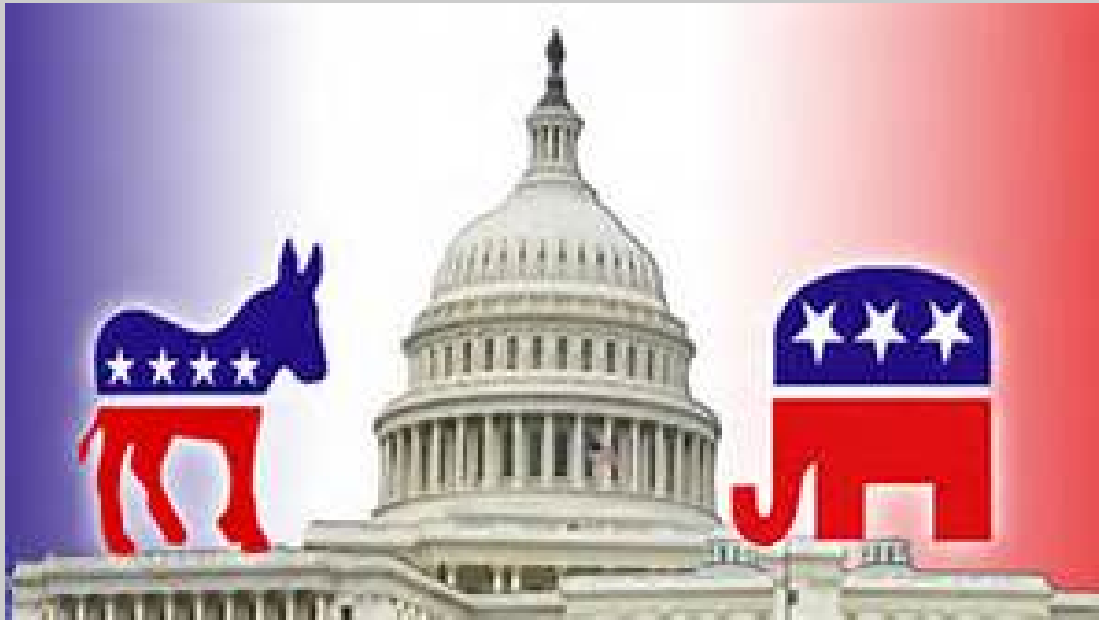


TEAM UPDATE October 1



Continuing Resolution Extended to December 11, 2015 and FAA Authorization Extended to March 31, 2016

NATCA and others have been hard at work on Capitol Hill educating members of Congress on the importance of uninterrupted funding for the FAA and for the National Airspace System (NAS). While a government shutdown was averted on September 30th, the funding only continues through December 10th. That means we will not take our foot off the gas pedal, and will continue with our advocacy on behalf of the NAS and the men and women that support it.

Since there is no increase in spending, a Continuing Resolution is often referred to as "kicking the can down the road." However, this Continuing Resolution

contained a provision/allowance to adjust spending levels to conform with the Budget Control Act, which in this case, suspended the negative effects of sequestration through the life of the Continuing Resolution (12/11/2015).

We can expect to see senior lawmakers meeting on a regular basis to begin negotiations to address appropriation levels (funding levels) for all federal departments/agencies for the remainder of fiscal year 2016 (which began on October 1, 2015).

Additionally, lawmakers may try and address the fiscal 2017 appropriations/sequestration issues at the same time so that the next President and Congress will have a fresh start when they take office on Tuesday January 3, 2017.

Also of note, the House and Senate passed an extension to the FAA authorization bill through March 31, 2016. The House Transportation and Infrastructure and Senate Commerce Committees continue to work on a new FAA Reauthorization bill. We will remain engaged and focused on every detail or potential change, no matter how small.

As always, we will keep you apprised of developments as they occur. Thank you.

Paul Rinaldi - NATCA President

Trish Gilbert - NATCA Executive Vice President



AFN Runoff Possible

On Thursday, Sept. 24, the Federal Labor Relations Authority (FLRA) announced that NATCA won the most votes in the two parts of the election to determine which union will represent the 1,300 employees of the new AFN (FAA Office of Finance and Management) bargaining unit.

However, the election process is not over. Because NATCA did not yet win 50 percent-plus-one of the total ballots cast (NATCA won 45 percent in the votes counted Sept. 24), a runoff may be needed dependent on the status of 40 challenged ballots, which the FLRA will determine in an upcoming, but as yet unscheduled, hearing.

A synopsis of the status of both elections:

- NATCA is delighted to announce that the Union is ready to welcome the 62 brothers and sisters the FLRA has classified as the "professional" AFN bargaining unit into our Union family. With 70 percent of the votes in favor of NATCA, those employees have placed their collective faith in NATCA. In an email to these employees, we wrote, "We will prove to you that that faith was not misplaced. Over the next several weeks, you will receive information about membership and the many benefits NATCA offers. You also voted to be included with the non-professional bargaining unit once that unit's representation is resolved for NATCA."
- For the AFN bargaining unit classified by the FLRA as "nonprofessional" (a purely labor relations designation and not indicative of their great work or career contributions), NATCA won 295 votes. The American Federation of State, County, and Municipal Employees (AFSCME) received 161 votes, while the Professional Aviation Safety Specialists (PASS) received 124 votes. There were 41 "no union" votes as well as 40 unresolved returned, challenged ballots.

If NATCA wins 37 of the 40 challenged ballots, as determined by the FLRA, we will win the election and no runoff is needed. If PASS wins 38 more challenged ballots than AFSCME, it will surpass AFSCME's total and be in

the runoff with NATCA. Otherwise, NATCA will face AFSCME in a runoff election. There are no dates set for either the hearing for the challenged ballots or a possible runoff election.

By way of background, this representation issue arose when the FAA realigned employees from across the FAA Staff Office and lines of business into the AFN organization, including those from the Information & Technology (AIT), Advisory and Rulemaking (ARC), Services/Chief Financial Officer (ABA), and Acquisitions & Business Services (ACQ) units. The reorganization affected several existing NATCA bargaining units, along with units represented by six other unions. The FLRA then held a hearing in Aug. 2014 to determine the appropriate bargaining unit. In March 2015, the FLRA issued a decision ruling that a single AFN unit is appropriate, and ordered an AFN-wide election to determine which union would represent all bargaining unit eligible AFN employees.

www.thenatcadifference.com



NATCA mourns the loss of a sister.

Phoenix Deer Valley Airport (DVT) controller Josephine Torres has passed unexpectedly. The financial burden of her sudden loss is hard for her family. A [GoFundMe](#) account has been set up in her memory. Any additional money raised that is not used for the immediate cost of family arrangements will be set aside for her two children. Please consider helping out a NATCA family in need and donate if you can.



CFS 2016, Registration is now OPEN!!

Check out the [Communicating for Safety website](#) for information as we countdown to next year's big event.



The Archie League Medal of Safety Awards Deadline is Fast Approaching!

The Dec. 31, 2015, deadline for the 2016 Archie League Medal of Safety Awards (ALMOSA) is fast approaching. All events since Jan.1, 2015, are eligible for nomination.

To help maintain awareness about this deadline, please view and share our new ALMOSA video!

You can submit nominations using the online form on the [NATCA members website](#). This form will allow you to submit all nomination materials and information in an easy online format.

Submissions can also be mailed directly to the NATCA National Office at:

National Air Traffic Controllers Association
Attn: Sarah Zilonis
1325 Massachusetts Avenue, N.W.
Washington, D.C. 20005

Remember: Any member can nominate another member. All winners will be honored at Bally's in Las Vegas on March 23, 2016, at the annual Communicating for Safety (CFS) conference.

Please direct all questions and requests for additional information to the Archie League Awards Coordinator Sarah Zilonis at szilonis@natcadc.org.

Keep an eye out for the ALMOSA flier in your facility. Don't wait until it's too late! Make your submissions now!



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Take advantage of the impressive savings offered exclusively to Ford Partner organizations like ours. You'll enjoy X-Plan pricing unavailable to the general public, in addition to most other publicly offered programs available at your local Ford dealer!¹

Benefits of X-Plan Partner Recognition:

- Exclusive pricing and special offers
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- Employees, retirees and household members are eligible for these terrific offers!²

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PRICING
+ CUSTOMER
INCENTIVES
= GREAT SAVINGS**

PARTNER CODE: BOFVJ



Go Further

¹ See selling dealer for details.

² Driver's license are required for proof of residency.

Ford X-Plan Pricing Equals Great Savings for All Members

We are proud and excited to announce an exclusive new membership benefit - the Ford Partner Recognition Program X-Plan.

Through the Ford Partner Recognition Program X-Plan, the Ford Motor Company offers exclusive prices and savings on its vehicles to Ford partner company employees and their household members. NATCA recently became a Ford Partner, which means our members and their families are eligible to participate in the X-Plan!

Participants of the X-Plan can purchase any Ford vehicle at dealer cost plus one percent, in addition to most other publicly offered programs that are available at your local Ford dealer.

The X-Plan offers not only better vehicle prices, but also a simpler process for purchasing a vehicle. The X-Plan price is established before you visit the dealership, so you don't have to negotiate, and the X-Plan price is clearly marked on the vehicle invoice, which your local dealer will show you upon request.

To participate in this exclusive plan, follow the simple steps listed below. You can also find information about this plan in the benefit programs section of www.natcamembers.org.

NATCA and the Ford Motor Company have a rich shared history. In 1927, the Ford Motor Company produced the first commercial airplane for carrying passengers. Henry Ford's involvement in aviation expanded air traffic control

beyond airport boundaries, and he pioneered advancements in radio and navigation aids that enhanced aviation safety.

With our collective purchasing power, we can support the quintessential American automobile manufacturer, whose founder was an ambassador for safe transportation on the ground and in the air, as well as our brothers and sisters of the United Auto Workers union and American labor as a whole.

Now, get out there, and get yourself a Ford!

How To Participate

Follow these simple steps to X-Plan savings:

1. Jot down or copy and paste the NATCA Partner Code for this benefit: BOFVJ
2. Visit www.fordpartner.com
3. Enter your Partner Code, the last four digits of your Social Security Number, and your name, address, city, state, and zip code to generate your Personal Identification Number (PIN).
4. Visit a participating dealer, identify yourself as an X-Plan Partner Recognition participant, and provide the last four digits of your Social Security Number and your PIN to confirm eligibility.
5. Provide proof of employment or organization membership (download, print out, and use this letter here).
6. Select an X-Plan eligible vehicle and ask for a copy of the invoice to confirm X-Plan pricing.

The Benefits of X-Plan Pricing

- Exclusive savings - X-Plan pricing is available only to partner company employees and their household members;
- You pay one low price - no negotiating needed;
- Significant savings - get X-Plan savings in addition to most other publicly offered programs;
- Exceptionally easy to use - clear, simple procedures and identification requirements.

Additional Details

- Partner Recognition pricing is available in addition to most other publicly offered programs;
- Active organization members, employees, retirees, and members of their households are entitled to purchase or lease two new vehicles per year through Partner Recognition (used vehicles are ineligible);
- Dealer demonstration vehicles are available at new vehicle X-Plan pricing;
- Vehicles may be registered or titled in the name of a business (using federal tax ID number);
- Trade-in allowances must be negotiated with the dealer;
- Lease / Financing may be obtained at the customer's discretion from any source.



Professional Standards Program Introduces the "NATCA Professionalism Award"

The NATCA National Professional Standards Committee (PSC) will present the award at NATCA's annual Communicating for Safety (CFS) conference.

The goal of our Professional Standards program is to maintain and promote professionalism across all of NATCA's bargaining units. We achieve that through a

commitment to safety and through upholding the public's trust. We work to inspire, to motivate, to provide personal examples of our professionalism to others, and to maintain the highest standard of excellence. We know our actions represent all our fellow professionals, and we work to bring honor and respect to all that we do. The NATCA National Professional Standards Committee has created a "NATCA National Professionalism Award" as a means to recognize the actions of those who continually strive to achieve these goals.

At each annual Communicating for Safety (CFS) conference, the PSC will present one recipient from each FAA Service Area with a NATCA National Professionalism Award, a minimum of three recipients each year. The members of the PSC will determine the recipients no later than 60 days prior to the beginning of CFS and forward those names to the National Executive Board for approval. The recipients will be chosen based on their individual professional contributions and performance that enhanced the standings of their profession. Additionally, the PSC will consider their personal commitment to safety and excellence in the selection.

Each of the winners will be invited to attend CFS to be recognized for their achievement and to receive their award. They will be entitled to travel and expense reimbursement in accordance with the NATCA travel policy, similar to that provided to the Archie League Medal of Safety Award winners.

The first annual NATCA Professionalism awards will be presented at the 2016 CFS conference in Las Vegas (March 21-23, 2016 at Bally's). Subsequent awards will be presented in the same fashion at each CFS.

Any NATCA member may nominate another member for the award, with no limit on the number of nominations received from a single facility, region, or service area. Nominations may also be drawn through the positive submission data provided via the Professional Standards Program data collection process.

Only members in good standing will be eligible to receive the award.

Examples of professionalism exhibited by a team of members are also eligible for the award and will be judged in the same manner as a single member.

Any example of professionalism exhibited since the inception of the Professional Standards program will be eligible for this first annual award. For subsequent awards, any example of professionalism that occurs after January 1 of the full calendar year prior to the CFS conference in which the awards are given is eligible.

One nomination form or electronic submission for each event must be received by the PSC to be eligible for consideration and judging. Copies of the nomination form are available [here](#).

Along with the nomination form, applicants should submit a description of the event and, if available, the audio/video tape of the event. The description should include all relevant information on the event, including the date and an account of the events. These descriptions should provide the selection committee with the details of the professionalism that enhanced the profession.

Other helpful documentation would include transcripts of the audiotape, official FAA forms documenting the event, statements from co-workers, and any other relevant data. Please submit as much information on the event as possible to assist the PSC in determining award winners.

Nomination forms and audio/video, along with any supporting documentation, should be sent to PS@NATCA.net, or mailed to:

NATCA
Attn: Professional Standards
1325 Massachusetts Ave. NW
Washington, DC 20005

Proof of receipt of the nomination will be emailed to the submitter.

All nomination forms for the first annual NATCA National Professionalism Award must be postmarked or submitted electronically by December 31, 2015.

For more information about our professional standards efforts, please watch this video, "Foundations of Professionalism."



NATCA Academy Schedule 2015

Advanced Representative Training	October 5-8	Las Vegas, NV
Basic Representative Training	October 19-23	Las Vegas, NV
Advanced Legislative Activism	October 21-23	Washington, DC
Secretary/Treasurer Training	December 1-2	Las Vegas, NV
Basic Legislative Activism Training	December 2-3	Las Vegas, NV



UPCOMING RETIREMENT SEMINARS PROVIDED BY 4 SQUARE

LOCATIONS	3:00PM to 9:00PM	9:00AM to 3:00PM
New England (ENE)	October 6	October 7
Nashua	October 13	October 14
New Bedford, MA	October 15	October 16
Fort Smith	October 27	October 28
Dallas (DFW)	October 29	October 30
West Virginia	November 3	November 4
Las Vegas	November 12	November 13
Anchorage	November 17	November 18
Fairbanks	November 19	November 20
Juneau	January 26, 2016	January 27, 2016

When you want to register for one of the above referenced seminars, please do so by signing on to the NATCA [Portal](#). Please verify the personal information listed for you including email and cell phone number. If any information is incorrect or missing, please correct or add it under the My Profile tab.

To register for a seminar, click the "Events" tab, followed by "2015 Retirement Seminars." Complete the requested information and click "Next." When you come to the screen listing the seminars, select the one you wish to attend. Then, hit "Next" verify your requested seminar information and then click "Done." You will receive a confirmation email that your registration was complete.

A second email will be sent two to three weeks prior to the seminar giving you the logistical information for the seminar. Also included in this email will be instructions on how to obtain a benefits estimate at the seminar.

Spouses and significant others are also invited to attend. Please ensure that you add them to the registration when asked if you will be bringing a guest.

Please try to register three weeks prior to the seminar. Walk-ins are permitted to attend as long as you can provide your membership ID number. However, you will be unable to obtain a benefits estimate at the seminar.

We are now offering Career Optimization and Retirement Education (C.O.R.E.) Seminars in many cities! These seminars are geared towards employees with 0-15 years of service who want to maximize their retirement benefits and plan for financial stability in retirement. Log in to the [Portal](#) today to see which cities are offering this great new program.

NATCA is now offering an exciting new program, The NATCA Edge. The same great benefit you have come to expect at the onsite retirement seminars is now available from the comfort of your own home, or your smartphone or tablet! The webinars are offered from 10 A.M. - 5 P.M. in several time zones to accommodate members nationwide. Visit the Portal today to register. But don't wait! Only the first 50 registrants will be able to attend, and webinars are already starting to fill up! Upcoming dates in 2015 are Oct. 22, Nov. 10, and Dec. 1, with an additional date next year, scheduled for Jan. 14, 2016.

If you have any questions regarding these events, the registration process, or would like to have a retirement seminar take place in your area, please contact Abigail Glenn-Chase at aglennchase@natcadc.org.



On September 15, Paul participated on a panel at the Air Force Association Conference. Other panelists included Retired Major General Ed Bolton, Assistant Administrator for NextGen, FAA; Margaret Jenny, President, RTCA; and Steven Pennington, Executive Director, Department of Defense Policy Board on Federal Aviation. They discussed how facing 23 short-term extensions during the last reauthorization bill process resulted in a drawn-out process of "stop and go" funding to modernize the system and implement NextGen. Paul reiterated that, through collaboration, we have been successful in implementing many NextGen programs. Looking forward to the 2016 FAA Reauthorization Bill, it seems there's just no way to plan or put the capital in the right place without stable funding.

NextGen is the biggest infrastructure modernization project in the U.S. since the highway system was built in the 1950s. The success of NextGen programs, as a result of collaboration across stakeholders, has been evident at every turn. Maintaining the current National Airspace System (NAS) while developing new initiatives, testing and implementing new

programs, and measuring their success is a massive undertaking. It is, however, achievable when all stakeholders are involved. Continued success will depend upon the availability of funding for new programs and the current NAS.

Maintaining the safest, most efficient NAS for users is a top priority for all stakeholders. Paul made sure to point out that whatever changes may happen in the FAA with funding and structure, the Department of Defense has an important part to play in whatever structure is decided upon.



The same day, Trish hosted some of the Professional Women Controllers (PWC) board and members. The group

filmed some footage and discussed the many items of concern NATCA and PWC share.



On Sept. 21, Paul was invited to be the guest speaker at the Federal Aviation Administration's (FAA) NextGen "All-Hands" meeting. This meeting was an opportunity for leaders and employees within the FAA to hear from stakeholders and leaders on issues related to NextGen.



The same week, we met with the convention committee and then held NEB meetings in San Diego. The convention committee has been working tirelessly to ensure that they plan a topnotch event while keeping costs in check. They ROCK!!! Join us for convention in San Diego the end of August next year.



STAY CONNECTED



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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