

Latest on FAA Reauthorization

The Senate passed FAA Reauthorization legislation on April 19th. The measure would authorize FAA programs until Sept. 30, 2017 (18-months). We appreciate the work the Senate has done on this bill in a relatively short timeframe. As you know, authorizing legislation can be very complicated and involves a lot of stakeholders. In the past, Congress has passed extensions rather than move forward on the difficult task of reauthorizing the FAA.

The current FAA law expires on July 15 and Chairman Shuster has shown no sign of abandoning his plan (H.R. 4441; the AIRR Act).

Possible Outcomes: A few of the possible paths forward include: 1) no long-term FAA reauthorization legislation moves forward, so both chambers will need to pass another FAA extension; 2) the House passes a bill, without the air traffic control reform proposal, and proceeds to conference that legislation with the Senate-passed bill; or 3) Chairman Shuster continues to push for consideration of H.R. 4441 and attempts to garner the support necessary to bring it to the House floor for a vote.

Regardless, we expect the dialogue on FAA Reform to be a high priority in the 115th Congress (January 3, 2017 to January 3, 2019). Since this is the situation we are in due to the problems with status quo we have opted to stay engaged and protect the workforce and system as best we are able by being in the room early and often.



This year we have met with hundreds of members discussing this issue and its risks, strategy, possible outcomes and the realities of status quo.

Almost all

completely understand the situation. Since the beginning of the year, one or both of us, have met with members in the Seattle, Houston, Southern California, DC, Las Vegas, Orlando, Hawaii, Kansas City, Denver, New England, Miami, Phoenix, Chicago and Los Angeles areas.

Additionally we have discussed and taken questions and given answers on two member telcons, three basic rep. classes, advanced legislative class, the ARTCC rep. meeting, Southern Region rep. meeting, Eastern Region rep. telcon, committee chair meeting, the PWC conference and NATCA Communicating for Safety conference. The Regional Vice Presidents have met and discussed the issue in additional venues and membership meetings.

We
have
many
more



scheduled to ensure that as many members as possible understand the situation and have their questions answered. On our schedule in the next months are: Jacksonville, Atlanta, Oakland, ZLA, N90, D10, Charlotte and Detroit. If you would like one of us to be at your next membership meeting or facility then please let us or your [RVP](#) know and we will try to get it scheduled.

Happy Mother's Day,

Paul Rinaldi - NATCA President
Trish Gilbert - NATCA EVP





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

UNUM OPEN SEASON

UNUM has granted a short one-week extension until the close of business on Tuesday May 10th to give every member an opportunity to sign up during this period for one of NATCA's most important benefits offered.

You insure your house, your car, why not insure the one thing that allows you to have both...your income. The UNUM Long Term disability program does just that. It has paid over 9.3 million dollars in disability claims to NATCA members.

This benefit is available to NATCA members only. Disability insurance isn't just for catastrophic events. As a NATCA member, you know the flight surgeon can pull your medical for an array of reasons eliminating your ability to earn a paycheck. NATCA's disability plan protects your financial future should you become unable to work by providing income when you need it most.

In order for us to continue this group plan at affordable rates, we must keep a representative number of NATCA participants enrolled. 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 extended until May 10th! **Sign up** today!

Member Testimonial:

I signed up for UNUM disability insurance in 2007. For me, it was a relatively cheap

insurance policy in case I lost my ATC medical clearance. As I got closer to my mandatory retirement, I thought about canceling the insurance, but decided against it. I'm sure glad I didn't. Sure enough, I lost my ATC medical in my last year of working, and UNUM came through!! I was able to retire at my mandatory date without having to dip into my savings or TSP. In addition, the claims process was not difficult, thanks to Leslie Tackett (National Insurance Services) and Kandy Jones (UNUM Insurance). I recommend every NATCA controller take the time and look at what this disability insurance offers, in case it's needed.

*Richard Scott
ZDV (Retired)*



NATCA 101 Online Classes

NATCA Reloaded is excited to offer two upcoming NATCA 101 classes.

They are: Friday, May 13 at 2 p.m. EDT, and Monday, June 6 at 11 a.m. EDT.

This interactive course is taught via Go-To-Meeting. To sign up, visit portal.natca.org. For questions and information, please contact Jacqui Smith at jsmith@natcadc.org.
Be part of the solution!

Get involved in NATCA today!



2016 Election of National Representatives: Nomination Information and Election Timeline

The biennial election of National Representatives provided for in Standing Rule H-1 of the NATCA Constitution will occur over the next few months. National Representatives will be elected to two-year terms that begin on September 1, 2016.

The following bargaining units within NATCA Region X will elect National Representatives:

- (1) Drug Abatement Inspectors and Investigators (AAM-800);
- (2) Aircraft Certification Services (AIR);
- (3) En Route Automation;
- (4) Terminal Automation;
- (5) Airports (ARP);
- (6) Office of Chief Counsel (AGC); and
- (7) Flight Service (FSS).

(Due to NATCA's recent success in the election to determine the exclusive representative for the AFN unit (which has absorbed the Regions and Center Operations (ARC) unit), a National Representative for the ARC unit will not be able to be elected until the organizational realignment of the AFN unit is complete. NATCA is moving expeditiously, in conjunction with the FAA, to facilitate the completion of this realignment, but it is not anticipated that the relevant membership and representational issues will be clarified and resolved in time for the National Representative for the unit to be included in this election.)

A summary of the important dates for the election of the National Representatives is as follows:

April 15, 2016 - Mailing of Notice of Election, Election Rules & Request for Nominations

May 15, 2016 - Nominations due to National Office

June 15, 2016 - Nomination acceptances due to National Office

June 30, 2016 - Mailing of ballots to members

August 15, 2016 - Ballots due to P.O. Box in Washington, D.C.

August 16, 2016 - Ballot collection and tally

September 1, 2016 - National Representatives commence two-year terms

Complete election rules for the election of the National Representatives are as follows (members with questions about this election should contact Region X Regional Vice President Mike MacDonald at mmacdonald@natca.net; NATCA General Counsel Marguerite L. Graf at mgraf@natcadc.org; or NATCA Assistant General Counsel Lauren Schmidt at lschmidt@natcadc.org):

Notice of Election, Election Rules, & Request for Nominations
for the 2016 NATCA National Representative Election

Section 1 - General

A. The election will be held by referendum and all balloting will be conducted with mail-in, secret ballots.

B. Write-in votes are not permitted.

C. The candidate in any contest who receives the highest number of eligible votes cast shall be declared the winning candidate. In the event that two or more candidates receive the highest number of eligible votes cast in any contest, a runoff election shall be held between the candidates.

D. If there is only one candidate for National Representative for a particular bargaining unit, that candidate shall be declared the winning candidate by acclamation; ballots shall not be distributed for that bargaining unit

Section 2 - Nominations

A. To be a candidate for National Representative, an individual must: (1) be an active member, in good standing, of the bargaining unit for which he/she is nominated; (2) be nominated by an active member, in good standing, of the bargaining unit for which he/she is nominated; and (3) properly accept the nomination. Self-nominations are permitted.

B. Nominations must be in writing and include the name and bargaining unit of the nominee, the name and bargaining unit of the nominator, and the home address of the nominator.

Nominations must be received by 5:00 pm EDT on Sunday, May 15, 2016. Nominations must be submitted via United States Postal Service (USPS) Certified Mail, FedEx delivery, or UPS delivery to:

Lauren Schmidt, Assistant General Counsel
NATCA
1325 Massachusetts Avenue, NW
Washington, DC 20005

Section 3 - Nomination Acceptances

A. As soon as practicable following the close of the nominations period, the NATCA Office of General Counsel will notify each nominee via U.S. mail (and email if there is an email address on file) of his/her nomination. The nomination notice shall include instructions on how to properly accept nomination.

B. Nomination acceptances must be received by 5:00 PM EDT on Wednesday, June 15, 2016.

C. Nomination acceptances must be in writing and delivered by mail, fax, or email, to NATCA Assistant General Counsel Lauren Schmidt at: 1325 Massachusetts Avenue, NW, Washington, DC 20005 (Mail); 202-628-6767 (Fax); or lschmidt@natcadc.org (Email).

Section 4 - Mail Balloting Procedures

A. The names of the candidates shall appear in alphabetical order, by last name, on the ballots.

B. Mail ballot packages shall be mailed to members' home mailing addresses via U.S. Mail on Thursday, June 30, 2016. Mail

ballot packages shall contain the ballot, a secret ballot envelope, and a postage pre-paid return envelope.

C. Ballots must be returned to the designated Post Office Box by 11:59 PM EDT on Monday, August 15, 2016. Ballots not returned by the deadline shall not be counted.

D. To have his/her ballot counted, a voter must be a member, in good standing, of that bargaining unit as of fifteen (15) days immediately preceding the closing of the balloting (that is, as of July 31, 2016).

E. Voters are not permitted to sign or otherwise make a distinguishing mark on the ballots. A signed or marked ballot shall be ruled ineligible. Ballots must be placed in the secret ballot envelope and returned in the postage pre-paid return envelope to be eligible.

F. Members shall be entitled to a duplicate ballot, provided that they make a timely request for one by contacting NATCA Assistant General Counsel Lauren Schmidt by 5:00 pm EDT on Wednesday, July 20, 2016. In the event that a member casts both an original and a duplicate ballot, only the duplicate ballot shall be counted.

Section 5 - Ballot Collection & Tally

A. On the morning of Tuesday, August 16, 2016, the ballots shall be collected from the designated Post Office Box.

B. Collected ballots shall be returned to the NATCA National Office, and all eligible ballots received shall be tallied. The results of each election shall be published on or before Thursday, August 18, 2016.

Section 6 - Runoff, Election Protests, & Installation

A. In the event of a tie in any contest, a runoff election will be conducted.

B. Any election protest shall be filed in accordance with Article VII, Section 7 of the NATCA National Constitution

C. The term of the new National Representatives will commence on September 1, 2016 or, if an election protest is filed, immediately following the resolution of the election protest. In the event of a runoff election, the term will commence following the completion of the runoff election or resolution of any election protest.



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](#).
- Local convention subsidy form click [here](#).

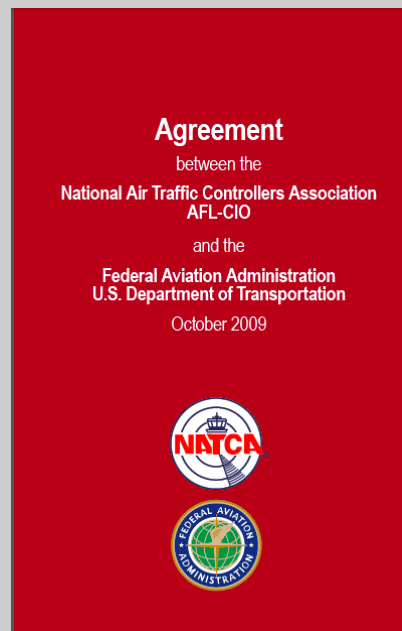
- NATCA has secured child care for the 2016 Convention. It will be available to all families attending, at no cost, from 8:30 a.m. to 5:30 p.m. on Wednesday, Aug. 31, Thursday, Sept. 1, and Friday, Sept. 2. NATCA will also host child care during evening events from 5:30 p.m. to 10:30 p.m. on Tuesday, Aug. 30 through Friday, Sept. 2. The cost is \$40 per child, per night, and it includes dinner. For more information on the company, please visit www.KiddieCorp.com. You must register your child beforehand to use the child care at convention. Register your child today!



NATCA Academy Schedule 2016

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
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



Contract Negotiations

We have made significant progress in reaching agreement on approximately 95% of the open provisions, which includes articles and mid-term agreements such as MOUs and other practices.

While the number of open items is not high, as is normal during term negotiations, those that remain open until nearing the end are significant and important to both sides. We are continuing our weekly negotiating sessions with the Agency to reach agreement utilizing the principles of interest

based bargaining on the remaining articles and provisions.

Everybody covered by the CBAs gets the June pay raise as negotiated. The work rules stay in place until renegotiated. We are doing that now. We should be done in the next month or so even if we have to mediate and arbitrate.



SAIC is actively recruiting controllers that are eligible to retire and/or those who have retired within the past 5-years, as instructors to help train the future workforce. The [attached flyer](#) provides the information they need to contact SAIC's recruiting staff to learn about how to join their organization.



KEEP CALM I'M AN AIR TRAFFIC CONTROLLER

Attached to this message are the two MOUs that reflect changes to the [C90/N90 Return Rights Agreement](#) and the mid-term change to [Article 61](#) of the red book collective bargaining agreement. Below is a brief explanation of the changes:

C90/N90 Return Rights: changed to reflect that CPC's that do not achieve full certification at C90/N90 will not be processed through the NEST (EMP 1.14a) and will be transferred to the facility at which they were previously certified.

Article 61 MOU: changed to reflect that developmental employees (those that have never achieved CPC status) that withdraw from training may be offered up to 5 facilities for which they are qualified, as determined by

the NEST, if a vacancy exists. All other developmentals that do not achieve facility certification may be afforded a list of all vacancies for which they are qualified, as determined by the NEST.

National Release Policy/ERR SOP: We have completed the first National Centralized ERR Process Team (NCEPT) review. If you had an ERR on file and were from a facility that met the qualification for a Category 1 or 2 release, you should have received a tentative offer letter (TOL) by now. If you haven't received any information, please contact your Regional Vice President and include your name, present facility and facility to which you were seeking reassignment.

The next NCEPT has been scheduled to occur in early June 2016. To be considered in that next session, employees will need to have any ERRs submitted to the appropriate Human Resources Management Division no later than May 19, 2016.

If you have any question please contact your Regional Vice President.



National Validation Resolution on Terminal Buffers

NATCA and the Agency have reached an agreement to modify the terminal breakpoint buffers to address existing concerns regarding program consistency. The buffers have been adjusted from 5% to 7%. Based on this adjustment, the National Validation Team (NVT) will meet in the near future to conduct facility level reviews. As part of the review process, the NVT will also establish a standard operating practice for future program changes.

As a reminder, facility upgrades are retroactive to the first full pay period after the first month the facility was at or above the breakpoint. By comparison, facility downgrades do not occur

until the first full pay period after the validation process has been completed.

In accordance with our collective bargaining agreements, bargaining unit employees who are subject to a downgrade shall be granted facility level retention for two years and pay retention thereafter. Employees assigned to the facility on the effective date of the facility level decrease shall retain their facility's previous higher-level CPC pay level for two (2) years commencing on the effective date of the facility level decrease.

Pay Retention applies to all employees assigned to the facility on the effective date of the facility level decrease and shall continue as long as the employee remains at that facility. For those employees whose basic rate of pay exceeds the CPC band maximum, they will receive fifty percent (50%) of all annual increases as an adjustment to Basic Pay and fifty percent (50%) will be paid as a lump sum.

Transfers with firm offer letters issued before the date of the downgrade shall receive facility level retention expiring at the same time as all employees assigned to the facility on the effective date of the downgrade.

New hires assigned to and transfers with firm offer letters dated after the effective date of the facility downgrade shall be paid in accordance with the new applicable facility pay level.

Contact your Regional Vice President with any questions.



Internet Reimbursement Reminder

As a reminder, in accordance with SRF-22, locals that are covered by SRF-12 (annual dues less than \$4,500) are entitled to \$50 per month for internet access.

SRF-22 Internet for Smaller Locals

NATCA shall reimburse up to \$50 per month to Locals covered by SRF-12, for internet access. Wireless cards, hot spots, and internet in the facility are reimbursable, home service is not.

Any questions, please contact your [Regional Vice President](#).

STAY CONNECTED



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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Sent by tgilbert@natcadc.org