



Last week, NATCA sadly reported that Ken Montoya, a veteran Capitol Hill staffer and former NATCA staffer, passed away on Nov. 30 from cancer. Ken worked for four NATCA administrations and was instrumental in raising NATCA's legislative and political activity to a high level. He had a vibrant personality and was a fierce supporter of workers and unions.

Ken joined NATCA's National Office staff as legislative affairs director in January 1996 and served in that position until August 2007. Before joining NATCA Ken was an aide to former Sen. Paul Simon, D-Ill. and for the past several years he worked for Congresswoman Ann Kirkpatrick, D-Ariz.



Chuck Vogel - NCT (Retired), Noel Kingston - PRC, Congresswoman Kirkpatrick, David Skarphol - P50 and Ken.

In a statement from Congresswoman Kirkpatrick's office, "We are absolutely heartbroken. Ken was one of a kind - a wonderful person, an amazing friend, a loyal staffer. He truly loved the legislative process. And we loved having him as part of our work family every single day. It's hard to imagine Capitol Hill without Ken Montoya - he left an accomplished legacy here and touched a lot of lives. We will miss him terribly. Our thoughts are with his family and loved ones during this difficult time."

Former President John Carr (2000-2006) said Montoya was both "a dear friend and a fantastic legislative director."

"Ken knew everyone on Capitol Hill and both sides of the aisle could not help but appreciate his friendly, effervescent personality," Carr said. "Ken was a great leader, coming alongside a whole new generation of air traffic controllers and turning them into a bold and influential political machine."

Former President Pat Forrey (2006-2009) called Montoya "a legislative stalwart on behalf of labor, and in particular, NATCA aviation safety professionals."

"Ken's leadership of NATCA's legislative issues help propel NATCA as one of the strongest federal labor unions in the United States," Forrey said. "Our activism and respect on the Hill was greatly due to Ken's non-stop efforts to develop relationships with legislators, Administration officials, and industry groups, seeking out common positions and dealing with issues that affected a wide range of employee rights, benefits, and working conditions. More impressively, these accomplishments came from an environment that was not very friendly to Labor."

On a personal level, Forrey said, "I'll always remember Ken's ability to put everyone at ease with his extremely pleasant demeanor, humor, and

outright friendliness to everyone he met and dealt with. I consider Ken to be a very good friend who I will always remember and reflect upon the remainder of my life. I wish my condolences to Ken's family and friends during this very disheartening time. My prayers and thoughts are with them."

Former Executive Vice President Ruth Stilwell (2000-2006), who served as chairwoman of the NLC in the mid-90s when Montoya joined NATCA, said he helped transform NATCA into a political powerhouse.

"He opened doors for a profession still recovering from the reputation of the PATCO strike that allowed us to turn a page and build our own reputation as NATCA," Stilwell said. "His passion for the profession and the genuine care and compassion for our members made him one of us. He was NATCA. He was a mentor to an entire generation of legislative activists."

Ken found himself in the middle of two very important issues for NATCA during the first part of his tenure and the resulting work and accomplishments remain key success marks in the Union's three-decade-long timeline.

In November 1995, Congress passed an annual appropriations act for the FAA that required the Agency to implement a new personnel system. The result of that would be that the Agency could legally negotiate pay for the first time, among many other changes. However, part of the statute that vanished in the proposed legislation included Chapter 71 of Title 5, a crucial section granting federal workers the right to union representation and collective bargaining. Facing an April 1, 1996, deadline, Ken helped lead NATCA's efforts to lobby Congress and the White House - two parts of a multi-pronged strategy - to reinstate Chapter 71 rights and insert key language to obligate the Agency to bargain with the unions representing its workers. In the end, Congress passed a continuing resolution that included the restoration of Chapter 71 rights just hours before the deadline in which NATCA would have lost its very essence.

In 1998, the Union's landmark Green Book collective bargaining agreement with the FAA marked the first time a controllers union negotiated pay with its employer. The new system - called pay reclassification, or reclass - was, and in its updated format remains, huge for NATCA members as it tied wages to operational complexity as well as traffic counts. Ken played a key role in the reclass process by lobbying Congress and the White House.

"Ken Montoya was with NATCA during good times and bad, helping shepherd pay reclassification through the FAA and Congress, and also stiffening with resolve when faced with Congressional threats and draconian FAA policies," Carr said. "Ken kept abreast of every paragraph of every bill facing our profession, and his counsel to me during my term as President was invaluable."

Ruth said Montoya's experience as a congressional staffer helped NATCA's members understand how the processes worked, "that you have to go beyond handshakes and fundraisers to build real and lasting relationships on Capitol Hill."

"We were still a young union when he joined us and he helped make us the mature organization we are today," she said. "But his contributions go so far beyond the professional. He was a friend, a brother, part of our family. Working with Ken wasn't just effective and important work, it was joyful, I am lucky to have known him and I am so glad that for part of my life, Ken Montoya was in it."

Director of Government Affairs Jose Ceballos, who succeeded Montoya in that position and became a close friend, remembers him for his unforgettable personality and legislative skills.

"Simply stated, Kenny was a lovable person who had an absolute passion for politics, Democrats and the Hill," Ceballos said. "Kenny was a vibrant and passionate advocate for NATCA throughout his tenure and continued to support his NATCA family throughout his congressional career."

NLC Chairman Steve Weidner remembers Montoya as one of the first people he met when he became involved legislatively.

"I was fortunate to work closely with him during my time on the NLC," Weidner said. "He always had time for our members and understood the value of our grassroots army. He was a brother and a friend and will be greatly missed."

Ken was key in motivating and educating generations of legislative activists within NATCA. We, and so many that knew him, will miss him greatly. All of us at NATCA who knew Ken and worked with him are deeply saddened by his passing. We extend our deepest sympathies to Ken's family and his many friends.

In Solidarity,

Paul Rinaldi, NATCA President

Trish Gilbert, NATCA Executive Vice President





Volunteers and Regional Representatives Needed

[NATCA Charitable Foundation Website](#)

VOLUNTEERS:

The NATCA Charitable Foundation is currently seeking motivated volunteers to act as Regional Representatives in their local/regional areas. Ideally, these individuals will serve on a committee that will assist the NCF Board with outreach in communities and be involved in local/regional fundraising events and other various charity work. Additionally, they will solicit donations and monetary support within their region and local area for NCF as a whole. Regional Representatives should be organized, sociable, and charismatic. The position is one that will likely evolve, so flexibility and good communication is key. More than one representative may be selected from a region, at the discretion of the NCF Board.

If you are interested in becoming a Regional Representative for NCF, please answer the following questions and submit to elisa.muisse@natca.net by Dec. 23, 2016.

- Why are you interested in this position?
- What experience do you have working with charities/volunteer organizations and/or soliciting financial support?
- Name a project or task of which you have been the leader.
- What is your passion? Tell us a little about yourself.

If you would like more information or have questions about the position please contact Elisa Muisse at 386-295-1086 or elisa.muisse@natca.net.

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College Scholarships

Your status as a NATCA member opens the door to financial avenues unavailable to others. NATCA offers its own scholarship program to college-bound children and spouses of NATCA members.

In addition to the NATCA scholarship, you are also eligible through Union Plus to apply for their scholarships for college, which range in award from \$500 to \$4,000. You can also access their scholarship search link, which is partnered with Sallie Mae, which links to a database of scholarships available for college-bound young adults.

For the NATCA scholarship submit this [form](#) by March 1.

For the Union Plus scholarship page, simply click [here](#) and follow the links.



Registration for Communicating For Safety 2017 is Open

Communicating For Safety (CFS) is the aviation industry's leading conference focusing on safety, technology and building relationships.

For more details visit the CFS [website](#).



Archie League Medal of Safety Award Nominations

Dec. 31, 2016, is the deadline for the 13th Annual Archie League Medal of Safety Awards!

Remember - any member can nominate another member. All events since Jan. 1, 2016, are eligible for nomination. All winners will be honored during Communicating For Safety 2017 at Bally's in Las Vegas.

NATCA is proud to introduce the new Archie League Medal of Safety Awards Nomination [form](#). Please be as detailed as possible in your submissions and include all relevant materials. Nominations will be considered during the annual Archie League Medal of Safety Awards judges meeting that will take place in January 2017.

You can also mail nomination submissions (postmarked on or before Dec. 31, 2016) to the NATCA National Office at:

National Air Traffic Controllers Association
Attn: Sarah Zilonis
1325 Massachusetts Avenue, N.W.
Washington, D.C. 20005

The NATCA Communications Department is here to assist you. Direct all questions and requests for additional information to Archie League Medal of Safety Awards Coordinator Sarah Zilonis at szilonis@natcadc.org. Please do not hesitate to contact her if you have any questions, concerns, or issues in submitting the nominations.



Professionalism Award Application Now Available!

Do you know someone who is an outstanding professional? Have you seen someone whose individual contribution and performance enhanced the standings of our profession? Then help us recognize them by nominating them for the second annual NATCA National Professionalism Awards, presented at [Communicating For Safety \(CFS\) 2017](#)! The deadline for submissions is Dec. 31, 2016. [Submit a NATCA Professionalism Award Application](#) today!

The National Professional Standards Committee (PSC) will invite the award winners to attend CFS to be recognized for their achievement and to receive their award. They will be entitled to travel and expense reimbursement, in accordance with the NATCA travel policy, similar to the reimbursement provided to the Archie League Medal of Safety Award winners.

The goal of NATCA's Professional Standards program is to maintain and promote professionalism across all of NATCA's bargaining units. We achieve that through a commitment to safety and the public's trust. We work to inspire, motivate and provide personal examples of our professionalism to others and to maintain the highest standard of excellence. We know our actions represent all our fellow professionals and we work to bring honor and respect to all that we do.

The NATCA National Professional Standards Workgroup has created a "NATCA Professionalism Award" as a means to recognize the actions of those who continually strive to achieve these goals.

Last year's recipients were:

WSA-Dan Rossmango, ZLA
CSA-Randy Clark, MCI
ESA-Dave Fournier, ZME

Any NATCA member may nominate another member for the award, with no limit on the number of nominations received from a single Facility, Region or Service Area. Only members in good

standing will be eligible to receive the award(s). A team of members is also eligible for the award and will be judged in the same manner as a single member.

[The PSC must receive one \(1\) nomination via electronic submission](#) for each event in order for the committee to consider it.

Professionalism is seldom based on a single event but rather on a demonstration of consistent personal commitment to safety and excellence, on professional contributions and on individual performance that enhances the standings of our profession.

Nominations should include a description of why the nominee deserves the award and all relevant information. The nominator should identify what the nominee did that enhanced the profession or promoted and maintained professionalism, and he or she needs to include statements or testimonials from other individuals supporting the nomination. The description can include transcripts or recordings of events and official documentation. Please submit as much information as possible on the nominee to assist the PSC in determining the award winners.

Nominations can be submitted via the [NATCA National Professionalism Awards Application](#). Any documentation or questions may be sent to PS@NATCA.net or mailed to:

NATCA
Attn: Professional Standards
1325 Massachusetts Ave. N.W.
Washington, D.C. 20005

The PSC will email you proof of receipt of the nomination.
All nomination forms for the second annual National Professionalism Awards must be submitted electronically or postmarked by Dec. 31, 2016.





NATCA Academy Schedule 2016

Basic Representative Training	Dec. 5-9	Las Vegas
Basic Legislative Activism Training	Dec. 7-8	Las Vegas

NATCA Academy Schedule 2017 (tentative)

Basic Legislative Activism Training	Feb. 22-23	Las Vegas
Basic Representative Training	Feb. 27 - Mar. 3	Las Vegas
Basic Representative Training	April 3-7 or April 10-14	Las Vegas
Training Review Board	April 24-28	Las Vegas
Secretary/Treasurer	April 25-26	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
Basic Representative Training	Sept. 25-29	Las Vegas
Basic Representative Training	Dec. 4-8	Las Vegas

On Nov. 22, Trish joined National Professional Standards Rep. Garth Koleszar, GL Reloaded Rep. John Riopel, NATCA Benefits Committee and Organizing Committee Chairman John Bratcher and Outreach and Special Events Coordinator Jacqui Smith in Oklahoma City for an Academy student meet and greet. The event was well attended with many students eager to join our wonderful profession.



We started the next week in Philadelphia for the first convention planning meeting. Trish then opened up the Advanced Legislative Activism class held at NATCA HQ in DC on Tuesday. Paul visited several facilities on the West Coast and gave a briefing at a membership meeting for members in Southern California.



Trish, Eastern Regional Vice President Dean Iacopelli, and NATCA National Unmanned Aircraft Systems (UAS) Representative Steve Weidner visited Syracuse (SYR) ATCT on Wednesday, Nov. 30. After the visit, they toured the 174th MQ-9 operation. SYR members are hard at work on integration, procedures, and keeping the airspace safe as drones are introduced into the operating environment.



Trish finished the week in San Juan, where she joined members from ZSU at a local orphanage to give it \$2,000 from NATCA Charitable Foundation, and \$710 from the ZSU t-shirt fundraiser, along with supplies donated by many.



Later, area members joined them for dinner and a NATCA briefing, including Q&A.



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