



Brothers and Sisters,

We are ecstatic that the AFN bargaining unit employees will be represented by NATCA. After a several month-long election campaign, culminating a more than two-year-long organizing effort, NATCA won the right to represent the nearly 1,300 employees in the newly-formed AFN (FAA Office of Finance and Management) bargaining unit. The election required a runoff, which NATCA won with over 70 percent of the total returned votes. NATCA received 420 votes, or over 70 percent of the total

returned votes, to 151 votes for the American Federation of State, County, and Municipal Employees (AFSCME). There were also 25 unresolved, challenged ballots returned. As you may recall, another group of approximately 65 employees designated by the Federal Labor Relations Authority as professional had already chosen NATCA last September. Those employees also voted to be included in a combined AFN-wide bargaining unit with those whose votes were recently counted. Of the new AFN unit, 381 came into the election having already been represented by NATCA. However, their future union representation was solely determined by this election.

Since NATCA first organized the air traffic controller bargaining unit, this combined unit of 1,300 AFN employees is the single largest addition of bargaining unit employees in NATCA's nearly 29-year history! NATCA now represents a total of 19,726 employees.

The AFN unit is now NATCA's second-largest bargaining unit, narrowly edging ahead of the Engineers & Architects (E&A) unit, which represents 1,257 employees. It was 18 years ago last month that E&A employees chose NATCA to represent them in a landmark moment for the Union that brought forth the evolution of Region X. The E&A vote totals were remarkably similar to the AFN runoff vote: 498 E&A

employees chose NATCA, representing 78 percent of the total votes.

We are incredibly excited to represent this new unit, and we thank all of our activists and staff for their help in this campaign. Through our collective efforts, we demonstrated to these employees why NATCA is the best choice for their career and profession.

This runoff election was one part of a long administrative process, and we are eager for the AFN employees to finally join our NATCA family. We hope that you will join us giving a warm welcome to our new brothers and sisters.

In solidarity,

Paul Rinaldi – NATCA President

Trish Gilbert – NATCA EVP





## **NATCA Scholarship Program**

Just a few weeks remain until the **March 1 deadline** to submit applications for the annual NATCA Scholarship Program.

### **ELIGIBILITY:**

Spouses, children, stepchildren, and legally adopted children of active, retired, and deceased NATCA members. Applicants or their family member must have two years of continuous good standing, active union membership prior to submission of application. Applicants or their family member must be enrolled in an accredited college or university.

### **APPLICATION:**

[Please click here for an application form.](#)

### **DEADLINE:**

Applications must be postmarked no later than March 1, 2016. Applicants wishing to receive confirmation of receipt of their applications should send a self-addressed stamped postcard along with the application.

Applications should be sent to:

NATCA  
Attn: Scholarship Fund  
1325 Massachusetts Ave. NW  
Washington, D.C., 20005

A notification letter will be sent to all applicants announcing their approval or denial of scholarship funds by April 30, 2016.

**AWARD CRITERIA:**

Awards will be based on a lottery system. Applicants must qualify for the lottery by submitting an application as well as an essay. The essay must follow the outlined question and contain no more than 500 words. NATCA's President and Executive Vice President will judge qualifications for the lottery.

**ESSAY:**

Please submit an essay of no more than 500 words. Please ensure that you send your essay with the completed application. Essays sent separately will not be considered. In your essay, **please describe your career goals and aspirations, and highlight the importance of the union and the labor movement to your family and/or yourself and why you are deserving of a union scholarship.**

Essays must be applicants' own work



## **Air Traffic Control Specialist Hiring**

The first of two hiring bids for air traffic controllers is out until June 21, for experienced controllers (52 weeks former FAA CPCs, Military controllers, DOD controllers and Federal Contract Tower controllers). Applicants will not need to take the biographical assessment, and depending on their experience may not need to go to the Academy. Click [here](#) to apply.

The FAA is planning a second bid in late summer or early fall. It will be a general public open bid. We are very concerned whether the FAA will meet their goal of a summer/fall bid. They have indicated to us that they want to validate a new AT-SAT for use in that bid. Our concern is that validating a new AT-SAT is requiring many controller hours out of the operation to validate it. With the workforce already short staffed, pulling the needed numbers to validate is problematic and may cause delays in the bid announcement. We will work with the FAA to help with the validation meanwhile advocating for a plan B as not to delay the bid.

Applicants in the open bid will need to pass the biographical assessment (as revised), the AT-SAT (as revised, unless we can convince them to use the current one another time), and attend and pass the Academy. Academy graduates will get their facility placement upon graduation as is current practice.

## **NATCA URGES PARTICIPATION IN FAA'S AT-SAT REPLACEMENT VALIDATION TESTING**

Recently, many NATCA BUEs received notice that they had been randomly selected to participate in the FAA's AT-SAT replacement validation testing, which the Agency is conducting in conjunction with APT Metrics. NATCA urges those CPCs selected to participate in this very important endeavor. APT Metrics must test at least 1600 CPCs to accurately validate the replacement test. Only by quickly validating a replacement to the AT-SAT can

the FAA's CPC staffing crisis begin to be addressed. Unfortunately, the current number of CPCs who have either completed testing or signed up to test is far below the needed number to validate the test. NATCA encourages selected BUEs to work closely with their FacReps and ATMs to schedule a testing date as soon as possible, and to discuss any questions or concerns with their FacReps or RVPs/ARVPs immediately.



WAITING FOR UPDATE

**SAFETY IS IN OUR DNA**

**COMMUNICATING FOR SAFETY**  
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION  
Where Aviation Leaders Come Together

FAA Administrator Michael Huerta and NATCA President Paul Rinaldi engage in a spirited discussion and Q&A during CFS2015.

**COMMUNICATING FOR SAFETY**  
**MARCH 21-23, 2016 • BALLY'S, LAS VEGAS**

**VISIT [natcacfs.com](http://natcacfs.com) TO REGISTER TODAY!**

## **Excused Absence Deadline for CFS 2016 Fast Approaching!**

**February 2** is the deadline for NATCA members to put their name on the excused absence request list to attend CFS March 21-23. To register for CFS, please visit [www.natcacfs.org](http://www.natcacfs.org).





## **2016 Archie League Medal of Safety Award Winners**

The 2016 Archie League Medal of Safety Award winners were selected on Jan. 20 during the annual judges meeting held at NATCA's National Office. Jim Ullmann, NATCA Deputy Director of Safety and Technology, Bruce Landsberg, Senior Safety Advisor, Aircraft Owners and Pilots Association (AOPA) Air Safety Institute (ASI), and Chuck Hogeman, Aviation Safety Chair, Air Line Pilots Association, International (ALPA), combed through a record 62 nominations and subsequent 210 pages of nomination information prepared and compiled by the NATCA Communications Department. The judges meeting took all day, and included deep discussion on every single nomination from every region.

**The 2016 Archie League Medal of Safety Award winners are:**

### **Alaskan Region**

Ron Sparks, Anchorage Center  
Mike Thomas, Anchorage Center

**Central Region**

Brett Rolofson, Kansas City Center

Liam Keeney, Kansas City Center

**Eastern Region**

Jeff Schuler, New York TRACON

**Great Lakes Region**

Dave Kilgus, Columbus

**New England Region**

Joseph White, Providence

**Northwest Mountain Region**

Josh Pate, Seattle TRACON

**Southern Region**

Donald Blatnik, Central Florida TRACON

Kenneth Scheele, Central Florida TRACON

**Southwest Region**

Wade Martin, Dallas/Love Field (has since transferred to Fort Worth Center)

Steven "Nick" Valadez, Dallas/Love Field

**Western Pacific Region**

Ryan Nines, Northern California TRACON

William Hoppe, Northern California TRACON

Luis Ramirez, Northern California TRACON

Check the NATCA Insider in the coming weeks for more in-depth coverage of the winners and their life-saving work. Thank you to everyone who submitted nominations of the incredible work by our NATCA brothers and sisters in 2015. This year the Communications Department received a record number of nominations, and they hope to see even more next year.

The awards banquet to honor the winners will take place on the evening of Wednesday, March 23, closing Communicating for Safety 2016 at Bally's Hotel in Las Vegas. All of CFS, including the awards banquet, will be webcast live on [natca.org](http://natca.org). An archive of all videos from CFS and the banquet will then be uploaded to NATCA's YouTube channel.

The nomination period for 2016 has already begun! Archie League Awards Coordinator Sarah Zilonis is working on a new submission

form for nominations of events occurring in the calendar year of 2016. That form will soon be available at [natca.org](http://natca.org). In the meantime, please contact Sarah with the information on your nomination at [szilonis@natcadc.org](mailto:szilonis@natcadc.org).



NATCA's Boots on the Ground program has been a successful part of our Union's political activity since the 2008 elections and we are proud to announce that we will be continuing this program for the 2016 elections.

NATCA would like to recruit a handful of individuals who would be willing to participate full time in the program beginning sometime in the late spring/early summer. Selected individuals will receive training on procedures and participation in the program. They would then be assigned to a specific area to assist in running the program in that geographical area.

NATCA individuals who would like to participate in the "Boots on the Ground" would need to:

- Be politically motivated, active and have a strong belief in the importance of the broad Labor movement
- Be committed to putting a Labor friendly candidate in the White House
- Be committed regaining a Democratic majority in the U.S. Senate
- Commit four to seven months to do this work full time from the Spring/Summer through Nov. 8th- Election Day 2016
- Spend a significant amount of travel and time away from home because the work may be in a geographic area different than their residence
- Be technologically knowledgeable
- Be good with people and generally viewed by colleagues as leaders
- Be able to follow broad instructions on the structure of the Labor 2016 program, yet able to improvise on specific situations within the program and mission

Participants in the program will be paid as independent contractors, not as NATCA employees and will receive a monthly stipend, plus appropriate expenses for travel and lodging. As such, they will be responsible for their own income and payroll taxes. All expenses will require a voucher or receipt in accordance with existing NATCA policy.

If you are interested, please complete the following application. Selections will be made by NATCA's

National Executive Board. If you have any questions, please contact our National Legislative Committee Chair Steve Weidner ([steve.weidner@natca.net](mailto:steve.weidner@natca.net) / 612-532-6275). If you are selected to participate you will be contacted by Mike Ingrao, Election 2016 Project Manager, for further instruction.



WASHINGTON - U.S. Secretary of Labor Thomas E. Perez issued the following statement on the department's Bureau of Labor Statistics report released today on union membership in 2015:

"With today's Bureau of Labor Statistics' report, we are reminded again that the labor movement continues to be one of the most powerful forces for strengthening the middle class and providing economic stability, for members and non-members alike.

"Median weekly earnings of full-time union workers (\$975) were more than 25 percent higher than those of non-union workers (\$776) in 2015. That's not pocket change - it comes to more than \$10,000 per year. That goes a long way toward writing the mortgage check, paying down the car loan, or even just keeping the kids in snow boots. And, that doesn't even account for the superior benefits, safer workplaces and other advantages that come with union representation.

"Plus, strong unions empower all working people, putting upward pressure on wages and labor standards throughout the economy. After all, you don't need a union card to have benefitted from the advent of the weekend.

"So we all have skin in the game when unions are threatened and collective bargaining rights come under attack. When a larger percentage of workers belong to unions, the middle class grows and thrives. But research shows that a decline in union membership over roughly the last four decades is responsible for one-third of the growth in wage inequality among men and one-fifth of the growth in wage inequality among women.

"The Obama administration continues to push back against these attacks, exploring avenues for strengthening the right to organize and new strategies for giving workers greater voice on the job. We believe

this essential to building an economy that works for everyone.

"We've made a dramatic turnaround in the last seven years - from a devastating recession to the highest levels of job growth since the late 1990s. But, there is still unfinished business. We must do more to ensure that all working families can share in the fruits of this recovery.

"When more workers are able to stand together and speak up for one another, negotiating for their fair share of the value they help create, it strengthens all of us. To restore balance to the economy and create shared prosperity, we need robust labor unions and powerful worker voice."



**NATCA CONVENTION - REGISTRATION IS NOW OPEN!**

**NATCA members planning to attend the convention in San Diego this summer (Aug. 30-Sept. 2) can now register, using this link: <http://www.cvent.com/d/xfqpy6>**



## *NATCA Academy Schedule 2016*

<b>Basic Legislative Activism Training</b>	<b>February 4-5</b>	<b>Las Vegas, NV</b>
<b>Basic Representative Training</b>	<b>February 22-26</b>	<b>Las Vegas, NV</b>
<b>Secretary/Treasurer Training</b>	<b>February 23-24</b>	<b>Las Vegas, NV</b>
<b>Basic Representative Training</b>	<b>March 7-11</b>	<b>Las Vegas, NV</b>
<b>Advanced Representative Training</b>	<b>April 4-7</b>	<b>Las Vegas, NV</b>
<b>Advanced Legislative Activism Training</b>	<b>April 4-6</b>	<b>NATCA HQ - DC</b>
<b>Basic Representative Training</b>	<b>April 25-29</b>	<b>Las Vegas, NV</b>
<b>Secretary/Treasurer Training</b>	<b>May 4-5</b>	<b>Las Vegas, NV</b>
<b>Office of Workers Compensation Program</b>	<b>May 10-11</b>	<b>Atlanta, GA</b>
<b>Occupational Safety and Health Administration</b>	<b>May 10-11</b>	<b>Atlanta, GA</b>
<b>Drug and Alcohol Testing Representation</b>	<b>May 11-12</b>	<b>Atlanta, GA</b>



<b>Advanced Arbitration Training II</b>	<b>June 6-9</b>	<b>Phoenix, AZ</b>
<b>Federal Contract Tower</b>	<b>June 14-15</b>	<b>NATCA HQ - DC</b>
<b>Training Review Board</b>	<b>September 13-14</b>	<b>Las Vegas, NV</b>
<b>Secretary/Treasurer Training</b>	<b>September 13-14</b>	<b>Las Vegas, NV</b>
<b>Basic Legislative Activism Training</b>	<b>September 19-20</b>	<b>Las Vegas, NV</b>
<b>Basic Representative Training</b>	<b>September 26-30</b>	<b>Las Vegas, NV</b>
<b>Advanced Representative Training</b>	<b>October 17-20</b>	<b>Las Vegas, NV</b>
<b>Basic Representative Training</b>	<b>December 5-9</b>	<b>Las Vegas, NV</b>
<b>Basic Legislative Activism Training</b>	<b>December 7-8</b>	<b>Las Vegas, NV</b>

STAY CONNECTED



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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