



Brothers and Sisters,

As we continue to enjoy this holiday season and prepare to usher in the new year, we are filled with appreciation for what each of you contributes to this great Union, your communities, many wonderful charitable efforts, and our National Airspace System. We are also eager to embark on an exciting journey through what promises to be a very busy 2016.

If you are spending time with your families and friends, we wish you happiness and peace and the opportunity to relax and reflect. And if you are working any of these days, we would like to say a very heartfelt thank you for the hard work you're doing to guide the estimated 5.8 million people who are traveling by air. They will arrive safely thanks to men and women like you, who have dedicated their careers to making the National Airspace System (NAS) the safest, most efficient in the world. Thank you for your contributions to the

NAS and for all you do to make our workplaces innovative, inviting, and engaging.

2016 is going to be an exciting year! The International Air Transport Association forecasts that nearly 3.8 billion passengers will travel by air worldwide in the next 365 days. The U.S. is poised to once again dominate as the world leader with over 710 million domestic and 223 million international passengers. Each and every one of these passengers travels through the airspace that you help support.

We've got a busy year ahead. In addition to our two big annual events, Communicating for Safety and NATCA in Washington, we have our biennial convention in San Diego next summer. We're also hosting the world's ATC community in Las Vegas in March for the 55th Annual Conference of the International Federation of Air Traffic Controllers' Associations (IFATCA). And if that weren't enough, we'll have contract negotiations for the ATCS, TMC/S, NOTAM, FSS and FCT (Midwest and RVA) bargaining units, we'll be keeping a very close eye on a likely FAA reauthorization bill that could propose major changes to the NAS funding system, and our country will be electing a new President in November.

We look forward to 2016 and enacting positive change for the Union and the NAS. Thank you for all you do, and have a very happy and healthy new year.

Happy holidays to all!

In solidarity,

Paul Rinaldi – NATCA President

Trish Gilbert – NATCA EVP



January Pay Increase

On Dec. 18, President Obama issued an Executive Order providing for a one-point-three percent (1.3%) increase for General Schedule and other Federal employees who have statutory pay setting. The increase is divided as a 1% general increase with the remaining 0.3% applied, on average, to the different locality rates, including 13 new locality areas that had previously been included in the Rest of US area. The text of the Executive Order is below and the full Executive Order with supplemental documents, including locality rates, is [here](#). The statutory maximum (Administrator's salary) has increased to \$185,100.

Bargaining unit employees covered by the Red Book Collective Bargaining Agreement (CBA) will receive an increase to Basic Pay (not including locality) equivalent to the GS increase (1%), effective the first full pay period in January regardless of position in or above the band. The Red Book pay bands also increase by 1%, equivalent to the GS increase. Locality increases will be applied after Basic Pay has been adjusted. Employees who exceed the statutory maximum will have their Basic Pay increased, however their locality pay will be reduced so that their Base Pay does not exceed \$185,100.

Bargaining unit employees covered by the Purple Book Consolidated CBA will receive an increase to Basic Pay (not including locality) equivalent to the GS increase (1%), effective the first full pay period in January, up to the band maximum. If the annual adjustment will cause the employee's Basic Pay to exceed the band maximum or the employee's Basic Pay is already equal to or exceeds the band maximum, the employee will receive a pay increase up to the band maximum and the remainder as a lump sum payment. The Purple Book pay bands also increase by 1%, equivalent to the GS increase. Locality increases will be applied after Basic Pay has been adjusted.

Bargaining unit employees covered by the Light Blue Book Multi-Unit CBA will receive an increase to Basic Pay (not including locality) equivalent to the GS increase (1%), effective the first full pay period in January, up to the band maximum. If the annual adjustment will cause the employee's Basic Pay to exceed the band maximum or the employee's Basic Pay is already equal to or exceeds the band maximum, the employee will receive a pay increase up to the band maximum and the remainder as a lump sum payment. The Light Blue Book pay bands also increase by 1%, equivalent to the GS increase. Locality increases will be applied after Basic Pay has been adjusted.

Bargaining unit employees covered by the Dark Blue Book Flight Service Station CBA will receive an increase to Basic Pay (not including locality) equivalent to the GS increase (1%), effective the first full pay period in January regardless of position in or above the band. The Dark Blue Book pay bands also increase by 1%, equivalent to the GS increase. Locality increases will be applied after Basic Pay has been adjusted.

EXECUTIVE ORDER

ADJUSTMENTS OF CERTAIN RATES OF PAY

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. Statutory Pay Systems.

The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303, are set forth on the schedules attached hereto and made a part hereof:

- (a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;
- (b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and
- (c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102-40) at Schedule 3.

Sec. 2. Senior Executive Service.

The ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, are set forth on Schedule 4

attached hereto and made a part hereof.

Sec. 3. Certain Executive, Legislative, and Judicial Salaries.

The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

- (a) The Executive Schedule (5 U.S.C. 5312-5318) at Schedule 5;
- (b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 4501) at Schedule 6; and
- (c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.

Sec. 4. Uniformed Services.

The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)) are set forth on Schedule 8 attached hereto and made a part hereof.

Sec. 5. Locality-Based Comparability Payments.

- (a) Pursuant to section 5304 of title 5, United States Code, and my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.
- (b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the Federal Register.

Sec. 6. Administrative Law Judges.

Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. Effective Dates.

Schedule 8 is effective January 1, 2016. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2016.

Sec. 8. Prior Order Superseded.

Executive Order 13686 of December 19, 2014, is superseded as of the effective dates specified in section 7 of this order.

BARACK OBAMA
THE WHITE HOUSE,
December 18, 2015.



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 intend to validate a new ATSAT for use in that bid. Our concern is that validating a new ATSAT will require many controller hours out of the operation to validate it. With the workforce already short staffed, pulling the needed numbers to validate could be problematic and then would cause delays in the bid announcement. We will work with the FAA to help with the validation mean while 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 ATSAT (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.



Decision in FLSA Case: On Dec. 1, the U.S. Court of Federal Claims issued a decision in the FLSA case. After last year's decision by a federal appeals court, the only issue under consideration by the Court of Federal Claims was whether the FAA violated the applicable federal statutes when it allowed employees to accumulate credit hours in excess of twenty-four while working a flexible schedule.

In this decision, the court held that the accumulation of credit hours above the twenty-four hours cap was a violation of law and that the affected plaintiffs in the case are entitled to time-and-half overtime pay for those excess credit hours. The court also held that the affected plaintiffs are entitled to liquidated damages in an amount equal to the amount of the time-and-a-half overtime award. The court has requested that the parties submit their filings on damages by January 19. Counsel for NATCA are reviewing the decision and will issue a more detailed analysis soon.

The poster features a large blue background with a faint DNA helix and a stylized human head profile. At the top, the text "SAFETY IS IN OUR DNA" is written in large, bold, white letters. Below this is the "CFS SAFETY" logo, which includes the text "COMMUNICATING FOR SAFETY" and "NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION". Underneath the logo is the tagline "Where Aviation Leaders Come Together". The central image shows two men in suits sitting on a stage, engaged in a discussion. To the right of the stage, a small text box identifies them as "FAA Administrator Michael Huerta and NATCA President Paul Kinsler" and mentions a "discussion and Q&A during CFS2015". Below the stage image, the event details "COMMUNICATING FOR SAFETY MARCH 21-23, 2016 • BALLY'S, LAS VEGAS" are displayed in large, bold, orange letters. At the bottom, a collage of smaller images shows various scenes from the event, including speakers at podiums, group photos, and people in uniform. Below the collage, the text "VISIT natcacfs.com TO REGISTER TODAY!" is written in white and orange.

SAFETY IS IN OUR DNA

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

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

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

VISIT natcacfs.com TO REGISTER TODAY!

CFS 2016, Registration is OPEN!!

Check out the Communicating for Safety website for information as we count down to next year's big event.





AFN Runoff Election

On November 20, the Federal Labor Relations Authority (FLRA) sent out runoff election ballots to each of the more than 1,200 eligible voters in the new AFN (FAA Office of Finance and Management) bargaining unit who received ballots in the initial election last summer. They have until Jan. 13, 2016, to return the ballots and that next day, Jan. 14, 2016, NATCA will know if it has won the right to add them to its list of represented aviation safety professionals.

The runoff against the American Federation of State, County and

Municipal Employees (AFSCME) is needed because NATCA, while earning more votes in the initial election by a wide margin, fell just short of the 50 percent plus one total needed to win outright.

Over the last several weeks, NATCA began its direct outreach to AFN employees to let them know about the dates of the election and begin to answer their questions. The Union will once again make a strong case for why it believes a vote for NATCA is a vote that will improve their careers and their professions.

NATCA has a long history of activism on behalf of its members, and indeed the entire aviation safety workforce. The AFN employees earned our respect a long time ago. Now, we are asking them to please let us earn their vote today. We thank them for their patience in this lengthy election process, and we want very much to welcome them into the NATCA family.



NATCA Academy Schedule 2016

Training Review Board	January 12-13	Las Vegas, NV
Advanced Arbitration I	February 1-4	TBD
Basic Legislative Activism Training	February 4-5	Las Vegas, NV
Basic Representative Training	February 22-26	Las Vegas, NV
Secretary/Treasurer Training	February 23-24	Las Vegas, NV

Basic Representative Training	March 7-11	Las Vegas, NV
Advanced Representative Training	April 4-7	Las Vegas, NV
Advanced Legislative Activism Training	April 4-6	NATCA HQ - DC
Basic Representative Training	April 25-29	Las Vegas, NV
Secretary/Treasurer Training	May 4-5	Las Vegas, NV
Office of Workers Compensation Program	May 10-11	Atlanta, GA
Occupational Safety and Health Administration	May 10-11	Atlanta, GA
Drug and Alcohol Testing Representation	May 11-12	Atlanta, GA
Advanced Arbitration Training II	June 6-9	Phoenix, AZ
Federal Contract Tower	June 14-15	NATCA HQ - DC
Training Review Board	September 13-14	Las Vegas, NV
Secretary/Treasurer Training	September 13-14	Las Vegas, NV
Basic Legislative Activism Training	September 19-20	Las Vegas, NV
Basic Representative Training	September 26-30	Las Vegas, NV
Advanced Representative Training	October 17-20	Las Vegas, NV
Basic Representative Training	December 5-9	Las Vegas, NV
Basic Legislative Activism Training	December 7-8	Las Vegas, NV

NATCA held its 2nd annual Corporate Membership event at the National Press Club in Washington, D.C., on Dec. 7.





Lillian Ryals with MITRE



The next day we participated in a roundtable policy discussion on FAA's air traffic controller hiring, staffing, training, and placement held by the House Transportation & Infrastructure Subcommittee on Aviation. NATCA's prepared remarks are below.

Good morning, Chairman Shuster, Ranking Member DeFazio, Chairman LoBiondo, Ranking Member Larsen, and esteemed members of the Transportation and Infrastructure Committee. Thank you for this opportunity to sit down with you alongside NATCA's Executive Vice President Patricia Gilbert and the other panelists to discuss one of the most critical problems facing the National Airspace System today.

Air traffic controller staffing has been a concern for many years, but it has now reached a crisis level. I've said it repeatedly over the past few years: the status quo is unacceptable. Controller staffing has fallen nearly 10 percent since 2011, and the FAA has missed its hiring goals in each of the last five years. With one-third of our workforce eligible to

retire, the FAA's bureaucratic structure is failing us. In fiscal year 2015, the FAA fell 24 percent below its staffing goals. If this situation continues unaddressed, we will be hard-pressed to maintain current capacity, let alone expand and modernize the system.

NATCA believes the FAA must take a holistic, collaborative approach to resolve these staffing issues. Increasing staffing to appropriate levels is a heavy lift - we are less than two months into fiscal year 2016 and the FAA is behind its targets. Twenty-seven out of 252 available seats at the FAA Academy in Oklahoma City have already gone unfilled.

Many of our current staffing woes were avoidable. For example, in the FAA's most recent experienced controller vacancy announcement, Human Resources (HR) disqualified former FAA controllers who did not attach what HR deemed to be the "correct" personnel form to their applications. However, these former employees did attach an official form proving they had previously worked as FAA air traffic controllers. HR issues these forms and they could have easily substituted the correct forms. Instead, they disqualified previously certified controllers. It's important to note that these positions were not competitively bid, meaning hiring one would not mean excluding another. HR should be the support function, not a bureaucratic gatekeeper that hampers the Air Traffic Organization's ability to perform the FAA's mission.

Another challenge to increasing staffing is the hiring process: After sequestration cuts and the 2013 government shutdown suspended hiring for 10 months, the FAA expunged a well-qualified candidate list of over 3,000 in order to institute a Biographical Questionnaire (BQ). The FAA lost ground as well as quality candidates in 2014 due to the first BQ. NATCA subsequently worked with the FAA to improve the second BQ used in 2015, and saw better results. Now, at a time when we need to make up for the FAA's missed hiring targets, HR is attempting to validate a new entrance exam, the Air Traffic Selection and Training exam, otherwise known as the AT-SAT. Ironically, validating a new exam will require over 1,600 controller days outside the operation and thousands of hours of additional controller overtime.

The good news is that by recognizing the problem and convening this roundtable this Committee is already helping us overcome some of the many staffing issues. We have three main recommendations for reversing the staffing shortage. First, FAA should post an open and continuous vacancy announcement for experienced air traffic controllers. Second, FAA needs a streamlined hiring process, specifically to ease the bottlenecks and bureaucratic delays in HR,

security, and medical. And third, we need a less bureaucratic, and more expeditious transfer policy for current FAA controllers - one that takes into account the needs of the entire NAS as a whole, not 315 policies, one for each individual facility. This transfer policy would also encourage experienced controllers at lower level facilities to voluntarily move up, at their own expense, to busier, more complex facilities. Your Committee's continued oversight is necessary to ensure that these recommendations are taken seriously and implemented.

Our controllers are dedicated, highly skilled professionals forced to shoulder the burden of chronically understaffed facilities. No one wants interruptions to service, delays, and decreased capacity, least of all our controllers who not only work traffic but also participate in the NextGen initiatives that keep our system competitive. In order for controllers to continue providing the type of service the American flying public deserves and has come to expect, we must ensure that hiring, training, and placement processes meet the needs of the mission and aren't subordinate to bureaucratic red tape and arbitrary rules.

I appreciate you calling this roundtable to facilitate frank conversation, reinforce accountability, and protect the safest, most complex, and most efficient airspace in the world. Thank you.

Also on the panel was FAA ATO COO -Teri Bristol, FAA Acting Assistant Administrator for Human Resource Management - Rickie Cannon, and Assistant Inspector General for Aviation Audits, DOT IG - Matthew Hampton.



On Dec. 10, Trish spoke on a Women in Government Relations panel titled "Should the Air Traffic Control System be Set Up as a Freestanding Non-profit?" The panel, hosted by Venable, LLP, also included The panel discussion was .

Federal Aviation Administration (FAA) reform, taking the FAA out of government, or taking out the air traffic components of what the FAA does was the focus of the panel, and part of a larger discussion happening in the aviation community. The conversation centered around the conflict the aviation community is seeing on a regular basis with Congress, from the lack of predictability in appropriations bills, the uncertainty over the status of a true funding bill versus continuing resolutions, to concerns about a full government shutdown.



Jim Burnley, Partner, Venable, LLP and Former Secretary of Transportation, Christa Fornarotto, Vice President of

Government Affairs, National Business Aviation Association;
and moderator by Megan Malone, Legislative Advisor,
Venable, LLP.

The annual Wright Memorial dinner was held on December 11th where Burt Rutan received this year's award. Trish serves on the Aero Club of Washington's Board of Governors and this year co-chaired the award dinner committee.



The following week Paul attended the OKC Academy student meet and greet. Again the turnout exceeded over 100 students anxious to learn more about their career and their union.



Last week at the annual International Council of Airshows convention, a wonderful video premiered capturing the magnitude of this past May's Arsenal of Democracy World War II Victory Flyover.

The National Air and Space Museum, GAMA, ICAS, CAF, NATCA and the Texas Flying Legends all worked as partners in this historic effort.

Arsenal of Democracy World War II Victory
Flyover

NATCA Launches New Website!

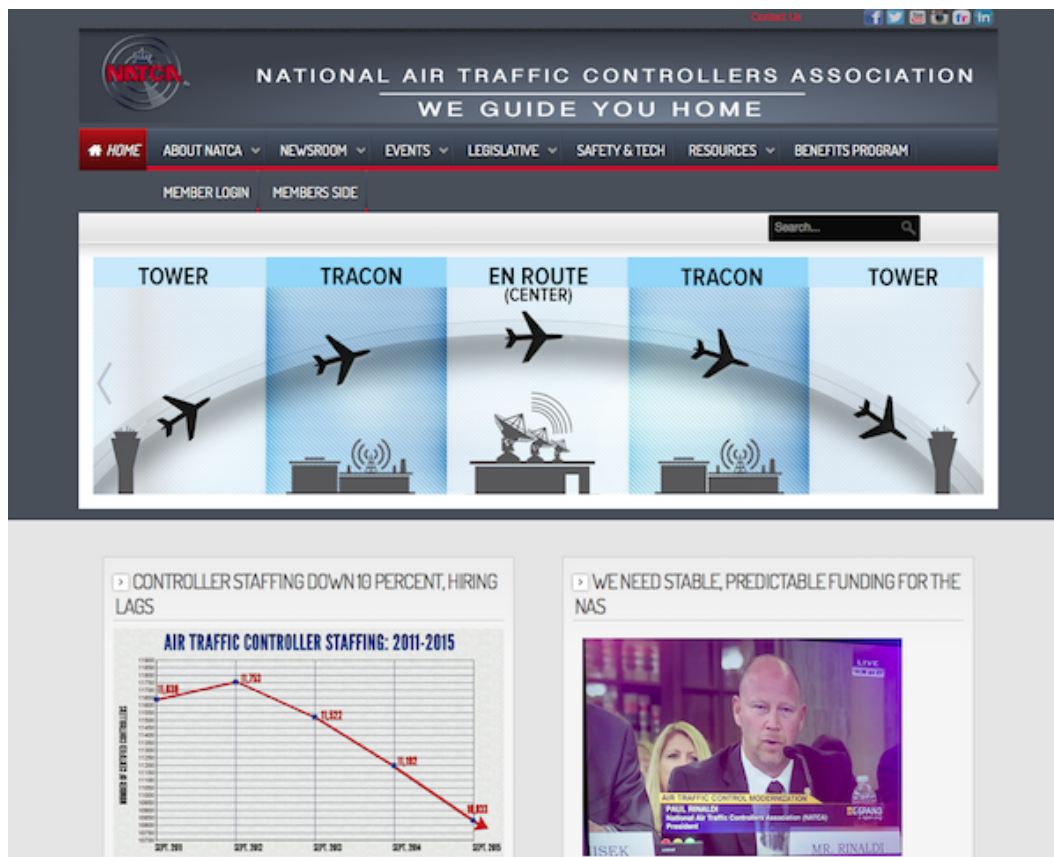
Below are some features of the new natca.org website. We are very excited about all of the new and updated content but please note, we're still working on some added features and content. Please direct all questions and concerns to web_staff@list.natca.net.

Members Only Section: Go to natca.org and click the "MEMBER LOGIN" menu tab on the top right side of the home page. Bookmark the direct URL, <http://natca.com/index.php/member-login>, for quick and easy access to the section.

How to Log In: Use your NATCA Portal username and password. Do not use the username and password you used to access the old members website. Once you log in to the new members section using your NATCA Portal credentials, you can choose "Remember me" and your browser will save it for subsequent visits.

Access the Portal to Obtain Your Login Credentials: <https://portal.natca.net/>.

Never Logged in to the Portal Before? Go to <https://portal.natca.net/Register.aspx> to easily and quickly create the credentials you'll need to access the new website members section.



HAPPY NEW YEAR AND SEE YOU IN 2016!!



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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Sent by tgilbert@natcadcd.org.