

# ***Team Update - Happy Thanksgiving!!***



***Thanksgiving is more than just turkey and football. It is a holiday that teaches us to reach out and bond with each other! It is also a holiday where we reflect on our own blessings and feel fortunate and thankful for so many things.***

***Our collective ability to support each other and also the NATCA Charitable Foundation (NCF) and its many efforts to care for the many men, women and children who are in need in our communities always amazes us. The NATCA family is truly a powerful force that has done so much good for so many throughout our history, particularly in the years since we have developed and grown our NATCA Charitable Foundation. We are continually proud and impressed at the generosity of our members. You all are incredibly thoughtful and work hard to help those in need. To learn more about the NATCA Charitable Foundation click [here](#).***

*As we approach the end of the year many in our membership find themselves in a use or lose leave status. Also many of our members are on the voluntary leave donation program and need the help of those with leave to give. Members in the program can be found on the NATCA website [here](#).*

*We are thankful and honored that we get to represent the professionals that are the backbone of the National Airspace System.*

*We are thankful to all of you that work the Holidays to ensure the flying public gets safely to their destinations to be with their families.*

*We are thankful to our members that continually raise their hand and answer the call to bolster the cause and who represent our professions so well. They volunteer and work harder than anybody else to make procedures better, facilities safer, the skies secure and safe, develop/test/deploy new technologies and train and inspire others.*

*We are thankful to the NATCA staff for understanding the membership and the system, pursuing resolutions to issues, and working to improve the lives of the membership.*

*Most of all, we are thankful to our families for understanding why we are gone, providing support after the long days, listening while we vent and for being there every day!*

*Our sincere thanks and warmest wishes to you and your family for a very peaceful, enjoyable and safe Thanksgiving holiday.*

*Paul Rinaldi - NATCA President  
Trish Gilbert - NATCA EVP*



**INTERNATIONAL CIVIL AVIATION ORGANIZATION**  
*A United Nations Specialized Agency*



## **Solicitation of Interest - IFATCA ICAO AIR NAVIGATION COMMISSION (ANC) - Deadline December 12, 2014**

The International Federation of Air Traffic Controllers' Associations (IFATCA) holds a position as Industry Observer to the International Civil Aviation Organization (ICAO) Air Navigation Commission. As an IFATCA Member Association, NATCA has the opportunity to nominate an air traffic controller to fill this position.

At the present time, Dr. Ruth Stilwell is the IFATCA member of the Commission. Dr. Stilwell has informed IFATCA and NATCA of her intentions to retire at the end of December 2015, which will create a vacancy in this position. If you are interested in this opportunity, please carefully read the information below, this position is unlike any other one in NATCA.

### **Duties**

The role of Industry Observer to the Air Navigation Commission is not to observe, but rather to advance the position of the world's air traffic controllers in the development of ICAO Standards and Recommended Practices. The IFATCA representative will work with the 19 independent Air Navigation Commissioners as well as the 7 other Industry Observers

(Pilots, Airlines, Airports, Manufacturers, Air Navigation Service Providers, General Aviation and Business Aviation) to ensure the concerns of air traffic controllers are reflected in the outcome of ICAO's work. It is essential to build strong relationships within the ICAO and IFATCA communities in order to be successful in this position.

While the person in the position will understandably carry their own experience to the discussion, it is important to remember that this position is one of global representation. As such the IFATCA ANC Rep will also be responsible for working with the IFATCA technical and professional officers and committees to facilitate the development of global consensus among the world's air traffic controllers.

As the lead ICAO representative for IFATCA, the ANC rep is responsible for working with other IFATCA representatives to ICAO Panels, Workgroups, Study Groups and Task Forces as well as supporting the IFATCA Executive Board in determining Federation priorities and participation at ICAO, including the Triennial Assembly and other global events.

The ANC rep produces an annual report to the IFATCA Conference as well as periodic reports to the IFATCA Executive Board, NATCA Safety and Technology Department and FAA.

### **Training**

The outgoing ANC Rep will provide comprehensive on the job training for this position. During the initial ANC Session following the appointment, the newly appointed representative will serve in a training capacity before assuming full responsibilities for the position in the following session.

### **Location and Languages**

This position is based in Montreal, Quebec, Canada. Most work activities will take place at the ICAO Building located at 999 University Street, Montreal.

Formal meetings of the Commission are provided with full translation from all ICAO languages and meetings without translation are conducted in English only.

In addition the ANC Rep is expected to attend 2 annual meetings of the IFATCA Technical and Operations Committee and the Professional and

Legal Committee, and the IFATCA Annual Conference. The locations for these meetings are set each year. All IFATCA meetings are conducted in English.

The person working this position is responsible for finding adequate lodging during their time in Montreal. Short term housing options are readily available that provide comfortable, safe and convenient options. Montreal is a very walking friendly, safe city with excellent public transit.

Travel Expenses will be paid by either IFATCA or NATCA. All travel expenses are paid subject to financial policy limits.

### **Time commitment**

This position carries a 3 year term, volunteers for this position are expected to commit to the full term, additional terms are permitted.

Time for this position is provided in the NATCA/FAA Agreement, Article 29.

ANC Sessions are scheduled for 2 month periods in Spring, Winter, and Fall. Participant is expected to remain in Montreal during the ANC Sessions but travel home is permitted once per month.

### **Funding**

Travel expenses for this position are funded by NATCA and IFATCA. Participants are not on FAA travel while serving in this position. Only actual travel expenses are reimbursed, there are no per diems.

### **Resume**

If you are interested, please fill out this [form](#) and send your resume to Dale Wright, NATCA's Director of Safety and Technology via email at [dwright@natcadc.org](mailto:dwright@natcadc.org).

**NATCA Denounces Sequestration, Calls for Aviation System Funding Certainty, at House**



# Transportation and Infrastructure Committee Hearing on FAA Reauthorization



Sequestration is a danger to the National Airspace System (NAS) was NATCA's message at the Tuesday, Nov. 18, before the House Transportation and Infrastructure Committee at its hearing examining the upcoming FAA reauthorization and issues in modernizing and operating the nation's airspace. NATCA emphasized the urgent need for funding certainty, to ensure everything from effective NextGen implementation to adequate staffing of air traffic controllers.

Sequestration cut nearly \$493 million from the FAA's Operations budget, \$142 million from its Facilities and Equipment budget, and \$8.6 million from its Research, Engineering, and Development budget. These sequestration cuts were not the result of a research-driven strategy to increase safety and efficiency, but rather for the sole purpose of saving money.

Sequestration cuts have had many negative effects on the NAS, including massive flight delays that resulted from the FAA being forced to furlough FAA employees, including controllers, in 2013. These funding cuts are problematic and will continue until Congress finds a way to end sequestration. Until then, our NAS is in jeopardy of falling behind on efficiency, capacity, and most importantly, safety.

While NATCA sees many other problems and challenges for the FAA, the primary issue to be addressed with the utmost urgency is funding certainty. The NAS is a 24/7 operation, and the FAA's air traffic controllers and other aviation professionals must continue to run that system while simultaneously working on research, development, testing, and the implementation of technology modernization, as well as training new hires to become fully certified controllers (CPCs). Stop-and-go funding increases costs and creates delays for all modernization efforts, hiring and training.

Our testimony outlined several consequences of unstable, unpredictable funding, including:

- Operational and Redundancy Concerns
- Inadequate Staffing
- Hiring and Training Challenges
- Delays in Modernizing the NAS
- Continued Cuts to Federal Employee Pensions and Benefits
- Potential Tower Closures
- Potential Loss of Contract Towers
- Negative Economic Impact

The NAS and the FAA workforce are in a transition period. The FAA is working to implement NextGen modernization projects that will deploy new technology and equipment. In order to keep pace with these modernization projects and the rest of the world, the FAA needs to be properly funded and staffed, which can only happen with stable and predictable funding. We all have a stake in this economic engine, which contributes \$1.5 trillion annually to our GDP and employs 12 million Americans. Congress, the FAA, and industry will need to work together to ensure that our NAS remains the safest and most efficient airspace in the world.

To see the full NATCA written testimony, please click [HERE](#).

Video of Paul's opening statement is available [HERE](#).

Video of the full hearing in its entirety is available [HERE](#).



# NATCA Joins FAA, Airlines, Other Stakeholders in Major Metroplex Press Event

Paul joined the FAA on Wednesday, Nov. 19, in announcing the successful implementation of the North Texas Metroplex NextGen project, telling the assembled news media that it will deliver more on-time flights for passengers while reducing pollution by thousands of metric tons each year.

Members here in the North Texas air traffic control facilities, like their colleagues nationwide, have worked very hard to meet the challenge of safely implementing so many changes in their airspace and workload.

The airspace improvements will reduce miles flown by as much as one million nautical miles annually, based on flight plans. This will save up to 4.1 million gallons of fuel and reduce carbon emissions by as much as 41,000 metric tons each year.

The North Texas Metroplex project is one of the largest implemented by the FAA to date. The agency implemented similar changes in the Houston area in May. More than a dozen such projects are underway or planned in metropolitan areas across the country, including Washington D.C., Northern California, Atlanta, and Charlotte.

To watch the video of the press conference, please click [HERE](#).

The FAA video about North Texas Metroplex that NATCA participated in.





NATCA Communicating For Safety 2015 is open. Visit [www.natcacfs.com](http://www.natcacfs.com) to secure a spot at the aviation industry's leading conference!

Nominations for the [Archie League Medal of Safety Awards](#) are now being accepted. All flight assists taking place this calendar year (January 1, 2014-December 31, 2014) are eligible for a nomination.



## *NATCA Academy Schedule 2015*

Training Review Board	January 21-22	Las Vegas, NV
Basic Legislative Activism Training	January 26-27	Las Vegas, NV
Arbitration Advocate Training I	February 2-5	Tampa, FL
Basic Representative Training	February 9-13	Las Vegas, NV
Basic Legislative Activism Training	April 7-8	Las Vegas, NV
Basic Representative Training	April 13-17	Las Vegas, NV
Advanced Representative Training	April 20-23	Las Vegas, NV
Secretary/Treasurer Training	May 12-13	Las Vegas, NV
Drug/Alcohol Representative Training	May 27-28	Atlanta, GA
Occupational Safety & Health Rep.	May 27-28	Atlanta, GA
OWCP Representative Training	May 27-28	Atlanta, GA
Contract Tower Representative Training	June 2-3	Washington, DC
Arbitration Advocate Training II	June 8-12	Atlanta, GA
Basic Representative Training	June 15-19	Las Vegas, NV
Secretary/Treasurer Training	September 15-16	Las Vegas, NV
Training Review Board	September 15-16	Las Vegas, NV
<i>Arbitration Advocate Training I</i>	<i>Sept. 28 - Oct. 1</i>	<i>Tentative</i>
Advanced Representative Training	October 5-8	Las Vegas, NV
Basic Representative Training	October 19-23	Las Vegas, NV
Secretary/Treasurer Training	December 1-2	Las Vegas, NV

Basic Legislative Activism Training	December 2-3	Las Vegas, NV
Advanced Legislative Activism Training	TBD	Washington, DC



## Locality Pay Recommendations and Petitions Advocating for the Change

In 2013, the President's Pay Agent (Secretary of Labor, Deputy Director for Management of the Office of Management, and Budget, and Director of the Office of Personnel Management) tentatively approved the Federal Salary Council's recommendations for 12 new locality pay areas after appropriate rule making is completed. They did not set an implementation schedule for the new locality areas.

In 2014, the President's Pay Agent again approved the recommendation of the Salary Council, however it used more limited language on implementation. Specifically, it stated "we remain in agreement with the Council that we should establish 12 new locality pay areas, which the Pay Agent tentatively approved in its May 2013 report. However, we have not yet made a final decision on what the timing should be for this significant change." A recommendation to revise some already-existing locality area definitions was deferred until a later date. There were several other recommendations that were rejected by the President's Pay Agent. The Pay Agent's report for 2015 is [attached](#).

The 12 new locality areas would be:

- Albany-Schenectady-Amsterdam, NY
- Albuquerque, NM
- Austin-Round Rock-Marble Falls, TX
- Charlotte-Gastonia-Salsbury, NC-SC
- Colorado Springs, CO
- Davenport-Moline-Rock Island, IA-IL
- Harrisburg-Carlisle-Lebanon, PA
- Laredo, TX
- Las Vegas-Paradise-Pahrump, NV
- Palm Bay-Melbourne, Titusville, FL

- St.Louis-St. Charles-Farmington, MO-IL
- Tucson, AZ

These areas would be changed from Rest of United States (RUS locality rate) however there is no schedule for implementation. The boundaries for each of the new pay areas are subject to rule making.

The exact rates and boundaries for each of the geographic locality areas have not been finalized. Also, the funding for the Federal Employee Pay Comparability Act (FEPCA) which covers locality rates among other things, has not been authorized.

At this point it is premature to predict what these locality rates will be in 2015 and how removing them from RUS will affect that rate.

As you are aware, locality pay is factored into retirement calculations for both CSRS and FERS employees, so an increase in locality rate will result in an increased high-3 calculation.

Because Congress has not funded FEPCA nor has it funded an annual increase that would be sufficient to adjust locality in recent years, the President has, under his authority, issued alternative plans for distribution of the annual increase.

For 2015, President Obama has requested a 1% across the board increase. Congress has not prohibited that increase thus far. A 1%, like in 2014, would not be sufficient to fund the locality increases required under FEPCA nor the new locality areas. In all likelihood, the President will use his alternate authority to distribute the annual increase without providing for new locality areas or making changes to existing locality areas and rates because there is not sufficient funding to create and/or modify them. Without additional funding, in order to create new locality areas or increase existing ones, others would have to be reduced. It is the classic case of robbing Peter to pay Paul.

While there is no harm in signing a petition for the creation of new locality areas, we do not believe the petitions will affect the outcome of this issue. We also do not believe that there is any action NATCA can take at this time to cause these changes to be made.



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## **MRA + 30 Comparison**

We been looking at the interplay between ATC retirement provisions and the Minimum Retirement Age and 30 years of service (MRA + 30) retirement provisions for some time.

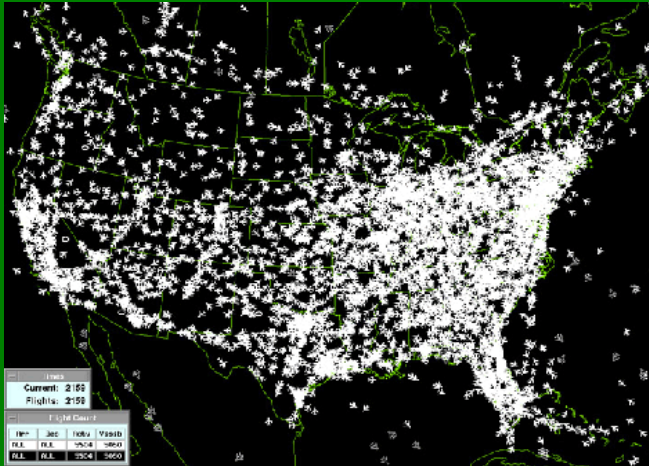
While there are potential annuity gains for some members if they are allowed to work until their Minimum Retirement Age eligibility, it is not always a straight forward benefit. Those who retire under the MRA provisions do not receive COLA until age 62.

We have [attached](#) a detailed comparison that will also be used at the NATCA retirement seminars.

On occasion we have been asked by members why we aren't seeking a change in the law on the issue. The answer is given the current Congressional environment the benefit to a few is far outweighed by the great risk to the vast majority of NATCA's members. There is a significant interrelationship between advocating for additional eligibility for the MRA retirement and the risk of increasing or eliminating the mandatory retirement requirements for ATCs, and thus



eliminating the increased annuity altogether. In recent years the only proposed changes to Federal retirement have been to weaken benefits and increase the contributions of active and/or future federal employees.



## ATC Resources Changes Ahead

NATCA has been working with the FAA for approximately two years on a Collaborative Resource Workgroup in order to review and improve the FAA's distribution of air traffic controllers.

While the process has not moved as quickly as we would like, we expect more movement soon. We are collaborating on facility CPC targets to meet the operational, contractual, and statutory requirements. We are also working on trainee targets in order to maintain the number of CPCs based upon each facility's forecasted gains and losses. We are still waiting for data from about 50 facilities. We expect these targets to be used as a basis for placement decisions, however the targets will not require the FAA to hire to any particular level.

We are still working on a national release policy and procedures to expedite employee requested reassignments (ERRs). Both parties recognize that the current ERR process is flawed and does not efficiently transfer employees to facilities in need. NATCA understands that many facilities are in desperate need of qualified transfers and that many employees want to transfer to higher level facilities that need additional staffing. We hope to achieve success on this collaborative effort in the very near future. We will keep you updated as we make progress.



ATCOs Branch @ATCOsBranch · Nov 15

A significant event for the ATCOs Branch, the signing of a Memorandum Of Understanding with NATCA. @ATCOsBranchADC  
pic.twitter.com/nv3hNVHBPe

Paul Upton - Vice Chair UK ATCOS Branch Prospect, Paul, Paul Winstanley - Chair UK ATCOS Branch Prospect and Trish (outnumbered by Pauls)

Two weekends ago we attended the United Kingdom's Air Traffic Controller Convention. While there we signed an agreement affirming the two unions' joint objectives of safety, job security, and collaboration with our employers on design and operation of our respective Airspace Systems.

We agreed to engage in a continuing dialog and work together on issues of joint interest. We also agreed that we would respect each other's interests in negotiations with our respective employers. This is a critical agreement in light of international Air Navigation Service Providers crossing borders and operating in other nations' airspace.

The last two weeks we attended many meetings at FAA, the AFL-CIO, with Industry and as reported above testified before the House Transportation and Infrastructure Committee.

On Friday, Nov. 21, the National Office staff honored our beloved Office Manager, Sallie Sullivan, at her retirement celebration. We will always remember and cherish her dedication and hard work for NATCA. We wish Sallie a very happy retirement!



Trish joined the OKC Academy Students at a lunch and dinner meet and greet on November 25th.

Have a Safe and Happy Thanksgiving!!!!

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