



Dear Brothers and Sisters,

Congress has approved a 1.9 percent federal pay raise. However, before the federal pay raise becomes official, the President must first sign an executive order (EO) that provides a 1.4 percent across-the-board increase with an additional 0.5 percent on average in adjusted locality pay. OPM will issue new pay tables for statutory pay systems including the General Schedule (GS) and adjust locality pay areas. NATCA's negotiated pay increases are equivalent to the GS increase, and our Collective Bargaining Agreements provide the government-wide locality areas.

We recently became aware that the Department of Interior (DOI) and the FAA have placed a hold on processing SF-50 actions with an effective date of 1/6/19 or later that includes contractually obligated pay increases as a result of training progression (e.g., D1-D2, D3-CPC) or transfers to a higher level facility. The hold was put in place to allow for the programming of the general pay raise for DOI and Agency payroll systems. They did not anticipate a six-week delay in signing the EO. As a result, the Agency decided to hold the processing of increases to allow for the automated processing of the 1.9 percent pay raise, as well as the contractual pay raises. We have been advised that processing the contractual pay increases before the EO is signed would delay the application of the 1.9 percent increase as it would require manual processing and could lead to payroll errors.

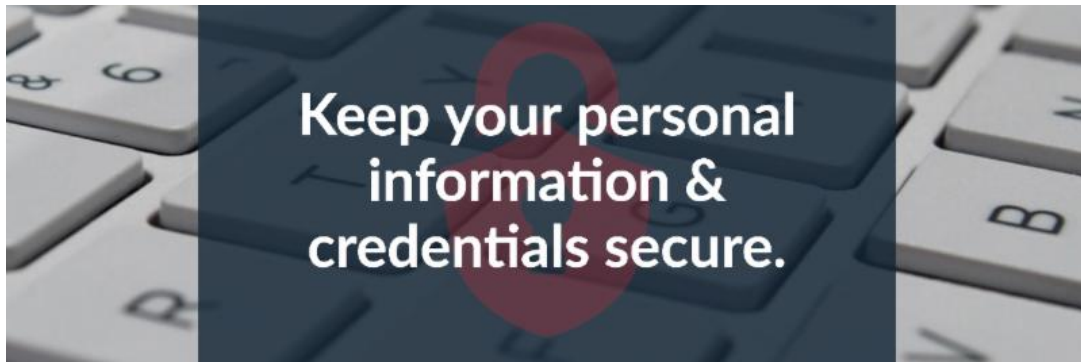
Although we would have preferred to have been consulted before this determination was made, we believe that at this point the most prudent path is to wait for the EO to be signed and have the federal

pay raise and contractual pay raises implemented retroactively to the respective applicable effective date.

In solidarity,

Paul and Trish

Do Not Use iOS Application VoidTime



NATCA has become aware of an iOS application called VoidTime being used to access WMT scheduler. Neither the FAA nor NATCA support this app. We strongly discourage all members from using any application that requests or otherwise stores your PIV credentials including FAA email address, PIV Security Pin, or answers to security questions. Providing this information to any non-approved software is in direct violation of FAA security policy and anyone using such an application may be subject to discipline. Please continue to access WMT through supported web browsers using MyAccess authentication.

Alex Navarro Assumes Northwest Mountain Regional Vice President Position April 1

Due to personal reasons, Eddie DeLisle has resigned his position as the Northwest Mountain Regional Vice President (RVP). In accordance with Article IV, Section 7 of the NATCA Constitution, Alex Navarro (Seattle Center, ZSE) has been nominated and approved by the NEB to be the RVP for the Northwest Mountain Region. He will take over on Monday, April 1.

Alex began his Federal Aviation Administration (FAA) career in 2008 at Seattle TRACON (S46) and is now in his sixth year at ZSE. He was a controller in the Air Force and worked for one year at a Federal Contract Tower in Renton, Wash. (now a NATCA-

represented facility). Alex began his activism within NATCA as S46 treasurer in 2009, and has also served as both vice president, and most recently, FacRep at ZSE. In addition, he has worked as Washington Legislative State Coordinator, a LEAP (Leadership Experience Acceleration Project) instructor, and as a Drug and Alcohol Committee member. He is married to fellow NATCA member Samantha Navarro of Seattle ATCT (SEA), and they have two children, Tomas and Mariana.

Alex answers several of our questions below:

You said you were inspired at the 2010 Biennial Convention in Hawaii to take on a leadership role in NATCA. How did your first role as Seattle TRACON treasurer help you understand what being active was about, and inspire you to want to take on additional roles over the past decade?

The role of treasurer at Seattle TRACON was more than just the specific task of accounting and tracking local funds. What became evident very quickly is that it was a leadership role. I was on the local executive board and that meant I had a voice to address matters of direction in our local and the ability to represent my local in and out of our building. It showed me that one of the main strengths that NATCA has is the ability to empower all members to be active and protect the membership. We battle as a collective unit, not as individuals.

You joined with your fellow Seattle-area members at Sea-Tac Airport for leafleting in January during the government shutdown. What did that experience mean to you?

It meant everything. Each day would seemingly start like the last, waking up to reports showing little progress towards resolving the senseless shutdown. However, before thoughts of hopelessness could creep in, I'd get a text, a phone call, or an email from one of our brothers or sisters asking, "What time can I come out to pass leaflets?" The visual was even more inspiring. To see our people come out (oftentimes with their families) in the cold, fighting traffic, after work, and without pay, to give any time they could spare was motivation to keep educating the flying public. Our determination was unshakable. We were able to get about 20,000 leaflets into the hands of the bosses of those on Capitol Hill.

In addition to staffing, what are the biggest issues that your fellow NNM Region members are talking about as you enter this week's regional meeting in Boise, and what are your plans to reach out to them and address their concerns?

What I've seen is that my peers are eager for an opportunity to put in work for NATCA. They want, and need, education and training to become even greater assets to our Union and I plan to see how we can make that happen with the help of NNM Alternate RVP Josh Waggener, and the Denver TRACON FacRep, Kevin Wright. I'll only be as successful as the support system that I have around me, and I couldn't ask for a better group. Our focus is that of preparing the next generation of leaders to seamlessly take the reins and better this Union in ways we can't fathom.

As far as communicating with them, no idea is off limits. People consume information on many platforms, and we need to make sure that we have a presence that will catch their attention and bring it to them where they are, and not expect them to flock to us. Easier said than done, but I believe the ever-expanding leadership group we have in the NNM will exhaust as many ideas as we can, and seek examples from across the nation to communicate in the most effective way possible.

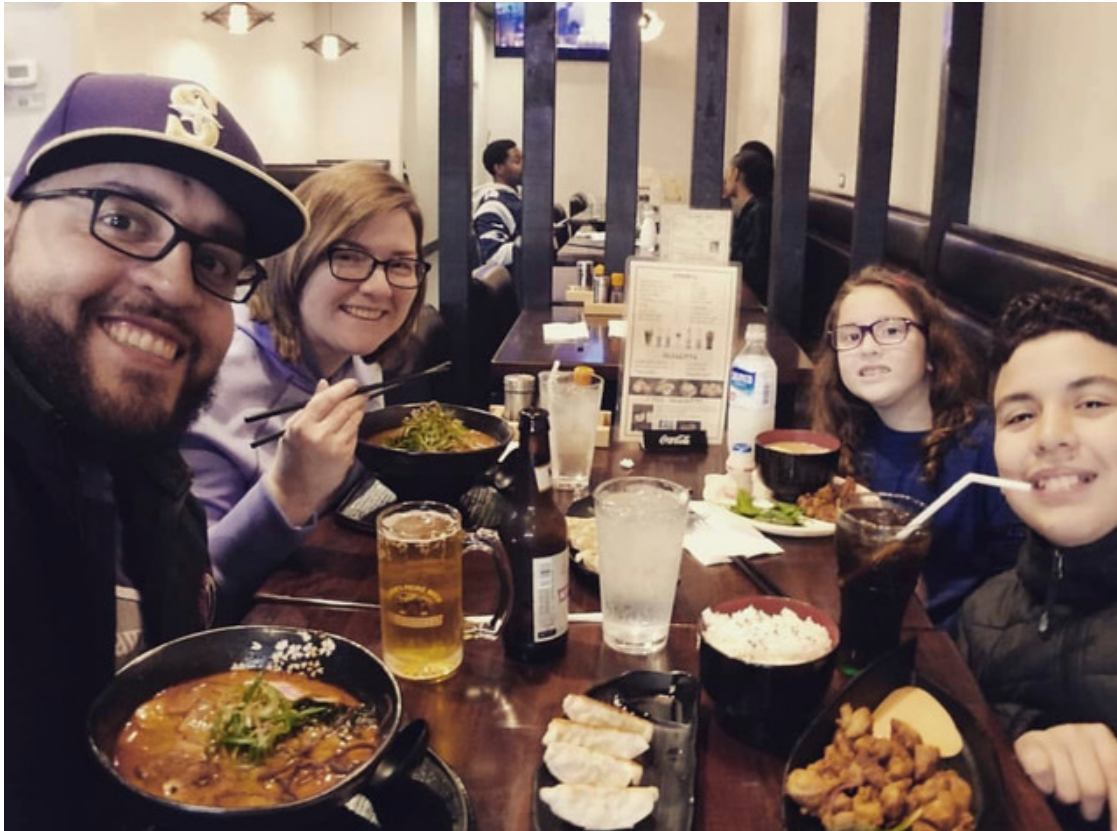
Do you have other goals as you serve as RVP and represent your region?

My goal is to show all of our NNM reps that we are all in this together. It starts by effective and consistent communication. We also need to make sure that each of our facilities has some level of direct communication often enough to dispel any potential thoughts of being forgotten. Each facility is invaluable, and I hope to prove that to them through hard work and my actions.

You are married to another active NATCA member, Samantha Navarro from Seattle ATCT. How do you both juggle your marriage, parenting, working, and being so active in NATCA?

We seize every moment we have together and with our children. There are not many days spent lounging on the couch when we're home, but we also have the blessing of Sam's mom, Barbara Weaver, living with us and providing her consistent presence for our children. Without Barb, none of the activism that we do would be

possible. As long as the kids are taken care of, we have all the assurance we need to pursue our passion to be NATCA leaders.



To learn more about Alex, please [click here](#) to read our 2017 member focus feature from the NATCA Insider.

2019 Retirement Seminar and Webinar Schedule

One of the most important member benefits that NATCA provides you is expert planning and guidance about your retirement. This year, we are pleased to offer you retirement seminars in 28 cities, provided by 4 Square Financial Literacy Partners, Inc.

Each location will host two financial literacy workshops: one standard seminar geared towards members with more than 15 years of service (the first day) and one Career Optimization and Retirement Education (C.O.R.E.) seminar geared towards members in the first 15 years of their career (the second day). The full schedule is below. In addition, five retirement webinars are scheduled: April 11, June 6, July 18, Oct. 3, and Dec. 5. They each begin at 10 a.m. CDT.

To register for both the seminars and the webinars: use the NATCA Portal, portal.natca.org. Click on the "events" tab in the main menu

at the top of the screen. First time using the Portal? [Click here](#) to register. Forgot your username (member number)? [Click here](#). Forgot password? [Click here](#).

For more information, [please click here](#). For questions or any problems with registration, please contact Angelina Crutchfield at the National Office: 202-628-5451 or acrutchfield@natcad.org.

2019 Seminar Schedule (view online [chronologically](#), or [alphabetically](#) by city):

| | |
|---|---|
| April 2-3 Peachtree City, Ga. | April 16-17 Little Rock, Ark. |
| April 23-24 Salt Lake City | April 23-24 Phoenix |
| May 7-8 Sanford, Fla. | May 9-10 Miami |
| May 14-15 Fairfield, N.J. | May 16-17 Atlantic City, N.J. |
| May 16-17 Los Angeles (Region X) | June 11-12 Minneapolis |
| June 18-19 Springfield, Mo. | June 25-26 Aurora, Ill. |
| June 27 Aurora, Ill. (Special Hybrid Session) | July 8-9 Auburn, Wash. |
| July 31-Aug. 1 Olathe, Kan. | Aug. 13-14 Spokane, Wash. |
| Aug. 27-28 Albuquerque | Sept. 3-4 Fort Worth, Texas |
| Sept. 5 Fort Worth, Texas (Special Hybrid Session) | Sept. 6 Fort Worth, Texas (Region X) |
| Sept. 10-11 Denver | Sept. 24-25 Knoxville, Tenn. |
| Oct. 1-2 Montgomery, Ala. | Oct. 9-10 San Diego |
| Oct. 22-23 Nashua, N.H. | Oct. 22-23 Long Island, N.Y. |
| Oct. 24-25 Burlington, Vt. | Nov. 5-6 Anchorage |
| Nov. 7-8 Fairbanks, Alaska | Nov. 12-13 Oberlin, Ohio |
| Nov. 13-14 Warrenton, Va. | Nov. 14-15 Indianapolis |

One Month Remains to Submit Your Archie League Award Nominations



There is limited time left to nominate a deserving aviation safety professional for the 15th Annual Archie League Medal of Safety Award. The award highlights a variety of aviation "saves," some which involve a team of professionals working together, while others are the result of just one person's efforts. Below are two saves that were recently recognized by other organizations:

The NTSB recently released a statement about its report of the March 18, 2017 rejected takeoff incident in Ypsilanti, Mich., that involved the University of Michigan men's basketball team's chartered aircraft. The report noted that the 1,000-foot runway safety area, added to Willow Run Airport during upgrades between 2006 and 2009, likely contributed to the lack of serious injuries. In 1999, in response to an NTSB recommendation, the FAA began a national program to add runway safety areas to many commercial airports. NATCA ARP members Irene Porter and Ernest Gubry (pictured below, with Region X RVP Curt Howe) were in charge of overseeing and managing the Runway Safety Improvement Area Program at the airport. Had this work not been implemented and completed to the standard of excellence required, this would have been a much different incident. Because of their commitment to runway safety, they were awarded the Region X Commitment to Safety Award at Communicating For Safety (CFS) last October.



Additionally, the Aircraft Owners and Pilots Association (AOPA) Air Safety Institute (ASI) released ["Powerless Over Paris,"](#) the latest video installment in its popular Real Pilot Story series. During this video reenactment, the pilot, Dr. Peter Edenhoffer, is interviewed and relives the moment his aircraft suffered a complete electrical failure in heavy instrument meteorological conditions (IMC) at night. As he speaks about the flight, he shares his thoughts and actions, including a fleeting moment of doubt about his chances for surviving the dilemma. But with a little luck and creativity, he and the team from Fort Worth Center (ZFW) finally established contact. ZFW members Phil Enis, Thomas Herd, and Hugh Hunton were awarded the Archie League Medal of Safety Award, representing the Southwest Region, as well as the President's Award for their innovative and quick thinking, and resourcefulness.



Any NATCA member can nominate another member in good standing, but the deadline is April 30. The awards will be presented on Sept. 18, 2019 at Communicating For Safety. [Click here](#) for more information.

The Alliance at World ATM Congress: A Global View of Collaboration

NATCA President Paul Rinaldi joined other union leaders and members of the Global Air Traffic Controllers Alliance at the [World ATM Congress](#) in Madrid to discuss the partners' work since inception in March 2018, and their goals for the future of international aviation safety collaboration.

Rinaldi spoke on two panels at the conference on March 12. The first gave an overview of how the Alliance was formed and its mission, "The Alliance: A Global View of Collaboration."



Jim Ullmann (NATCA Director of Safety and Technology) moderated the panel which consisted of (left to right): Paul Winstanley (U.K. ATCOs Branch Chair), Paul Rinaldi (NATCA President), Kelvin Vercoe (New Zealand Air Line Pilots' Association Air Traffic Control Director), Peter Duffey (Canadian Air Traffic Control Association National President), Thomas McRobert (Civil Air Operations Officers' Association of Australia President), and Alfonso Guerrero (Unión Sindical de Controladores Aéreos (Spain) Secretary)

In response to a question about the reasoning behind forming The Alliance, Canadian Air Traffic Control Association (CATCA) National President Peter Duffey said, "One of the biggest reasons [we came together as a coalition] is that we used to see each other at conferences all around the world. We discovered very quickly we had a lot of the same problems and issues, staffing being one of them. There's a lot we could learn from each other, experience-wise, talking to our colleagues around the world."

"The Alliance is a unique perspective to actually streamline some of the red tape that transcends across some of the other groups we participate in," said Rinaldi. "It's really about shaping a labor perspective worldwide in air traffic control. There are groups that touch parts of the labor perspective, but the purpose of this group is to focus on shaping a labor perspective for air traffic control around the world."

The second panel, "Industry Perspective: The End Users' Role in a Collaborative Environment," had industry partners discuss with members of the Alliance the importance of collaboration with end users -- air traffic controllers -- and how a collaborative approach helps ensure that technological innovations benefit both industry and the profession.



Duffey (far left) moderated the panel, comprised of (continuing left to right), Winstanley and Rinaldi, Per Ahl (Saab Digital Air Traffic Solutions Vice President Head of Marketing & Sales), Vinny Capezzuto (Aireon Chief Technology Officer and Vice President of Engineering), Rudy Kellar (NAV CANADA Service Delivery Executive Vice President), and Kip Spurio (Raytheon Managing Director of Air Traffic Systems)

"The panel was absolutely fantastic. It was an opportunity for us to discuss directly with industry our collaboration to ensure the end users' needs are taken into account," Duffey said. "All four of the industry people were really engaging. They agree that levels of collaboration are required to create the best product for the end user -- an absolute must. It's not so much about the technology. It's about the fact that there are people involved, and it's primarily about the people in the end. Everybody buys into the idea that collaboration is absolutely necessary."

The Global Air Traffic Controllers Alliance [was formed at World ATM 2018](#) among leaders of like-minded air traffic control unions in the United States, Canada, the United Kingdom, Australia, Spain, and New Zealand. The partnership among NATCA, Prospect ATCO, CATCA, NZALPA, Civil Air Australia, and USCA (Spain) strengthens ties and establishes a collective voice to speak on a range of subjects.

Additionally, NATCA National Safety Committee Chair Steve Hansen represented NATCA at World ATM, presenting with NATCA Safety and Technology Director Jim Ullmann about "The Challenges of Integrating New Technologies in the World's Busiest Airspace." Ullmann and Hansen discussed how the increased demand on an already complex system comes with a technological and logistical challenge that will ultimately completely change the face of the U.S. National Airspace System.



PWC Invites NATCA Members to Discuss the RESPECT Initiative



Left to right: NATCA members Jennifer Malloy (ZOB), Lydia Baune (GEG), Trish, Marilou Scherer (ZAN), Megan Seidman (National Office), Garth Koleszar (ZLA), Jamie Nuss (SFO), and Billy Kisseadoo (MIA)

Professional Women Controllers Inc (PWC) hosted its 2019 National Training Conference titled "Reaching New Horizons Together." Trish moderated a panel with Professional Standards member Garth Koleszar and Potomac TRACON (PCT) Acting Air Traffic Manager and Professional Standards Workgroup member Haven Melton about the RESPECT initiative. RESPECT is a collaborative effort between NATCA and the Agency to maintain a workplace where all employees are supportive of their peers, treated with dignity and respect, tolerant of differences, and demonstrate empathy and compassion towards one another.



Left to right: Trish Gilbert (NATCA Executive Vice President), Patti Wilson (PWC President), Garth Koleszar (ZLA), and Haven Melton

"The goal of RESPECT is to create a workplace environment where we can work together in a way to reduce conflict and ultimately make the system safer," Koleszar said. "While we may not always get along, or like each other, it's important that we be able to work together for safety."

To begin the panel, Gilbert discussed how the Union and the Agency began the RESPECT initiative. She talked about why it remains important and also about diversity and the importance of understanding each other's differences.

"How do we improve workplace relationships to improve and maintain safety?" Gilbert asked the two panelists. Koleszar replied,

"If we tell people what they should and shouldn't do, we get pushback. If we can convince people there is a greater goal that we can achieve together, then we have a greater likelihood of being successful. Organizationally we have matured and are ready to collaborate for the benefit of safety all around."

Melton added, "From the management side, anything that poses a risk to safety needs to be eliminated. A distracted controller is a dangerous controller. We have to create the environment where a controller can be their best."



PWC Conference attendees listening to the RESPECT panel

Koleszar also explained the professional standards program, of which RESPECT is a part of. "What should we be embracing and striving for?" he said. "As we work to achieve those goals, we must make sure we have tools in place to be able to fix issues that come up."

Gilbert asked the panelists what success in achieving professional standards goals would look like. Melton replied, "Conflict will always be there. But how we handle it collaboratively is how we will measure success." Koleszar added, "Collaboration is a process, and RESPECT is an attitude. If you look at the concept of the Foundations of Professionalism, those things fall under that umbrella partnership, like Turn Off Tune In, ATSAP, and more. Those are all part of a system that says, 'How do we understand each other's dynamics in a way that continues to move the National Airspace System forward?'"

Learn more about the RESPECT initiative and the Professional Standards program [here](#).

NATCA Congratulates Steve Dickson as Nominee for FAA Administrator

On March 19, President Trump announced his intention to nominate Steve Dickson to be the next administrator of the Federal Aviation Administration (FAA). We have worked with Steve on a number of occasions over the years and we are supportive of his nomination. We recently offered our congratulations to him in a press release.

This is a well-deserved appointment for Steve, who has had an accomplished career, including his serving as an F-15 fighter pilot in the U.S. Air Force, and his 27 years at Delta Air Lines where he has been a respected leader in the aviation community. Paul has served with Steve on the FAA's Management Advisory Committee and the NextGen Advisory Committee.

Steve attended our Communicating For Safety (CFS) conference in 2007 in Atlanta, participating in a panel discussion.

Throughout his career, Steve has been a staunch advocate for aviation safety, and we share that commitment for the safety of our National Airspace System. NATCA and the FAA have a successful working relationship that has enabled notable progress on modernizing the National Airspace System and building a stronger workforce. If he is confirmed by the U.S. Senate, we will look forward to working with Steve to continue this relationship.

We also thank Dan Elwell for his leadership of the Agency as Acting Administrator over the past year.

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