

# TEAM UPDATE October 23



Brothers and Sisters,

As we informed you in a previous message, our Collective Bargaining Agreements for the ATCS, TMC, NOTAM and FSS bargaining units are set to expire in July 2016.

As part of a long-term goal to consolidate the many different contracts for bargaining units represented by NATCA, we intend to combine the FSS, ATCS, TMC/S

and NOTAM bargaining units under one contract. This will allow for all of the "operational" or shift-working bargaining units to be covered by a single contract.

To that end, when the National Executive Board discussed the team makeup we decided that at least half of the team be made up of individuals that have 15–20 years left in their careers to ensure skill development for future negotiations.

We are pleased to announce your 2016 contract negotiating team:

Dean Iacopelli – Chief Negotiator

Phil Barbarello

John Bratcher (FSM)

Eddie De Lisle (P80)

Jamaal Haltom (LAS)

Drew MacQueen (ZOB)

Eugene Freedman (National Office)

Ryan Smith (National Office)

We have initiated the beginning stages of the process and have secured the ability to have Subject Matter Experts (SME's) participate in the negotiation process, to better understand and represent the uniqueness of the FSS profession, as well other important issues.

As a reminder, we are asking the membership to submit ideas for consideration. Please submit your

suggestions to [2016contractideas@natca.net](mailto:2016contractideas@natca.net). There are several requests coming in to change retirement and seniority. Neither of those things can be dealt with at the negotiating table with our employer.

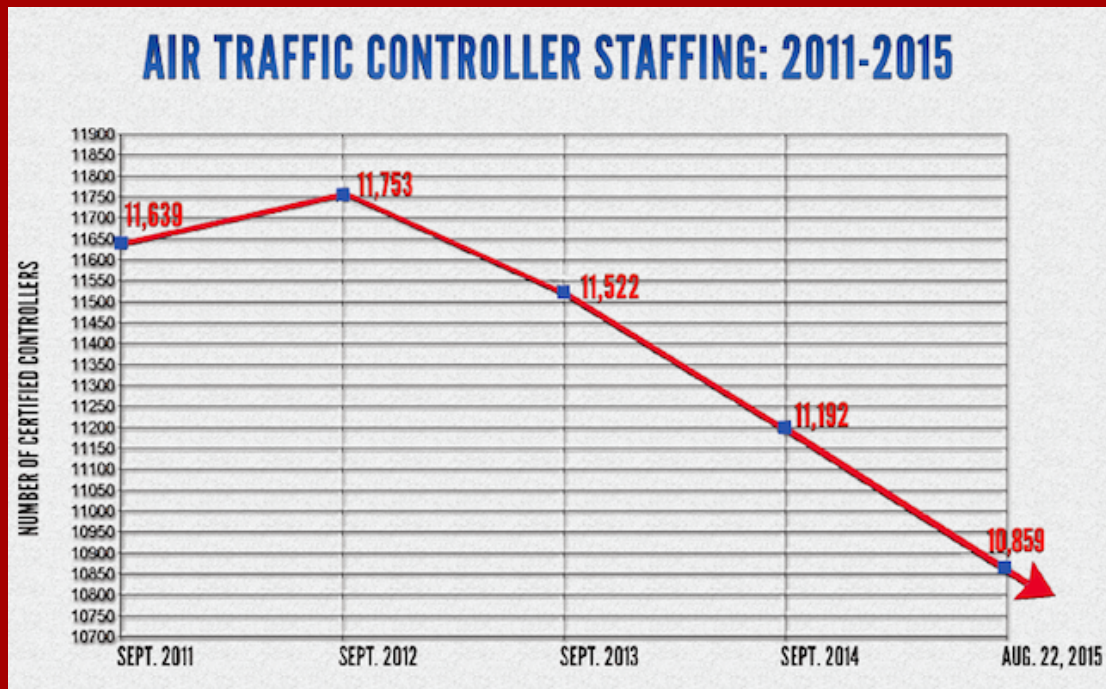
- Seniority – The NATCA Seniority Policy is set by Article XV of the NATCA National Constitution and not by the Collective Bargaining Agreement. The NATCA Seniority Policy may only be changed by the convention body at the biennial NATCA Convention. The next convention is scheduled for August 30 to September 1, 2016 in San Diego.
- Retirement – Air Traffic Control specialized retirement provisions are contained in title 5 United States Code chapters 83 and 84 for CSRS and FERS covered employees respectively. The qualifications for immediate annuity, both under the early retirement provisions and the minimum retirement age retirement provisions are set by statute under 5 U.S.C. 8336 and 8412. Mandatory separation at age 56 and its exceptions are also contained in statute. The positions that are covered by the definition of air traffic controller are set by statute in 5 U.S.C. 2109. Because all of these retirement provisions are set by law, NATCA cannot negotiate changes to them in our collective bargaining agreement with the FAA.

We will keep you updated as the negotiation process progresses.

In Solidarity,

Paul Rinaldi – NATCA President

Trish Gilbert – NATCA Executive Vice President



**NATCA Calls for a Congressional Hearing Regarding the Chronic Understaffing of ATC Facilities**

National staffing totals have fallen nearly 10 percent since 2011. We have far too few controllers in our towers and radars rooms. If left unaddressed, the situation could result in delays similar to those the country experienced in April 2013, when air traffic controllers were furloughed due to sequestration's mandatory budget cuts. Over those seven days of furloughs in 2013, there were 12,760 flights delays. For comparison, there were 3,860 delays during the same week in 2014 and 4,919 delays during the same week in 2012. We are not saying these delays will happen next week or next month, but we are saying that if this trend of reduced staffing continues, we are heading in the same direction as we did in April 2013.

The end of the fiscal year has given us an opportunity to take inventory of where we're at staffing-wise, and unfortunately the FAA will miss its air traffic controller hiring goal for fiscal year 2015. This will be the fifth consecutive fiscal year in which the FAA has not hired enough air traffic controllers to keep pace with workforce attrition. As of August 22, 2015, the FAA had only hired 1,178 of a planned 1,772 air traffic controllers, putting the agency 34 percent behind its goal. The number of fully certified air traffic controllers is at the lowest level in 27 years.

Of the 10,859 certified controllers, 30 percent are currently eligible to retire. Alarming, there are only 1,844 controllers currently in training to replace them. Due to the complexity of work and stringent demands of the job, only about 75 percent of those trainees are likely to reach full certification.

We have been working with the FAA to address this mutual concern for several years now. However, the situation now warrants legislator and industry scrutiny. Maintaining safety is our top priority, but without proper staffing at our facilities, efficiency and modernization efforts could be negatively impacted.

The staffing crisis is a systemic problem and deteriorating daily. In a media roundtable last week we highlighted five Terminal Radar Approach Control (TRACON) facilities to show how bad the staffing crisis is at some of our nation's busiest air traffic facilities, specifically Atlanta, Chicago, Dallas-Fort Worth, Houston and New York TRACONs. What makes these and other busy TRACONS in the country unique is that in most cases, placing newly hired controllers directly into these busy facilities simply does not work. Experienced controllers from mid- and high-traffic facilities must be placed in our busiest TRACONS in order to improve staffing because they will be the most likely to successfully complete training.

Staffing the system appropriately takes years of planning, and it has been ignored for way too long. NATCA identified the scope of the problem years ago and rolled up our sleeves to develop processes, improve training, streamline hiring, and efficiently and effectively place controllers throughout the system. Our goal was to prevent the predicament we are in today. Unfortunately the FAA has not demonstrated the same focus and zeal to proactively address the issue; it seems they will allow the downward staffing trend to continue. Even today, the setbacks to modernization efforts are real; pulling subject matter experts from facilities to develop, test, and implement new procedures and technologies is becoming almost impossible.

Our intent, with the release of these numbers, is to take the next step and call for a hearing to discuss possible solutions. In our view, those solutions should include but not be limited to:

- \* The FAA must work harder to cut through the bureaucratic inertia that is slowing the hiring process.

\* The FAA must institute a more functional, efficient placement and transfer process that takes into account the needs of the entire system, not just individual facilities.

Our workforce is suffering because of the staffing shortage. If the health of the controller workforce declines, the health of the National Airspace System declines. We are urging Congress to examine the issue so we can set this country's aviation system up for success. If nothing changes, there simply won't be enough air traffic controllers to maintain the current level of services, much less implement long overdue modernization efforts.

To see more on the media effort go to [www.natca.org](http://www.natca.org).





# T-SHIRT CONTEST

## WHAT DO YOU DO?

- Wear a different NATCA shirt as often as you can.
- Take a picture of yourself in each shirt.
- Tag your Facebook, Twitter, or Instagram posts with #NATCAPRIDE.
- To enter, post photos on Facebook.com/NATCAREloaded or email to reloaded@natca.net. Make sure to include your name and facility.
- You cannot use the same shirt for more than one entry.
- 1 shirt = 1 entry  
5 shirts = 2 entries  
10 shirts = 3 entries

## WHAT DO YOU WIN?

**F**ive names will be chosen at random once the contest ends. The first name pulled from each region will win a \$100 Visa gift card and a NATCA t-shirt. The next four names chosen will win a NATCA t-shirt.



CONTEST RUNS  
**NOVEMBER 1-30, 2015**

**#NATCAPRIDE**

[www.FACEBOOK.com/NATCARELOADED](http://www.FACEBOOK.com/NATCARELOADED)



*November 1 - 30*  
*share your*  
**#NATCAPRIDE**



## *on Facebook and Instagram!*

*Post a photo of yourself in your  
NATCA shirt with the tag  
#NATCAPRIDE on the Reloaded  
Facebook page. At the end of the  
month winners will be chosen  
from each region. The above flyer  
has the contest rules and details!*

# SAFETY IS IN OUR DNA



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



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

VISIT [natcacfs.com](http://natcacfs.com) TO REGISTER TODAY!

## CFS 2016, Registration is now OPEN!!

Check out the [Communicating for Safety website](http://Communicating for Safety website) for information as we count down 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](mailto: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!



FORD FUSION

FORD F-150

FORD EXPLORER

## X-PLAN PRICING + CUSTOMER INCENTIVES = GREAT SAVINGS

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
- Exciting product selection — choose from a variety of eligible Ford vehicles
- Employees, retirees and household members are eligible for these terrific offers!²

**X-PLAN  
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](http://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](http://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](mailto: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](#)





**KEEP  
CALM  
AND  
KNOW YOUR  
RIGHTS**

The NATCA Drug and Alcohol Committee (DAC) would like to take this opportunity to let you know how we are here to assist. The DAC has established a relationship with FAA and Department of Transportation (DOT) Drug and Alcohol personnel and has been effective in resolving issues that arise in the field in a timely fashion. Additionally the DAC meets quarterly with these offices to deal with systemic issues. You can feel confident that the NATCA DAC will ensure our members are treated appropriately, consistently and fairly.

Whenever a member has a drug/alcohol related arrest or a drug/alcohol positive test, they should contact the

DAC as soon as possible. The DAC, in conjunction with the facility representative, will evaluate the circumstances and ensure that the agency is acting in accordance with the protections afforded in our collective bargaining agreements and applicable orders. Drug and alcohol related offenses have the potential to put one's career in jeopardy so it is critical to take advantage of all the expertise the NATCA DAC has to offer.

We are here to answer any questions regarding Drug/Alcohol related issues. We can be reached by using our email address [DAC@LIST.NATCA.NET](mailto:DAC@LIST.NATCA.NET).

Thank you,  
NATCA Drug and Alcohol Committee



### *NATCA Academy Schedule 2015*

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
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 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](mailto:aglennchase@natcadc.org).



On October 6, Paul attended a Meet and Greet for the Academy students in Oklahoma City. There was an excellent turnout at the meeting with almost 90 students and members in attendance. In addition, new Southern Region Regional Vice President (RVP) Jim Marinitti, new Alaskan Region RVP Clint Lancaster, NATCA Professional Standards Rep Garth Koleszar, and NATCA Reloaded Rep Rob Hoss were there to speak with the attendees. They spoke about the pride all NATCA members have in their profession, what the training process is like in the facilities, and what it means to be a part of the NATCA family.

Paul then spent the next day in Memphis with the NextGen Advisory Committee (NAC). The NAC is a 31-member Federal advisory committee formed to provide advice on policy-level issues facing the aviation community in implementing NextGen. The NAC is tackling issues that are broader than air traffic management, including safety, airports, the environment and global harmonization.

Trish spent time the same week on the Hill briefing pertinent committees on Capitol Hill about the current air traffic controller staffing situation. Early the following week we held the



media roundtable on the issue (see 2nd article in this publication or at [www.natca.org](http://www.natca.org).)

On October 11, Trish joined members from ABE for a Ruck for Life March, which benefitted soldiers suffering from post-traumatic stress disorder and raise awareness in order to prevent veteran suicide. The event team lead was ABE Facrep Shannon Shuey. The walk raised over \$16,000.







The US contingent below attended the 26th annual IFATCA Americas Region meeting held this year in Montego Bay, Jamaica from Oct 14-17.



Greg Harris - ZMA, John Carr (retired) - IFATCA  
EVP Americas Region, Trish, Jeff Richards -  
NATCA & IFATCA Fatigue and Jim Marinitti -  
SO RVP.

On October 14-15, Paul attended the Management Advisory Council (MAC) meeting in Denver. The MAC advises the FAA on management, policy, spending and regulatory matters.

This week Trish attended a Solidarity event with members from the Salt Lake City area while Paul briefed two Basic Rep. Training (BRT) classes in Las Vegas (pictured below).



Before leaving DC for LAS for the BRT class Paul joined ALPA's First Vice President, Captain Joe DePete at National Air Transportation Association's Business Roundtable where the discussion centered on the air traffic control system.





This week the advanced legislative class attendees enjoyed beautiful weather while in DC.



Also working in the NATCA national office this week were the Grievance Review Team, the CFS planning committee, the LEAP Instructors revising the curriculum and many of the Art. 48 reps.

STAY CONNECTED



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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Sent by [tgilbert@natcadc.org](mailto:tgilbert@natcadc.org)