

Team Update - February 23



Our annual conference, Communicating for Safety (CFS), is just days away. NATCA is the proud host of this event, which has grown from a small gathering into one of the premier aviation safety conferences in the world, with attendance of industry and government leaders from nearly every discipline in aviation. This is our opportunity to show the rest of the aviation community that NATCA is an organization of professionals who are passionate and serious about the safety and the advancement of their fields. CFS is open to the aviation industry so NATCA members will only make-up approximately two-thirds of the conference attendees.

Our expectation is that all members attend all conference sessions from beginning to end (with the exception of local members who may only be released from work to attend specific sessions). Members participating in activities not related to our conference during business hours will be asked to leave the conference at their own expense, and reimburse NATCA for any costs associated with their travel and lodging at CFS.

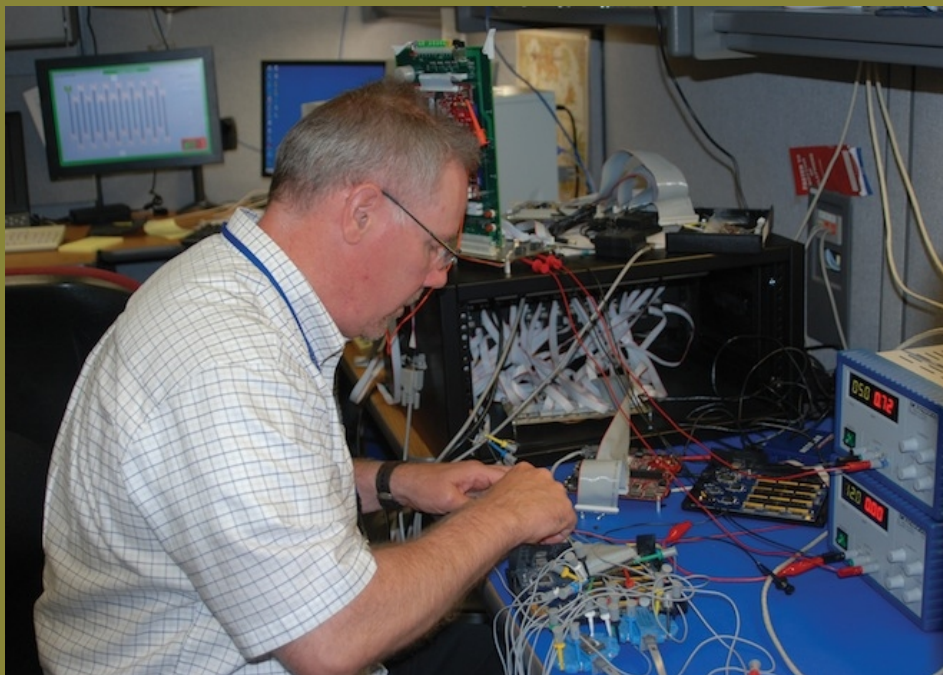
We have put together an agenda that covers a wide variety of relevant topics, which will provide attendees with more choices than ever before. The exhibit area has expanded tremendously from years previous, and we hope all will spend time taking a look at what the exhibitors have brought to display.

The CFS Planning Committee, National Safety Committee, National Office Staff, and numerous volunteers have worked very hard to produce the nation's premier annual aviation safety event, and we are very proud of the work they have done.

For those working the operations so others can attend thank you very much !!! To those attending, we hope you enjoy the conference, and we look forward to seeing you there. The entire conference, including the Archie League Awards, will be live webcast on natca.org, starting at noon PST March 2. Video after the conference will be available at:
<https://www.youtube.com/user/NATCANationalOffice>

In solidarity,

Paul Rinaldi - NATCA President
Trish Gilbert - NATCA EVP



NATCA Celebrates Engineers Week

WASHINGTON - NATCA proudly celebrates the Federal Aviation Administration (FAA) engineers it represents, and recognizes their many contributions to the workforce during National Engineers Week, Feb. 22-28.

These professionals support every one of the 70,000 flights that safely takeoff and land each day in the U.S. They design, construct and remodel air traffic control facilities. They analyze, improve and upgrade radar and communications coverage.

"NATCA-represented engineers provide essential services that the flying public doesn't usually consider when they think of flying today," said NATCA Regional Vice President Mike MacDonald.



Separated into multiple bargaining units, NATCA-represented engineers perform a wide range of duties that are imperative in maintaining the nation's air traffic control standards as the safest and most efficient in the world. About 1,000 NATCA members belong to the largest unit, Engineers and Architects, and are assigned to Engineering Services and Mission Support, responsible for the program management, design, construction and remodeling of air traffic control facilities and equipment.

Also in the Engineers and Architects unit are approximately 250 engineers employed in either the Operations Support Group, responsible for maintaining the National Airspace System (NAS) equipment, and the Flight Inspection Services group, in charge of the maintenance and modernization for the fleet of flight inspection aircraft. Approximately 500 additional engineers work in Aircraft Certification, where they ensure aircraft are properly designed and tested. This group also investigates aircraft incidents. A smaller number of engineer members are assigned to the Airports Division, accountable for the approval of airport improvements, the implementation of new programs and the

oversight of development projects. There are also engineers located in En Route and Terminal Automation, providing operational computer software support and maintenance for en route centers and terminal environments.

NATCA-represented engineers are dedicated to ensuring a high performance operation of the vast network of sophisticated air traffic control, navigation, surveillance, communication and automation equipment that makes up the NAS. We proudly celebrate this group and their profession this week.

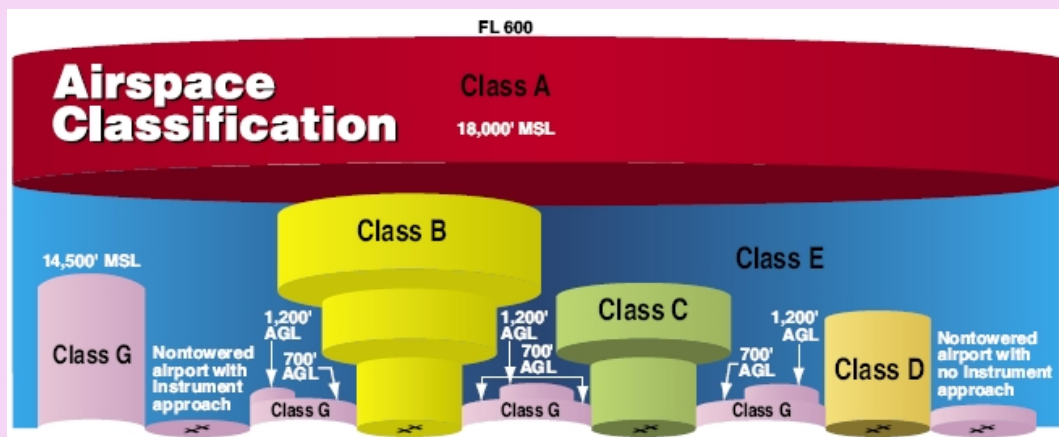
For more information about Engineers Week, visit the official website. For more information about NATCA-represented engineers, visit www.natca.org.



Air Traffic Control Specialist Hiring

The first of two hiring bids for air traffic controllers closed last week. That bid was for experienced controllers (52 weeks former FAA CPCs, Military controllers, DOD controllers and Federal Contract Tower controllers). There were over 2,000 applicants. They will not need to take the biographical assessment, and depending on their experience may not need to go to the Academy.

The second bid will be a general public open bid in March (on or about March 23). Applicants will need to pass the biographical assessment (as revised), the ATSAT, and attend and pass the Academy. They will get their facility placement upon graduation as is current practice. There was a rumor that those who did not pass the biographical assessment on the February 10th, 2014 open bid could not apply again. That is not accurate. Those applicants may apply again for the March 2015 open bid.



FROM the National Validation Team (NVT)

Facility Representatives,

Early last week we sent out the message below asking you to work collaboratively to fill out this survey to provide input regarding the Complexity Formula in Appendix A of Article 108 of the 2009 FAA/NATCA Collective Bargaining Agreement. Several Facility Representatives and Air Traffic Managers have asked if we could provide additional time to respond to the survey. We have extended the deadline until Friday, February 27, 2015. If you wish to participate, please ensure that you meet the new deadline.

The National Validation Team

The National Validation Team (NVT), in conjunction with the Collaborative Steering Committee (CSC), has created a joint work group for the purpose of reviewing the Complexity Formula in Appendix A of Article 108 of the 2009 FAA/NATCA Collective Bargaining Agreement. While the current formula has served us well over the years, for the most part, it has not changed since it was originally implemented in 1998. There have been significant advances in our ability to measure traffic complexity and volume. Further, there are factors that may affect controller workload that are not included in the formula.

As part of the review, the joint work group is reaching out to field facilities for suggestions. Air Traffic Managers and NATCA Facility Representatives are encouraged to work collaboratively to complete [this survey](#). Consensus is not required for every suggestion.



NATCA Long-Term Disability Insurance Program: Open Enrollment Now Through April 30

All members are eligible to participate in the UNUM Group Long-Term Disability (LTD) program. Open enrollment began on Feb. 1 and runs through April 30, 2015.

UNUM offers a number of premium savings options from which to choose. In addition to the 90-day elimination period (the traditional claims waiting period), you can now choose a 180-day or 360-day elimination period. It's your choice.

To learn more or enroll, please visit natcadisability.com.

In addition, there are three contests, if you need more reasons to enroll:

Early Enrollment Individual Member Contest: All members who enroll between Feb. 1 until March 3, 2015, will be entered into a raffle. The winner will be chosen at Communicating for Safety in Las Vegas (March 2-4).

Regional Contest: Be part of the region that gains the most participants by percentage. The region that wins will have a check for \$5,000 donated to the NATCA Charitable Foundation on its behalf at NATCA in Washington 2015.

Individual Local Incentive: The local of any member who refers another member who then joins the LTD program will receive a \$10 gift certificate.

OSHKOSH NATCA BOOTH

Deadline, April 14, 2015



EAA's AirVenture 2015 in Oshkosh is just around the corner! This year's event is July 20th - 26th, 2015. NATCA will begin to set up the booth on July 19th. There are multiple openings to assist NATCA with this year's event.

Below is a detailed description of what is expected for this event:

- All bargaining unit volunteers are on their own time via annual leave, RDOs, etc.
- NATCA will provide lodging (shared house) and pay expenses for food.
- Bargaining Unit Members are responsible for their transportation to and from the event.
- A minimum of three (3) days working at the event are requested if at all possible
- If volunteers are available for five (5) days that will help with the overlap but we understand that five days may be too much to ask for during prime-time leave.

The dates listed above are more than just working in the NATCA Booth. NATCA is looking for volunteers that would also assist in the following public venues:

- KidVenture - This is where children of all ages participate in an Aviation Learning Center. The subjects include Air Traffic Control and other aviation oriented subjects. The work here is mentoring children through ATC computer lessons to receive credit toward their certificate for completing the aviation course.
- Innovations Pavilion - This is the first year for NATCA in this pavilion. There will be several displays that controllers will be working at:
 - Tower Simulator - This is an Adacel donated simulator where AirVenture attendees can plug to work tower traffic. The NATCA participant works with the participant to help them through the simulation. This is a very popular activity.
 - STARS - Raytheon is donating a STARS platform and there is a need for volunteers to provide briefings and demonstrations on this equipment.
 - ERAM - Lockheed Martin is donating an ERAM platform to the event for NATCA to provide briefings and demonstrations of how controllers use this equipment.
- Briefings and presentations - NATCA provides briefings and presentations several times throughout the event. These briefings are on subjects such as Runway Safety, Controller Expectations and other aviation subjects. Volunteers may be requested to assist or even lead these presentations.

If you are interested in volunteering for this event and have questions, please contact Kelly Richardson via email at krichardson@natcadc.org. Volunteers shall complete the Volunteer Information Form [here](#).

The deadline for volunteering for this very enjoyable event is April 14, 2015 at 11:59 pm EDT.

The NATCA Scholarship Deadline is Coming Soon!

[The NATCA Scholarship Program:](#) March 1 is the deadline to submit an application. The program is open to spouses, children, stepchildren, and legally-adopted children of active, retired, and deceased NATCA members. The member must have two years of continuous good standing active union membership prior to submission of the application. The applicant must be enrolled in an accredited college or university.

Click [here](#) to apply.



NATCA Academy Schedule 2015

Basic Legislative Activism Training	April 7-8	Las Vegas, NV
Basic Representative Training	April 13-17	Las Vegas, NV
Advanced Representative Training	April 20-23	Las Vegas, NV
Advanced Legislative Activism Training	April 27-29	Washington, DC

Secretary/Treasurer Training	May 12-13	Las Vegas, NV
Drug/Alcohol Representative Training	May 27-28	Atlanta, GA
Occupational Safety & Health Rep.	May 27-28	Atlanta, GA
OWCP Representative Training	May 27-28	Atlanta, GA
Contract Tower Representative Training	June 2-3	Washington, DC
Arbitration Advocate Training II	June 8-12	Atlanta, GA
Basic Representative Training	June 15-19	Las Vegas, NV
Secretary/Treasurer Training	September 15-16	Las Vegas, NV
Training Review Board	September 15-16	Las Vegas, NV
<i>Arbitration Advocate Training I</i>	<i>Sept. 28 - Oct. 1</i>	<i>Tentative</i>
Advanced Representative Training	October 5-8	Las Vegas, NV
Basic Representative Training	October 19-23	Las Vegas, NV
Secretary/Treasurer Training	December 1-2	Las Vegas, NV
Basic Legislative Activism Training	December 2-3	Las Vegas, NV



NOTICE OF ELECTION & ELECTION RULES **FOR THE 2015 NATCA NATIONAL ELECTION**

This document (mailed to all NATCA members) constitutes the Notice of Election and Election Rules for the election of the following officers of the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "Association"):

- NATCA President
- NATCA Executive Vice President
- Regional Vice President, NATCA Alaskan Region
- Regional Vice President, NATCA Central Region
- Regional Vice President, NATCA Eastern Region
- Regional Vice President, NATCA Great Lakes Region
- Regional Vice President, NATCA New England Region
- Regional Vice President, NATCA Northwest Mountain Region
- Regional Vice President, NATCA Southern Region
- Regional Vice President, NATCA Southwest Region
- Regional Vice President, NATCA Western Pacific Region
- Regional Vice President, NATCA Region X

Hereinafter, this election shall be referred to as the "2015 NATCA National Election." In accordance with Article VII, Section 3 of the NATCA National Constitution, the NATCA National Election Committee ("NEC") has established the following rules for the 2015 NATCA National Election.

Section 1 - General Provisions

- A. Elections shall be held by referendum and all balloting shall be conducted by use of the secret ballot. Write-in votes shall not be permitted.
- B. Members shall have the option of voting electronically or by use of mail-in ballots, unless the NEC determines that electronic balloting shall not be used.
- C. Electronic balloting, if available, shall be conducted via the Internet. Members shall be required to register online to vote electronically. The NEC shall provide all members with information on how to register for electronic balloting.
- D. For balloting conducted via mail-in ballot, the following procedures shall apply:
 - 1. The official number assigned to each member shall be printed on the face of the corresponding official ballot return envelope.
 - 2. A list of the names of all members, together with their corresponding official numbers, shall be made available the NEC for the purpose of checking the voting eligibility of the members whose ballots have been returned prior to the ballot count.
 - 3. Notwithstanding any provision to the contrary as set forth herein, all ballots shall be returned to a predetermined depository to ensure the secrecy of the

ballots, and the ballots shall be held there until the time designated for the counting of such ballots.

E. Except as otherwise specifically provided herein, any protest or challenge regarding the conduct of the 2015 NATCA National Election shall be made in accordance with Article VII, Section 7 of the NATCA National Constitution.

F. Any further appeals must be filed with the Secretary of Labor pursuant to 5 U.S.C. Section 7120 and applicable regulations.

Section 2 - Nominations

A. All nominations shall be made in accordance with Article VII, Section 2 of the NATCA National Constitution.

B. Nominations shall be in writing and delivered via UNITED STATES POSTAL SERVICE CERTIFIED MAIL to: National Election Committee c/o NATCA General Counsel, 1325 Massachusetts Avenue, NW, Washington, DC 20005. Nominations must be received at the Association Headquarters by 5:00 p.m. EDT on Tuesday, March 31, 2015.

C. To be a candidate for office, nominees must have been active NATCA members in good standing for at least one year prior to the close of nominations on March 31, 2015.

D. The Association Headquarters shall be charged with the safekeeping of all nominations, and shall turn them over to the NEC.

Section 3 - Nomination Acceptances

A. No member may accept nomination to be a candidate for more than one office.

B. Nomination acceptances shall be in writing and contain the following information:

1. The candidate's full name and, if desired, any special name to appear on the ballot;
2. The candidate's Facility, his/her home or mailing address, and the last four digits of his/her Social Security number;
3. The title of the office for which the candidate is accepting nomination; and
4. The following certification, completed, signed, and dated by the nominee:

"I hereby accept the nomination for the office of _____. I certify that I am not now, nor have been for the past 13 years, convicted of or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Labor-Management Reporting and Disclosure Act of 1959, as amended, or conspiracy to commit any such crime."

C. Nomination acceptances must be returned to the National Election Committee, c/o the NATCA General Counsel at the Association Headquarters, 1325 Massachusetts Avenue, NW, Washington, DC 20005. Nomination acceptances must be received at the Association Headquarters by 5:00 p.m. EDT on Friday, May 1, 2015. Nomination acceptances not received by this time and date shall be invalid.

D. The NEC shall determine whether each candidate has correctly submitted his/her nomination acceptance and whether the candidate possesses the necessary qualifications for the proposed office. The NEC shall prepare a report listing each candidate and the office for which he/she has accepted nomination. Each candidate shall be marked "qualified" or "disqualified" on the report, based on the findings of the NEC. If a candidate has been deemed "disqualified," the reason for disqualification shall be stated in the report. The report shall be signed by all five (5) members of the NEC and submitted to the NATCA National Executive Board.

E. The NEC shall notify any disqualified candidates, in writing and delivered by United States Postal Service certified mail, of the reason(s) for his/her disqualification. Disqualified candidates shall have the right to file a written appeal to the NATCA National Executive Board within ten (10) business days of the receipt of the disqualification notice. The NATCA National Executive Board shall review the appeal and issue a response within five (5) business days of receipt of the appeal.

Section 4 - Balloting Procedures

A. The NEC shall ensure the proper and timely preparation of ballots without partiality as to candidates. The names of the candidates for each separate office shall appear in alphabetical order based on the candidates' last names. Ballots shall contain voting instructions consistent with the provisions established herein.

B. The ballots prepared at the direction of the NEC shall be the only official ballots. No other ballots may be used. The NEC shall maintain a record of the ballots distributed.

C. Members shall return ballots via mail to a predetermined depository, which shall be paid for by NATCA, to ensure secrecy. No signature of the voter or other distinguishing mark may appear on the ballot. A signed or marked ballot shall automatically be ruled ineligible.

D. No member's ballot shall be counted unless the member is in good standing as of fifteen (15) days immediately preceding the close of the balloting.

E. Ballots shall be distributed to the membership on Tuesday, June 30, 2015. Ballots must be completed electronically or, for mail-in ballots, received at the predetermined

depository, by 11:59 p.m. EDT on Thursday, July 30, 2015. Ballots not completed electronically or received in the depository by this time and date shall not be counted.

F. Each member shall be entitled to a duplicate ballot and receive same, provided that he/she notifies the NEC by Thursday, July 23, 2015. Envelopes used for duplicate ballots shall be marked "Duplicate Ballot" and shall be a different color than the envelopes used for the original ballots. Duplicate ballots shall be counted unless the original and duplicate ballot mailed to a member are both cast, in which case only the duplicate ballot shall be counted.

G. If a member casts both an electronic ballot and a mail-in ballot, only the electronic ballot shall be counted.

H. The NEC shall supervise the conduct of the election and take the measures it deems necessary to ensure a fair and impartial election.

Section 5 - Ballot Collection and Tally Procedures

A. On the morning of Friday, July 31, 2015, a member of the NEC shall proceed to the depository and obtain all the ballots. Ballots shall be retained in the custody of the NEC until such time as they are checked and counted.

B. The NEC shall tally all ballots and prepare a report detailing the results of the election, including a complete account of all ballots and a reconciliation of the ballots with rosters and verification lists of the membership. The report shall clearly detail any discrepancies discovered and include recommendations for the treatment of such discrepancies. All members of the NEC shall sign the report without prejudice.

C. The NEC shall commence the counting of the ballots on July 31, 2015 (the same day that the ballots are collected) and shall complete this work as quickly as possible. The report of the NEC shall be filed with the Association Headquarters no later than forty-eight (48) hours following the completion of the count.

Section 6 - Runoff Procedures

A. In the event of a runoff election, the NEC shall supervise the distribution of ballots. The ballots shall be distributed no later than sixteen (16) days after the NEC has ruled on challenges or protests of the election or, if there are no challenges or protests, within sixteen (16) days following the submission of the NEC's report.

B. Any runoff elections shall be conducted in accordance with Section 4, herein. Ballots shall be distributed to the membership and shall be due back to the predetermined depository within thirty (30) days of the date of distribution. In the event that the thirty-day deadline falls on a weekend or holiday, the next regular business day shall be designated as the deadline for the receipt of returned ballots. The NEC shall meet the following day to tabulate ballots and announce the results of the runoff election.

Section 7 - Installation of Officers

A. New officers shall take office on September 1, 2015. In the event of a runoff election, such officers shall take office thirty (30) days after the results of the runoff election are finalized.



Two weeks ago, Paul joined the FAA for a joint press conference at the FedEx sorting facility in Memphis to discuss the great success of the Wake Turbulence Recategorization, or Wake RECAT program. RECAT is one of the more remarkable and successful components of our collaborative NextGen work with the FAA. In Memphis and at the other airports where RECAT has been implemented, we have increased efficiency while maintaining the same high standard of safety the users of the National Airspace System enjoy today.

Before Wake RECAT, the FAA classified aircraft solely according to their maximum takeoff weight. However, since the FAA implemented weight-based categories, airline operations and the mix of aircraft types have changed dramatically with the rise of regional jets at the light end and aircraft such as the Airbus A380 at the heavy end. The FAA now analyzes additional aircraft performance characteristics, including wingspan and approach

speed, in order to provide a more complete wake turbulence risk assessment. The new categorization standards reduce arrival and departure delays and maintain the highest level of aviation safety.

Before the press event in Memphis with the FAA Paul briefed the Basic Rep Class in Las Vegas and then attended a member meeting in Columbus, OH (home of this year's College Football Champions).



The same week Trish hosted the annual committee chair training/meeting at NATCA.

Last week Trish participated on a panel with Rich Swayze (Asst. Administrator, Policy, International and Environmental Affairs, FAA), Naveen Rao (Counsel, House Majority Subcommittee on Aviation), Tom Chapman (Counsel, Senate Commerce, Science, and Transportation Committee), Sharon Pinkerton (Senior VP, Legislative and Regulatory Policy, A4A), and Tom Hendricks, (President, National Air Transportation Association) at the American Bar Association Forum on Air & Space Law. The panel discussed the upcoming FAA Reauthorization bill, sequestration, NextGen and UAS integration.



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NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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Sent by tgilbert@natcadc.org