



Federal Aviation Administration

Memorandum

Date: November 15, 2022

To: Rich Santa, President, National Air Traffic Controllers Association

From: Billy Nolen, Acting Administrator, Federal Aviation Administration

Subject: Follow Up from FAA-NATCA 11/14/2022 Meeting

On Monday, November 14, senior leadership from the FAA and NATCA met to discuss Air Traffic Controller Workforce issues. It has been the goal of the FAA to work collaboratively with NATCA on the Controller Workforce to ensure that our number of certified professional controllers (CPCs) aligns with the operational demands of the NAS.

After constructive conversations with NATCA leadership, we have reached consensus on the following:

1. I have directed COO Tim Arel to partner with NATCA in restarting the Collaborative Resource Workgroup (CRWG) to conduct a facility-by-facility survey of our controller staffing, to include a CRWG developed availability factor. The FAA participants in the CRWG will not include AFN.
2. In concert with the CRWG activity, the FAA and NATCA will solicit input from an independent entity, such as MITRE, to assist the CRWG as jointly determined. We expect the CRWG to document their findings in a report, generated from the survey effort, by January 31, 2023.
3. The CRWG will collaboratively review the survey results, validate the information provided, and identify and resolve any significant discrepancies from the current interim CRWG CPC staffing targets.
4. Upon completion of the CRWG process, the report will be submitted to the Administrator and President of NATCA for approval. Once approved, each facilities' CRWG CPC staffing targets, current number of CPCs actually on board, and the current number of ATCS in training actually on board will be used in the 2023-32 Controller Workforce Plan (CWP) and subsequent CWPs and will be shared with the DOT and disseminated to Congress as required by law.

5. The FAA will brief the DOT, OMB and the respective Congressional Committees on the operational staffing targets determined by the CRWG process and related funding implications.
6. The FAA and NATCA will meet on a monthly basis to review progress toward the certification of the 2,600 trainees/developmentals currently in the pipeline.