



Brothers and Sisters,

We are just days away from NATCA in Washington 2017! NATCA in Washington is the spirited and crucially important gathering of more than 500 dedicated NATCAvists. They will be in D.C., not just representing themselves, but representing all NATCA members. It is a source of great pride to do that and also be thoroughly engaged in the most important issues for this Union. Nobody knows our professions like our membership. When they meet with members of Congress and their staff, they are subject matter experts working on the front lines of aviation safety. They have a unique opportunity to report what our jobs are like, describe how the National Airspace System runs, and explain the necessary steps to ensure the future safety and efficiency of the system directly to Congress.

Although the legislative environment has changed drastically since we gathered in D.C. last year, we still face the reality of an unstable, unpredictable funding stream that is regularly threatened by government shutdowns, sequestration, and budget cuts. We are an integral part of the robust dialogue about the challenges that we face and potential solutions. Of course, there are dozens of opinions on what the most critical challenges are, and there are also dozens of opinions on the many potential solutions. Nevertheless, we have remained resolute that neither the status quo nor a profit-driven reform model would satisfy our concerns or resolve the fundamental issues we face.

Considering the many potential solutions that have been offered, now more than ever, it is essential that we remain an integral part of the conversation as policymakers decide what they will ultimately pursue. Many issues that are crucial to your facilities - such as hiring, staffing, official time, technology, and modernization - are directly tied to lawmakers' work on both short and long-term planning and funding for the Agency.

This annual NATCA event is intended to educate, inspire, and prepare our members to channel their dedication and passion for aviation safety and their Union into a year of

legislative activism.

In solidarity,

Paul Rinaldi, NATCA President
Trish Gilbert, NATCA Executive Vice President



Mother's Day is Just Around the Corner!

NATCA members now can save 20 percent on flowers and gift baskets through Teleflora. Who wouldn't love flowers, wine, spa products, or sweets! May 14th will be here soon so don't wait! Simply go to <http://www.unionplus.org> to get your discount code.



"IT WON'T HAPPEN TO ME"
IS NOT A BACKUP PLAN.

LAST CHANCE TO SIGN UP!!! NATCA/UNUM Long Term Disability Program!

We are in the final few hours of the NATCA/Unum Long Term Disability Open Enrollment period. Time is running out to apply for this valuable benefit. The Open Enrollment period ends at close of business today (May 10th)!

We are not going to lay out all the benefits of the plan, talk to you about the contest we are running, or why we think it is so important that you participate in this plan. We just

want to stress that you have this last day to sign up. Now is the time to make the decision to protect your income!

Because "It won't happen to me" is not a backup plan!

If you want to sign up and need assistance visit www.natcadisability.com or contact Don Smith at investidon@aol.com or 1-866-309-0304. The deadline is today!!!



To view the NATCA 2016 Annual Financial Report click [here](#).



NATCA Charitable Foundation

PHL Convention Efforts: Rebuilding Together Philadelphia

The Philadelphia 17th Biennial Convention Committee and the [NATCA Charitable Foundation](#) are teaming up with [Rebuilding Together Philadelphia](#) to rebuild and repair a home that provides low-income housing. They hope to raise \$10,000 to sponsor a home. The committee plans to roll up their sleeves, grab hammers, and get to work on Oct. 14. There will be a 5k Run/2 mile walk on May 20 that the Philadelphia local will be participating in to help raise awareness for the fundraiser. All donations made will benefit [Rebuilding Together Philadelphia](#). To donate, [click here](#). To learn more, [click here](#).



Fair Labor Standards Act Case

On March 31, 2017, the federal judge presiding over the Fair Labor Standards Act case filed by NATCA almost 10 years ago issued the latest decision in this litigation and ruled in favor of the NATCA plaintiffs. The case was originally filed on May 1, 2007, in the U.S. Court of Federal Claims and alleged that the FAA unlawfully maintained compensatory time and credit hour programs in lieu of paying time-and-a-half pay for overtime hours after the passage of FAA's personnel reform law. A related case with additional plaintiffs

was filed in 2009, and the court cut off the addition of any new plaintiffs as of December 2010. Many of the affected NATCA members joined the case at the time of its filing in 2007, but several hundred additional affected members were added to the related case before the court closed it to new plaintiffs.

Note: Any members as of December 2010 who had not joined the case and any members who joined NATCA after December 2010 are not plaintiffs in the litigation.

After several years of discovery and motions in the trial court, the NATCA plaintiffs prevailed at trial in 2012. Subsequently, the FAA and Department of Justice appealed the case, and the U.S. Court of Appeals for the Federal Circuit ruled that the FAA retained the flexibility to utilize compensatory time and credit hour programs that otherwise comported with applicable laws and regulations. On remand back in the Court of Federal Claims, the court ruled at the end of 2015 that the credit hours program maintained by the FAA did not comport with applicable laws and regulations, because it allowed NATCA plaintiffs to accumulate credit hours in excess of the twenty-four-hour cap and that the NATCA plaintiffs were entitled to time-and-a-half overtime pay for hours in excess of the twenty-four-hour cap. Several members have inquired as to whether their recovery amounts will be the same as the recovery amounts entered by the court after the 2012 trial. Those individual amounts were contained in an official order of the court from September 2012. Because this case went up on appeal by the government to the U.S. Court of Appeals for the Federal Circuit and the Federal Circuit overturned a large portion of the trial court's decision, the recovery amounts from the September 2012 order are no longer applicable. Please do not refer to the September 2012 order for a determination as to individual recovery amounts.

Following the issuance of the court's 2015 decision, the FAA and DOJ sought to to reduce the damages owed to NATCA plaintiffs by attempting to introduce new evidence on credit hours that NATCA plaintiffs may have used subsequent to the submission of evidence at the 2012 trial. The decision issued by the court on March 31, 2017, rejected the arguments of the FAA and DOJ, and the court held that the government was not entitled to introduce new evidence at this late stage of the litigation. The court firmly ruled that the government was under an ongoing duty to timely supplement its disclosures with regard to credit hour usage for the calculation of damages, the government failed to fulfill its duty in a timely manner, and that the government's failure was not substantially justified or harmless. The court required the parties to jointly calculate and file a stipulation with the court for the amount of compensation to which each plaintiff is entitled by July 30, 2017.

The court has given the parties until July 30, 2017, to stipulate to the new, revised recovery amounts for individual plaintiffs. Counsel for the NATCA plaintiffs are preparing these calculations and NATCA will distribute the stipulation when it is entered with the court.

NATCA anticipates that this latest decision in the FLSA suit will finally bring resolution to this case. We will update the NATCA plaintiffs in the case once the required stipulation as to individual damages has been submitted to the court. Members with questions about the case or the March 31, 2017 ruling should contact NATCA General Counsel Marguerite L. Graf at mgraf@natcadc.org or 202-220-9828.



Retirement and Benefit Education Seminars

In an effort to help NATCA members prepare for retirement, NATCA expanded its member benefits program several years ago to hold NATCA-sponsored Retirement and Benefit Education seminars for NATCA members in locations across the country and to answer individual questions concerning retirement/benefits from NATCA members.

These seminars will review all of the benefits - including TSP and the options associated with it - walk members through the retirement paperwork and provide timelines members can expect as they retire.

In addition to the regular retirement seminars, NATCA provides early career seminars (C.O.R.E.) and four webinars (EDGE) for members who cannot attend a seminar in their area. The C.O.R.E. seminars have two segments, one that is geared towards members early in their career (15 years or less of service) and how those members can prepare for retirement from day one, and one that covers the information in the regular seminar. The EDGE webinars cover several topics covered in both the regular and C.O.R.E. seminars.

New in the 2016 Collective Bargaining Agreement (The Slate Book), Article 41 provides for excused absence to be granted to those within seven years of retirement eligibility. At the local level, requests for excused absence to attend these briefings shall be submitted to the Agency by the Union no later than forty-five (45) days prior to the date of the briefing. Such requests shall be approved/disapproved no later than twenty-eight (28) days prior to the date of the briefing. Employee names submitted less than forty-five (45) days in advance shall be approved/disapproved in the order they were received.

NATCA is pleased to announce the schedule of Retirement/Benefit Education Seminars for 2017:

DATE	Location	Time (Local)	Seminar Type
5/16	Bridgeport, W.Va.	1500-2100	Regular Retirement
5/17	Bridgeport, W.Va.	0900-1500	CORE Retirement
6/1	Central Time Zone	1000-1700	EDGE Seminar
6/7	Tampa, Fla.	1500-2100	Regular Retirement
6/8	Tampa, Fla.	0900-1500	CORE Retirement

6/13	Aurora, Ill.	1500-2100	Regular Retirement
6/14	Aurora, Ill.	0900-1500	CORE Retirement
6/20	Dallas/Ft. Worth area	1500-2100	Regular Retirement
6/21	Dallas/Ft. Worth area	0900-1500	CORE Retirement
8/1	Louisville, Ky.	1500-2100	Regular Retirement
8/2	Louisville, Ky.	0900-1500	CORE Retirement
8/3	Indianapolis	1500-2100	Regular Retirement
8/4	Indianapolis	0900-1500	CORE Retirement
8/23	Pacific Time Zone	1000-1700	EDGE Seminar
9/12	Lafayette, La.	1500-2100	Regular Retirement
9/13	Lafayette, La.	0900-1500	CORE Retirement
9/19	Peachtree City, Ga.	1500-2100	Regular Retirement
9/20	Peachtree City, Ga.	0900-1500	CORE Retirement
9/20	San Diego	1500-2100	Regular Retirement
9/21	San Diego	0900-1500	CORE Retirement
9/26	Albuquerque	1500-2100	Regular Retirement
9/27	Albuquerque	0900-1500	CORE Retirement
10/10	Nashua, N.H.	1500-2100	Regular Retirement
10/11	Nashua, N.H.	0900-1500	CORE Retirement
10/12	Burlington, Vt.	1500-2100	Regular Retirement
10/13	Burlington, Vt.	0900-1500	CORE Retirement
10/17	Salt Lake City	1500-2100	Regular Retirement
10/18	Salt Lake City	0900-1500	CORE Retirement
10/24	Northern Va. area	1500-2100	Regular Retirement
10/25	Northern Va. area	0900-1500	CORE Retirement
11/1	Las Vegas	1500-2100	Regular Retirement
11/2	Las Vegas	0900-1500	CORE Retirement
11/8	Farmington, Minn.	1500-2100	Regular Retirement
11/9	Farmington, Minn.	0900-1500	CORE Retirement
11/15	Charlotte	1500-2100	Regular Retirement
11/16	Charlotte	0900-1500	CORE Retirement

You may contact benefits@natca.net if you have any questions or comments about this benefit or any other benefit that NATCA provides to its members. Please visit www.NATCABenefits.com for more information regarding this benefit and other benefits offered to NATCA members.



NATCA Academy Schedule 2017

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
Secretary/Treasurer	Sept. 13-14	Las Vegas
Representative Training I (formerly BRT)	Sept. 25-29	Las Vegas
Basic Legislative Activism Training	Nov. 28-29	Las Vegas
Representative Training I (formerly BRT)	Dec. 4-8	Las Vegas

The last couple of weeks of April we attended meetings in Kansas City with the Central Region facility representatives and in Boise with the



Northwest Mountain Region facility representatives.

It was very nice to meet with FacReps that have been active in our union for years and also see the energy in the new FacReps that are

stepping up to make a difference.

Between the two meetings Trish joined members in Eugene, Ore. for a solidarity event.

On April 25, Trish spoke at the first annual Uber Elevate Summit in downtown Dallas. The event brought together leaders from vehicle manufacturing, regulatory bodies, venture capital, and aviation technology. To read Trish's speech click [here](#).



During that time, Paul joined Director of Safety and Technology Jim Ullmann and PMO Rep. Jeff Woods in Seattle, with ZSE leadership to familiarize Alaska Airlines with the operation and the Greener Skies initiative. The group will soon be returning to do the same thing at S46 and SEA.

On Monday, May 1, we proudly joined the NATCA staff union in the McNally conference room to sign the newly negotiated and ratified collective bargaining agreement.



Back row, pictured from left to right: Eugene Freedman - Special Counsel to the President, Rita Graf - General Counsel, Mike Robicheau - NNE RVP, Lauren Schmidt - Asst. General Counsel, Chris Gant - Senior LR Attorney (ONEU Lead Negotiator), Paul; Front row, from left to right: Suzanne DeFelice - LR Attorney (ONEU), Trish, Kendal Manson - LR Coordinator (ONEU President).



On May 2, Trish joined many other Vice Presidents and Secretary/Treasurers at the AFL-CIO for the group's biannual meeting. The view from the George Meany meeting room is always inspiring.



The Drone Advisory Committee (DAC) met at ALPA's operational headquarters in Reston, Va. Trish sits on the committee as one of the two labor seats on the group. Click [here](#) for more details on the work of both the DAC and the subgroup's taskings.

Paul and Trish then traveled to Portland, Maine to speak at the Professional Women Controllers conference. Trish then spent some time at the facility there - PWM.





Elizabeth Chevez - LAS (left), Patti Wilson - PWC President.



[NATCA continues NATCA30 celebrations!](#)

Follow NATCA on Social Media



SafeUnsubscribe™ {recipient's email}

[Forward This Email to a Friend](#) | [Update Profile](#) | [Customer Contact Data Notice](#)

Sent by natcanationaloffice@natcadc.org.