected in March of 2015.

Beginning around September 1st a survey will be available for CPC controllers to take. The survey will be used to improve the bio analysis. By having controllers who have successfully completed training should improve the hiring process. We strongly encourage you all to contact your supervisor when the survey is made available to schedule time for you to take it.

NATCA RECEIVES FAVORABLE ARBITRATION AWARD IN AN IMPORTANT SUBSTANCE TESTING CASE

On August 4, 2014, NATCA received Arbitrator Ted O'Brien's Decision and Award in an Article 73, Section 2, Substance Testing case. The case involved a grievance regarding the Agency's refusal to produce a copy of the annotated test list upon NATCA's request at the conclusion of drug testing and prior to the collector leaving the facility. A hearing was held at Boston Center on April 17, 2014. The Union's position during arbitration was that Article 73, Section 2 of the Parties' Collective Bargaining Agreement requires the Agency to provide the Union a copy of the annotated test list after each day of testing at FAA facilities, and there was no legitimate reason for the Agency to delay production of the test list to the Union. NATCA also argued that the release of the annotated test list before the collected samples are tested is critical to the Union's ability to police the random nature of the FAA's substance testing program. The Agency's practice has been to provide the Union with a copy of the annotated test list weeks or months after testing had taken place and well after the collected samples are tested. The Agency argued that its "security" protocol required the test list to be sent to DOT and then back to the FAA before it could be released to NATCA. Arbitrator O'Brien agreed with NATCA, finding that, "there is no evidence that the particular process described is necessitated by security concerns. Rather, the only purpose served by the process seems to be keeping the list away from the employees for as long as possible because of an abstract theory that the Union and/or the employees will misuse of [sic] the information. The suggestion of Agency witnesses and advocates that the integrity of the process is preserved by sending the information back and forth for a month is not convincing. The evidence offered in support of this theory was not convincing." Arbitrator O'Brien has ordered the Agency to comply with the terms of the CBA and provide the Union with a copy of the annotated test list, upon request, at the conclusion of each day of substance testing at FAA facilities. The Agency has thirty (30) days to file exceptions with the FLRA. If no exceptions are filed, the Decision and Award become final and binding.



The past two weeks we attended meetings at the AFL-CIO - Executive Council, Policy/Legislative and Political. Paul spoke at the ALPA Safety Conference and attended the Alaska Pre-convention meeting. Trish visited GRB and MSN in addition to the EAA AirVenture operations at FLD, FISK and OSH.



STAY CONNECTED



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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Sent by tgilbert@natcadc.org