



Dear Brothers and Sisters,

We were recently asked to write an article for the Professional Women Controllers (PWC) WATCH. The below was published by them, in their September 2016 edition and we wanted to share it in our update as well.

We have been involved in NATCA for more than two decades each. We have served in our current positions for seven years now and have two years remaining in this, our third term. We are often asked questions like "Did you know you wanted to become President, Vice President, or a Board member in NATCA?" or, "What do I need to do to be in your place someday?" We both always answer that we did not set out to become President and Vice President of NATCA and in order to accomplish anything worthwhile, hard work and perseverance is a must.

Our journeys to today are similar in that we both believed we were raising our hand to do work that benefitted many instead of a few, and that we could make a difference.

Believe it or not this article isn't about us, but rather, about you: the NATCA member out there reading this that seeks to make a difference. First and foremost, it isn't about climbing a ladder to achieve an individual goal or get a certain title, but about advancing to a position because you have worked hard, earned respect, met challenges head-on and never forgotten why you are serving. NATCA leadership is a service - service to our profession(s), to our membership and to the safety of the National Airspace System (NAS).

Many have touted NATCA as a "Good Old Boys Club." One reason for that is because more women are not in so-called leadership positions. The reality is there are barriers everywhere in life and our organization is no different. To start, the air traffic controller workforce is still made up of only 16 percent

women, as was the case when we were hired in 1991 and 1988, respectively. We are proud that in NATCA leadership positions we are trending well above that. Just before a NATCA women focus group convened two years ago, we calculated the activism in leadership roles amongst our female membership and found it to be close to 25 percent. The purpose of the focus group (we are planning another to convene early in 2017) was to explore any NATCA barriers preventing or discouraging women from seeking leadership roles in the union. The group of 20 we brought together were from different backgrounds, had different levels of union involvement, were from different types of facilities and had from three years to 20 years of service. We discussed barriers we believed were in place and brainstormed ideas to break them down.

One of the first things discussed was the fact that peers elect a majority of NATCA representatives. So we determined that messaging, mentoring and training, which we were doing but are more focused on now, is the best way to get more than just white males involved and running for elected positions. As far as the many appointed positions within NATCA, we are always watching for individuals we can help grow and move into positions at higher levels within our union. We are looking for people who are willing to develop themselves, are motivated and can motivate and who can produce actionable results. They must also be self-starters, not afraid to try, admit and learn from mistakes, have a strong work ethic, have a thick skin and most of all, have an unwavering passion for their profession and their union.

Ten years ago, we created NATCA Reloaded, a program designed to promote member activism through education and mentorship. We've also developed the NATCA Academy to provide specific programs to meet the leadership needs of NATCA at the local and regional levels. NATCA activists can choose to take classes or training on a variety of topics and at a variety of levels, including training on being a representative at the basic or advanced level, being an arbitration advocate or training on how to be a legislative activist, basic or advanced. At our Communicating For Safety (CFS) conference and at NATCA In Washington (NIW), we hold future leader events where we invite a group of around 40 diverse, young activists to learn more about the union and the path to leadership. We do this to ensure we are reaching into the membership and lifting up future leaders from all levels of facilities, backgrounds, races and gender. And now, at almost every NATCA event, we host classes and provide educational opportunities for all members to learn more about our union and how they can be a part of it.

Certainly there is always more that can be done and we are always looking at it from that point of view. We wish we could say, "Here are all the things you have to have on your resume to reach a certain place within NATCA," but everybody's path has been different. However, without committing to do the work, serve the membership and truly love the Union, it is very hard to be elected to a national level position by the membership. The men and women we represent are a smart workforce with high expectations, who, unfortunately, give more criticism than encouragement. That is where having a thick skin comes in and is critical to success. So while we get "thank yous" and appreciation from the membership on occasion, you can't take on any role with the expectation that you will be appreciated, recognized, or rewarded for the work you do. That is why you have to pursue leadership within NATCA with the goal being about the organization and the members you serve and not the role itself. It's not about the position; it's about doing something important.

In Solidarity,

Paul Rinaldi
President

Trish Gilbert
Executive Vice President



Calling on Congress to Prevent a Government Shutdown

This week we issued the following joint statement calling on Congress to prevent a government shutdown and provide the National Airspace System (NAS) with stable, predictable funding.

For the last three years, we've been asking Congress to establish a stable, predictable funding mechanism to fund the NAS. Yet once again, we are waiting to see if Congress can approve short term funding for the federal government before the end of the fiscal year. The same situation could happen again later this year and before the debt ceiling deadline next March.

The efficiency of the NAS and the livelihoods of the men and women safeguarding it can be negatively impacted by budgetary disagreements over issues unrelated to aviation. For example, the current staffing crisis impacting the NAS is further exacerbated when stop-and-go funding slows down the FAA's ability to hire, train, and staff the air traffic controller workforce. This is further evidence that a stable, predictable funding stream is essential for the NAS.

Congress must give the aviation community in this country the tools necessary to build the best system possible. Several bills they've passed recently, including the FAA reauthorization extension, are a good start. But we also need stable, predictable funding. While a Continuing Resolution is certainly better than a government shutdown, NATCA would prefer a stable and predictable funding stream provided by the regular order appropriations process. The current environment makes it too hard for the FAA to hire and train new employees consistently and plan for and implement modernization of our nation's facilities and equipment. This threatens the aviation industry's rank as number one in the world, as well as its significant contribution to our nation's economy. **We urge members of Congress to prevent a government shutdown and pass a funding bill before the September 30 deadline.**



16th BIENNIAL CONVENTION: SAN DIEGO 2016

**Salute to Service: Honoring Country, Community,
Union**

A rousing, inspirational 16th Biennial Convention in San Diego began with a Navy SEALs parachute team, featured a Congressional Medal of Honor recipient, raised tens of thousands of dollars for the NATCA Charitable Foundation, and ended with fireworks. In between, the convention body made several key decisions affecting NATCA's future, were more educated after attending many union led workshops and left with the Union solidly united. Click [here](#) for stories, photos and video coverage of the event.



Registration for Communicating For Safety 2017 will Open on October 3rd

Communicating For Safety (CFS) is the aviation industry's leading conference focusing on safety, technology and building relationships.

For more details visit the CFS [website](#).



Archie League Medal of Safety Award Nominations

Dec. 31, 2016, is the deadline for the 13th Annual Archie League Medal of Safety Awards!

Remember - any member can nominate another member. All events since Jan. 1, 2016, are eligible for nomination. All winners will be honored during Communicating For Safety 2017 at Bally's in Las Vegas.

NATCA is proud to introduce the new Archie League Medal of Safety Awards Nomination [form](#). Please be as detailed as possible in your submissions and include all relevant materials. Nominations will be considered during the annual Archie League Medal of Safety Awards judges meeting that will take place in January 2017.

You can also mail nomination submissions (postmarked on or before Dec. 31, 2016) to the NATCA National Office at:

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

The NATCA Communications Department is here to assist you. Direct all questions and requests for additional information to Archie League Medal of Safety Awards Coordinator Sarah Zilonis at szilonis@natcadc.org. Please do not hesitate to contact her if you have any questions, concerns, or issues in submitting the nominations.



Professionalism Award Application Now Available!

Do you know someone who is an outstanding professional? Have you seen someone whose individual contribution and performance enhanced the standings of our profession? Then help us recognize them by nominating them for the second annual NATCA National Professionalism Awards, presented at [Communicating For Safety \(CFS\) 2017!](#) The deadline for submissions is Dec. 31, 2016. [Submit a NATCA Professionalism Award Application](#) today!

The National Professional Standards Committee (PSC) will invite the award winners 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 the reimbursement provided to the Archie League Medal of Safety Award winners.

The goal of NATCA's 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 the public's trust. We work to inspire, motivate and 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 Workgroup has created a "NATCA Professionalism Award" as a means to recognize the actions of those who continually strive to achieve these goals.

Last year's recipients were:

WSA-Dan Rossmango, ZLA
CSA-Randy Clark, MCI
ESA-Dave Fournier, ZME

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. Only members in good

standing will be eligible to receive the award(s). A team of members is also eligible for the award and will be judged in the same manner as a single member.

[The PSC must receive one \(1\) nomination via electronic submission](#) for each event in order for the committee to consider it. Professionalism is seldom

based on a single event but rather on a demonstration of consistent personal commitment to safety and excellence, on professional contributions and on individual performance that enhances the standings of our profession.

Nominations should include a description of why the nominee deserves the award and all relevant information. The nominator should identify what the nominee did that enhanced the profession or promoted and maintained professionalism, and he or she needs to include statements or testimonials from other individuals supporting the nomination. The description can include transcripts or recordings of events and official documentation. Please submit as much information as possible on the nominee to assist the PSC in determining the award winners.

Nominations can be submitted via the [NATCA National Professionalism Awards Application](#). Any documentation or questions may be sent to PS@NATCA.net or mailed to:

NATCA
Attn: Professional Standards
1325 Massachusetts Ave. N.W.
Washington, D.C. 20005

The PSC will email you proof of receipt of the nomination. All nomination forms for the second annual National Professionalism Awards must be submitted electronically or postmarked by Dec. 31, 2016.





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.

If you have any questions, please contact your [Regional Vice President](#).



We are pleased to announce that we've added an additional Advanced Legislative Activism class this year. The class will be held at the NATCA National Office in Washington DC, November 29 - December 1 (Tuesday to Thursday). This class is now available for registration via the NATCA Portal. If you have any questions, please contact NATCA Legislative Committee Chair, [Steve Weidner](#).

NATCA Academy Schedule 2016

Basic Representative Training	September 26-30	Las Vegas, NV
Advanced Representative Training	October 17-20	Las Vegas, NV
Arbitration Advocacy Training - II	November 28-December 1	Phoenix, AZ
Advanced Legislative Activism Training	November 29-December 1	Washington, DC
Basic Representative Training	December 5-9	Las Vegas, NV
Basic Legislative Activism Training	December 7-8	Las Vegas, NV



ALPA President Captain Tim Canoll

On Wednesday, Aug. 24, Paul joined Air Line Pilots Association, International (ALPA) President Capt. Tim Canoll in opening ALPA's 62nd Air Safety Forum in Washington, D.C., by reaffirming the organizations' shared commitment to the highest level of safety. ALPA is one of NATCA's closest and most valued partners in the aviation community.

We are thankful to have a collaborative friendship with ALPA on all aviation things and all labor things. Paul and Captain Canoll work together often, including serving on the NextGen Advisory Committee and the AFL-CIO Executive Council.

But while affirming that commercial aviation has never been safer, Paul cautioned against complacency or resting on our accomplishments of the past year or saying that we are "good enough" as a NAS. Challenges affecting both

controllers and pilots include Unmanned Aircraft Systems, training, and staffing.



THE GOLD STANDARD FOR AVIATION SINCE 1935

Trish was recently invited and accepted an invitation from the FAA to serve on the newly established RTCA Drone Advisory Committee (DAC) joining a wide array of key aviation stakeholders.

The DAC is tasked with a very important mission: Safely integrating Unmanned Aircraft Systems (UAS) into the National Airspace System (NAS).

NATCA has worked collaboratively with the FAA and stakeholders on safe integration of UAS and we're looking forward to continuing that strong collaboration by participating on the DAC. We support the many benefits of UAS in the NAS but integration needs to be done safely and methodically, and as swiftly as possible.

There is great importance in coming together at this critical juncture in the development and proliferation of UAS. As we advance toward integration, we want to be doing the things that ensure safety and make sense. As the NAC has driven NextGen implementation, we expect the DAC to advise the FAA on driving UAS implementation. The DAC, held its inaugural meeting on Sept. 16 and is modeled after the NextGen Advisory Committee (NAC), on which Paul serves.



Editor-in-Chief of Air Transport World, Karen Walker, Paul and the President and CEO of JetBlue Airways, Robin Hayes

Paul spoke during the Air Traffic Control Reform panel at the Sept. 13 Airlines for America (A4A) Commercial Aviation Industry Summit in Washington, D.C. Karen Walker, Editor-in-Chief of Air Transport World, moderated the panel. President and CEO of JetBlue Airways Robin Hayes joined Paul for the discussion.

Paul said that funding uncertainty continues to plague the NAS. Another shutdown threat looms, with a Sept. 30 deadline for Congress to pass a funding bill. These starts and stops continue to be exceptionally disruptive to the NAS. The inability of the FAA to long-term plan has affected both the staffing levels and technological capabilities of the system, tying up the NAS in a bureaucratic mess of red tape that Congress has been unable to break through.

While the NAS is operating well now, if users and investors continue to push the system to the limit, it is only a matter of time before it folds under itself.

The panel concluded with both panelists describing what they'd like to see for the NAS a year from now. Hayes said that he would be tireless in his advocacy for change in the hope that while it is not the easy answer, the case for change is present and everyone in the aviation community must continue to fight for its success.

Rinaldi said he would love to see Congress give the aviation community the tools to build the best system possible through stable, predictable funding. In regards to what type of reform Rinaldi could support, he said that the status quo or a for-profit model is completely unacceptable. NATCA's vision would be to have stable funding and the ability to continue to protect the finest workers in the United States in their efforts to run the safest aviation system in the world.



On Thursday, Sept. 15, Paul joined Federal Aviation Administration (FAA) Air Traffic Organization (ATO) and TechOps leadership, TAMR representatives, subject matter experts, and Professional Aviation Safety Specialists (PASS) and Raytheon officials at a special national recognition event at FAA headquarters. [The event marked the successful completion of Phase 3 Segment 1](#), the installation of Standard Terminal Automation Replacement System (STARS) at the 11 busiest TRACONs in the National Airspace System (NAS). Each of the TRACONs were represented and received an award.

FAA ATO Chief Operating Officer (COO) Teri Bristol noted the role of collaboration in the \$2 billion effort (total cost of the TAMR program) to move facilities away from ARTS (Automated Radar Terminal System) IIE.

Other officials who spoke at the event included Professional Aviation Safety Specialists President Mike Perrone, FAA Technical Operations Director of Flight Inspection Services Dave Boulter, and Raytheon Vice President of Transportation and Support Services Bob Delorge.

Aaron Rose, NATCA's National Representative, credited NATCA's local TAMR reps with contributing greatly to the success of Segment 1, beginning with Doug Peterson (Dallas-Fort Worth TRACON, D10) at the first site in the 11-facility deployment. The other site reps in addition to Rose and Tim Samsel at NCT and Peterson at D10 were:

- Brian Reddy at Denver TRACON;
- Kyle Ness at Minneapolis TRACON;
- Kevin McLaughlin, Matt Morter, and Rob LeGrys at Southern California TRACON;
- Steve Kelley and Joe Mash at Potomac TRACON;
- Norval Holcolm at Chicago TRACON;
- Mike Stone at New York TRACON;
- Kerry Bowden and Scott Young at Louisville Tower and TRACON;
- Dan Ellenberger and Jon Bealles at Atlanta TRACON; and
- Steve Hartsoe at St. Louis TRACON.

TAMR BY THE NUMBERS: An update on the program.

- Phase 1 (Legacy STARS to G4 or ELITE): 48 total tech refresh systems, 8 completed thus far;

- Segment 1 (ARTS IIE to STARS): 11 total systems (large TRACONS), 11 completed;
- Segment 2 (ARTS IIE to STARS ELITE): 99 total systems, 35 completed thus far.

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