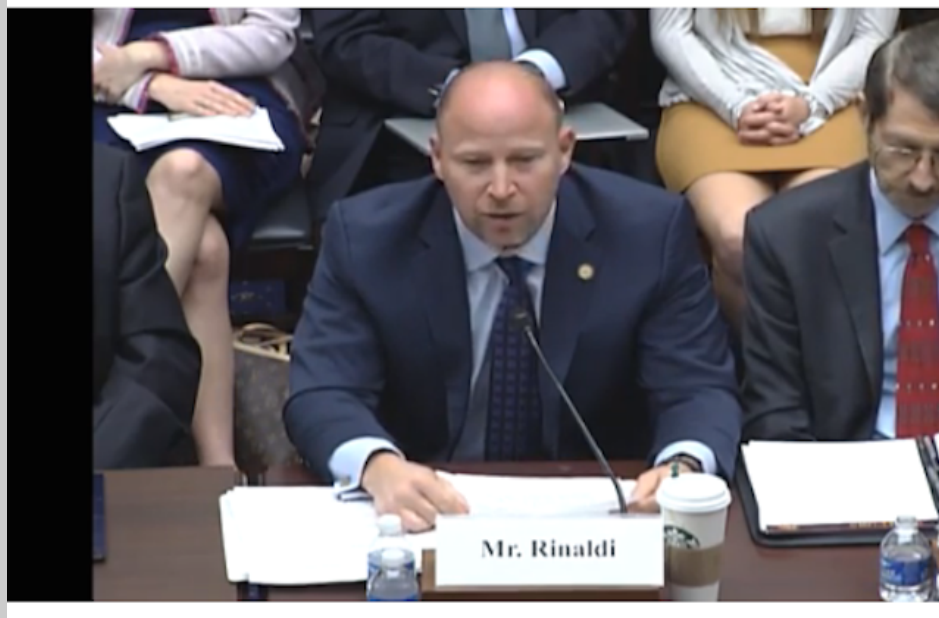


Team Update - March 29



This last week, NATCA testified before the House Aviation Subcommittee. If you have not yet read our [full testimony](#) and [watched the hearing](#), then you should absolutely do both. We have put out on many occasions that defending the "status quo" is not an option. The status quo is riddled with funding uncertainty. Sequester is set to take effect again on October 1, with projections that the cuts to the FAA operations budget will be closer to \$750 million, as opposed to the \$253 million cuts we saw in 2013. The \$253 million in cuts forced the FAA to furlough every employee for one day per pay period for eleven pay periods. As you recall, we were able to rally, advocate, and work with Congress to pass a law that allowed the Administrator to move the \$253 million from AIP to plug the shortfall in the operations budget, effectively allowing the FAA to end the furloughs.

The current state of the FAA-and our status as government employees-is certainly not the status quo we advocated for and defended in the 90s. With that said, our preferred position is to remain government employees in an agency or structure safeguarded from the threat of sequester, government shutdowns, and short-term

funding bills (CRs). We seek a funding system that is predictable and allows for hiring, training, modernizing, and infrastructure improvements, not one that burdens the NAS with furloughs, staffing shortfalls, tower closures, and aging equipment and buildings.

We are preparing for any scenario that we may have to deal with in order to protect our membership and the system. That includes, but is not limited to, pay, benefits, pensions, and work rules. We will not support, and will aggressively oppose, any bill that does not protect those things, or threatens our ability to exist as a union, negotiate all work rules, pay/benefits, and participate in a fair dispute resolution process.

To be clear, NATCA opposes privatizing the ATC system, as that model creates the wrong incentive - profit. Please do not buy into the sensationalized headlines. Most of the press coverage had to do with a draft bill offered by former Chairman Mica. He created that bill for effect and drama. We need to be concerned with and remain focused on the FAA Reauthorization bill when the current Chairman offers it. We all need to take this issue seriously and prepare for the many challenges ahead. NATCA leadership will continue to spread that message at meetings, via email, and during facility visits.

On a separate yet also very important note, both the House and the Senate voted last week on their budgets. Both call for significant increases to federal employee retirement contributions, changes to the calculations, and reduced benefits for those already retired. We will be sending another email asking you to click on our campaign link to send an email to your Senators and House members. The auto-generated message will thank those that voted against it and relay disappointment to those that voted for it. The budget itself does not have the force of law, but it lays the groundwork for the direction we can expect from the appropriations committees. Please participate in this call to action. There will be many battles and bad bills on which we will ask you to take action. Standing together, we will once more show the aviation community and the traveling public what we already know: that their safe passage is well entrusted to the professionalism of the men and women who make up the National Air Traffic Controllers Association.

Brothers and sisters, thank you for the tremendous jobs you do, day in and day out. Expect more correspondence from us as events unfold.

In solidarity,

Paul Rinaldi - NATCA President

Trish Gilbert - NATCA Executive Vice President



En Route Automation Modernization (ERAM)

On Friday, March 27th ZDC was the final of the 20 ARTCCs to declare Operational Readiness Demonstration (ORD). ERAM is an improvement in day to day functionality. Additionally, the old infrastructure (HOST) could not support the other advanced enhancement and improvements of

new technologies. While 20 ARTCCs are ORD, ERAM software updates and improvements will continue to be a focus of NATCA and the FAA.

Hundreds of NATCA members have worked tirelessly over the last five years to ensure that ERAM is implemented safely and effectively. The collaboration has been so successful that the processes involved in the program are being used in many other NATCA-FAA projects.

"This is one of the largest automation changeovers in the history of the FAA," FAA Administrator Michael Huerta said in testimony before Congress recently. "It results in a more powerful air traffic system that can handle the challenges of the coming decades."



New ATSAP Briefing Sheet: Cleared To vs. Cleared Direct

The ATSAP Program Office has issued a **new briefing sheet** on the subject of "Cleared To vs. Cleared Direct." Bottom line: "Cleared To (Fix)" should not be confused with "Cleared Direct (Fix)." The briefing sheet includes both the controller's view of a recent incident, submitted through an ATSAP report, and also the pilot's view of the same incident, submitted through an ASAP report.



NATCA in Washington 2015 - Registration OPEN!

We are happy to announce that [registration](#) for NATCA in Washington 2015 is now open. Our Union is continually faced with new legislative challenges and this year is no exception. NATCA in Washington provides us with a tremendous opportunity to spend time on the Hill, educating our elected officials on the vital work that we do.

We know that getting leave is always a challenge. We understand these challenges. However, if you are planning to attend but are still trying to work out leave, we encourage you to register anyway. It is much easier to drop a room from our room block than it is to try and pick one up at the last minute.

NATCA in Washington 2015 promises to be our best NATCA in Washington ever! We have made several changes to this year's event. If you are a veteran attendee, you will notice a greatly changed and much improved event. If you are a first timer, we are confident that you will come away impressed. We hope you are able to attend and make our

collective voice heard on Capitol Hill. Below are several items that should answer some of the basic questions you may have.



NATCA in Washington will be May 18-20, 2015 (Monday - Wednesday). For more information and to register online, please click [here](#):

The deadline for registration is April 8, 2015. Participants will be selected based on the Congressional districts in which they reside. It is ideal to have as many Congressional districts represented as possible.

Again, if you wish to attend but are unsure if your leave will be approved, go ahead and register anyway. It's easier to drop rooms than to add them at the last minute. Attendance confirmation will be sent out on or about April 15, 2015. This should give you plenty of time to take advantage of advanced-purchase airfare. DO NOT purchase airline tickets until you have received confirmation from your regional NLC member that you will be attending AND approval from your local e-board.

Transportation to and from Washington D.C. will be at your local's expense. Transportation expenses will NOT be reimbursed from the NATCA in Washington budget. Therefore, please check with your Facrep first before registering. Any other incidental travel costs (i.e. cabs, tolls, etc) will also be at your local's expense.

Single rooms are on a first-come, first-served basis. If you are booked in a single room, you will be responsible for 1/2 of room charges per night (half the cost is approximately \$172 per night). If you do not indicate your choice of room (single or double) it will be assumed you want a roommate and one will be assigned to you. If you request a double room, but do not specify a roommate, your roommate will be assigned by your regional NLC member. We always attempt to room members from the same region together (unless specifically requested otherwise), but if

there is an odd number of attendees, you may be required to room with someone from another region.

****Please make sure you have coordinated with the roommate you've requested PRIOR to registering. This will avoid confusion in the rooming process****

****FYI - All rooms at the hotel are non-smoking****

NATCA in Washington 2015

Register Today!

NATCA in Washington is our Union's premier legislative event. If you haven't attended before, you will find it very enlightening to learn about our legislative process from the grassroots perspective. Nobody can explain our jobs and our issues to Congress better than us. This is an excellent opportunity to get involved and make a difference. We look forward to seeing everyone in DC.

Apply now to be an **Air Traffic Control Specialist**.



**Federal Aviation
Administration**

TAKE CONTROL

www.faa.gov/jobs



Bid Extended to March 31 -Air Traffic Control Specialist Hiring

The general public bid opened on March 23 has been extended until 3/31/2015. 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 this open bid.

“IT WON’T HAPPEN TO ME” IS NOT A BACKUP PLAN.

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 two contests, if you need more reasons to enroll:

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.

EAA AIRVENTURE
OSHKOSH
July 20 - 26, 2015



REPRESENT-

Your Facility & NATCA

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 - There will be several displays that controllers will be working at:*

- o 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.*
- o STARS - Raytheon is donating a STARS platform and there is a need for volunteers to provide briefings and demonstrations on this equipment.*
- o 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.

Volunteers shall complete the Volunteer Information Form [HERE](#).



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.

The week of March 16th we were in Boston for a NEB meeting. The minutes will be posted on the [website](#) later this week.

Trish then spent the weekend in South Florida at a weekend event for Congresswoman Ilena Ros-Lehtinen.



ZMA-Philip Laffey (left), MIA FacRep Bill Kisseadoo (right) and MIA member Jim Marinitti with Congresswoman Ileana Ros-Lehtinen, R-Fla., in Miami.

As posted in the opening article Paul testified before the House Aviation Subcommittee this week.

Trish joined members at EWR Tower for a facility tour and briefings and Q & A in their break area.



Cecil E Roberts, International President of the United Mine Workers of America (UMWA), presented Richard L. Trumka with the Yitzhak Rabin Leadership and Public Service Award

We both joined many other Unions at a dinner where AFL-CIO President Rich Trumka received the the Yitzhak Rabin Leadership and Public Service Award.

STAY CONNECTED



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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