

NATCA National Executive Board Report on Policies/Position Statements

Article VIII, Section 7 of the NATCA Constitution states that the National Executive Board shall report to the membership at least 60 days prior to the next Convention the actions taken by the National Executive Board to comply with the provisions of duly passed Policies/Position Statements and recommend actions to be taken by the delegates. The following constitutes that report for the 19th Biennial NATCA National Convention.

SECTION A: GENERAL

PSA-1 Deleted (9/10)

PSA-2 AFL-CIO Boycott (4/06, 9/16)

NATCA endorses the economic boycott of those companies listed on AFL-CIO boycott list. NATCA will provide a link to the AFL-CIO boycott list on the members-only section of the NATCA website in order to disseminate the most current listing to all locals.

NATCA has always endorsed the boycott of companies listed on the AFL-CIO boycott list. A link to the AFL-CIO boycott list is maintained on the members-only section of the NATCA website and it is updated by the NATCA National Office staff on a regular basis. It is essential for NATCA to maintain solidarity with our union brothers and sisters throughout the labor movement.

It is recommended that PSA-2 remain a policy of this Union.

PSA-3 Employee's Right to Choose (9/08, 9/10, 10/14)

The National Air Traffic Controllers Association supports public policy and legislative efforts to ensure, protect and preserve American workers' fundamental rights to choose for themselves whether or not to form a union free from coercion and intimidation. The National Air Traffic Controllers Association, through whatever means the National Executive Board deems appropriate, supports the AFL-CIO's effort to enact legislation in support of this position.

NATCA has always supported an individual's right to be represented by a union. NATCA should continue to support public policy and/or legislative efforts that preserve an American worker's most fundamental right to organize and form a union. NATCA also is supportive of the AFL-CIO's efforts to lobby Congress to pass the Protecting the Right to Organize (PRO) Act, which, if signed into law, would modernize the National Labor Relations Act covering private sector employees' right to organize and bargain, including NATCA's Federal Contract Tower members and potential FCT members. The PRO Act passed the U.S. House of Representatives in March 2021, but did not receive a vote in the Senate. Identical legislation has been introduced in the 118th Congress. NATCA continues to support our fellow AFL-CIO members seeking to pass legislation to protect and enhance collective bargaining in the public sector throughout states and municipalities. In 2022, NATCA supported and Congress passed legislation to provide collective bargaining rights to our fellow federal employees in the Transportation Security Agency.

It is recommended that PSA-3 remain a policy of this Union.

PSA-4 Environmental Policy (9/10)

NATCA shall seek to advance environmental stewardship and sustainability in its daily operations, offices, and building(s). NATCA will aspire to go beyond compliance with all relevant environmental laws and regulations by integrating values of sustainability, stewardship, and resource conservation into its operations and office and building activities; engaging in pollution prevention activities and developing and promoting practices that maximize beneficial effects and minimize harmful effects of operations and activities on the surrounding environment; assessing environmental impacts associated with its operations and activities; incorporating green building and design methods; considering the needs of future of generations with the goal of maximizing the efficiencies of its operations and services while minimizing the organization's wastes and footprint.

NATCA's National Office continues to comply with PSA-4 through its reduction in energy consumption, recycling efforts, document retention policy that uses electronic filing to reduce the use of paper, and ordering eco-friendly products, among other things. NATCA installed a new, more energy efficient air conditioner system in its building

in 2019. NATCA's National Office has moved toward use of cloud-based document retention to reduce the use of paper. Our vouchering system encourages the use of electronic, rather than paper, receipts. All facility locals are encouraged to practice similar environmental stewardship and sustainability. NATCA encourages all members and employees to utilize energy saving measures that can be easily implemented, such as selecting "energy saving" settings on all computers and handheld devices. NATCA also recommends utilizing power strips for all electronics in offices and turning them off when equipment is not being used for extended periods of time.

It is recommended that PSA-4 remain a policy of this Union.

PSA-5 Alternative Funding Stream (10/14, 9/16)

The National Air Traffic Controllers Association supports the exploration of the following concepts:

- a. Creating a sustainable financial future. It is critical to establish a funding system that provides dedicated and sufficient revenues to pay for obligations.
- b. Separating the operations and support functions from the regulatory functions of the Federal Aviation Administration (FAA). Potential areas of exploration could include the creation of two separate government agencies or the formation of a quasi-governmental corporation.
- c. Reforming existing statutes, regulations, and policies.
- d. Reviewing the current mix of Airport and Airway Trust Fund taxes and fees and considering alternative sources that provide sufficient funding for services such as air traffic control and aircraft certification.

Ensuring the safety of the National Airspace System should be in the forefront of any initiatives to reform FAA funding streams and governance.

Any support by NATCA must ensure the following:

- a. NATCA, as a stakeholder, must be included throughout the process, from inception to implementation. Further, any effort must be supported by NATCA's National Executive Board.
- b. Retention of Union recognition, representational status, and continuation of collective bargaining rights. This is achieved through the retention of 5 United States Code Chapter 71, however other similar legal frameworks may be considered.
- c. Protection of membership pay and benefits including, but not limited to, retirement and health care.
- d. NATCA must be included as a voting member of any governing board or body.
- e. Indemnification for employees from individual tort liability for acts within the scope of employment.

NATCA used this policy as a baseline when we worked with Chairman Peter DeFazio (D-Ore.) of the House Transportation and Infrastructure Committee, when he advised NATCA that he was planning to introduce legislation to protect the National Airspace System and our members from a future government shutdown in the event of a lapse in appropriations. The Aviation Funding Stability Act of 2021 (H.R. 4042) would have authorized the Federal Aviation Administration (FAA) to continue to draw from the Airport and Airway Trust Fund ensuring that the FAA can carry out its mission in the event of a future government shutdown. Although it had bipartisan support, it did not receive a vote in the U.S. House of Representatives.

The impending threat of default on the debt of the United States is the latest risk putting the National Airspace System's funding in peril. As of the end of January 2023, the total national debt and the debt ceiling – the maximum debt authorized by Congress – were both at \$31.4 trillion. The Department of the Treasury took extraordinary measures beginning January 19 to prevent default, including suspending certain investments of the Civil Service Retirement and Disability Fund (CSRDF), which pays for both CSRS and FERS annuities. Treasury also suspended the Thrift Savings Plan Government Securities Investment Fund (G Fund). In June 2023, when certain CSRDF securities mature, they will not be reinvested according to the normal schedule. Besides potentially destabilizing federal retirement programs, exceeding the debt ceiling likely would lead to widespread furloughs throughout the federal government in order to ensure that the U.S. does not add \$1 trillion to the debt through the annual deficit. If all government programs are affected, it could lead to multiple furlough days for every federal employee each pay period. This would cause great financial hardship to NATCA members and significant disruptions to the NAS.

NATCA has and will continue to express its desire for Congress to resolve the debt ceiling crisis. In the alternative, NATCA has advocated for access to the unencumbered balance of the Airport and Airways Trust Fund to be

available for the FAA to spend to make up for any required reduction in federal spending due to the government exceeding the debt ceiling.

It is recommended that PSA-5 remain a policy of this Union.

SECTION B: MEMBER BENEFITS & RETIREMENT

PSB-1 Benefits for Dues Paying Members (4/06)

It is a priority for NATCA to provide meaningful members-only benefits.

NATCA maintains a ten (10) person National Benefits Committee whose duties include the research of potential member benefits and the establishment, continuation, and maintenance of meaningful member benefits.

NATCA has partnered with Foursquare Financial Literacy Partners to provide our members with federal retirement and benefit education seminars. Since the last convention, NATCA has implemented a new Career Optimization and Retirement Education (CORE) seminar focused on preparing the next generation of members for retirement and financial stability. We also have rolled out a new online webinar, making our retirement and benefits education more accessible to our membership. This continues to be one of NATCA's most utilized benefits with over 93 seminars held since the last convention and with more than 1,100 members in attendance. Additionally, the NATCA/UNUM Long term disability program continues to grow with approximately 4,300 member participants with gross payments to NATCA member claimants exceeding \$20.7 million. In the last year, UNUM has paid claims to NATCA members in the amount \$1,772,977.

NATCA also provides members with access to one of the aero medical industry's top groups of Aviation Surgeons. The Aviation Medicine Advisory Service (AMAS) provides counsel to national and regional leadership as well as one-on-one consultation with our members. NATCA has added additional member benefits such as partnering with SNOO Smart Sleeper Bassinet and Sylvan Learning Center. Additionally, NATCA has partnered with Ford to offer our members access to Ford's coveted X-Plan purchasing program and a travel plan with Dynamic Travel offering exclusive rates to our membership on cruises not available to the public. Since January 1, 2020, our home buying and selling real estate benefit partner, Beacon Relocation, has given back \$217,548.28 to NATCA members in their real estate transactions. They also have donated \$24,612.78 to NATCA and individual members for a total contribution of \$242,161.06.

In-depth information on the vast array of NATCA members-only benefits can be found on the NATCA website (www.natca.org), NATCA's benefits website (www.NATCABenefits.com) and through our affiliation with the AFL-CIO website (www.unionplus.org). The National Executive Board believes the pursuit and maintenance of members-only benefits is an essential part of NATCA and should remain a priority of this union.

It is recommended that PSB-1 remain a policy of this Union.

PSB-2 Deleted (10/14)

SECTION C: CONTRACTING

PSC-1 Facility Consolidations (1/00, 9/10, 9/16)

Protecting and ensuring the overall safety and efficiency of the National Airspace System should be in the forefront of any realignment of air traffic control facilities or services (including regional offices). The terms "realignment" and "consolidation" include any action that relocates functions, services, or personnel positions; discontinues or severs existing facility functions or services; or combines them.

Each facility, sectorized airspace and regional office is unique. Therefore, the only way to determine if the realignment of an air traffic control facility or services is necessary and appropriate is through the development of a comprehensive process with clearly outlined criteria and participants. That process was created through collaboration under Public Law 112-95 Section 804, now known as "Section 804." NATCA will be involved in the development of all criteria, discussions, decisions, and briefings to Congress whereby we must assist the Agency to:

- a. Support the transition to the Next Generation Air Transportation System.

- b. Reduce capital, operating, maintenance, and administrative costs of the FAA where such cost reductions can be implemented without adversely affecting safety.

That process must include or provide for:

- a. Controllers, representatives of labor organizations representing operations and maintenance employees of the air traffic control system, as well as industry stakeholders, from inception to implementation.
- b. The process must be clearly explained to all parties and members of each facility shall have a right to inform the process during all phases.
- c. Sustaining the overall efficiencies of the NAS shall be at the forefront of the process with every effort made toward helping to reduce capital, operating, maintenance and administrative costs of the FAA where such cost reductions can be implemented without adversely affecting safety.
- d. Cost never trumps safety and efficiency or the quality and level of services provided to users.
- e. The lives of employees and their families are a major consideration throughout the process.
- f. A collaboratively agreed upon process for existing and future facilities will be agreed upon Nationally.

NATCA supports realignments and advances to the National Airspace System only where the above criteria are met and if it can be done without compromising safety.

The Federal Aviation Administration (FAA) currently operates 313 unique air traffic control facilities, of varying ages and conditions. However, the FAA's rapidly aging infrastructure will continue to degrade, as the FAA's current funding stability remains unable to handle this problem.

Section 804 of the FAA Modernization and Reform Act of 2012 was modified by Section 510 of the FAA Reauthorization Act of 2018 (P.L. 115-254). The modification affected two primary areas of the law:

- (1) *The purpose no longer includes "to support the transition to Next Generation Air Transportation Systems." The remaining purpose of Section 804 is "to reduce capital, operating, maintenance, and administrative costs of the FAA where such costs reductions can be implemented without adversely affecting safety."*
- (2) *It created a Military Operations Exclusion, which directs that "the Administrator may not realign or consolidate a combined TRACON and tower with radar facility of the FAA under this section if, in 2015, the total annual military operations at the facility comprised at least 40 percent of the total annual TRACON operations at the facility."*

In accordance with the law, Section 804 Workgroup consists of representatives from FAA, NATCA, and the Professional Aviation Safety Specialists (PASS). The Workgroup recommends criteria to guide future air traffic control consolidations and realignments of FAA services and facilities. The Workgroup's recommendations form the principal basis upon which the FAA Administrator makes final consolidation and realignment recommendations to Congress. The Workgroup's current focus is on specific directed projects from Union and agency leadership as well as construction opportunities in order to reduce overall capital operating costs while continuing the FAA's highest priorities to maintain and improve safety and efficiency. NATCA's participation on the Workgroup ensures the full engagement of labor, management, and local subject matter experts (SMEs) in the facility planning and analysis phases. Our participation does not negatively affect our ability to negotiate on behalf of employees affected by consolidations and realignments.

After establishing the Workgroup in 2012, the parties split the project into individual recommendations, which are listed as Parts:

In Part 1, the Workgroup recommended realigning the Cape TRACON (K90) operation into the Boston TRACON (A90). Part 1 achieved operational cutover on February 11, 2018. Full facility cross-training continues with the last remaining legacy MHT Area CPC from the 2004 BOS/MHT Consolidation in training.

In Part 2, the Workgroup recommended the following:

- *Realign Erie TRACON (ERI) into Buffalo Tower/TRACON (BUF). ERI/BUF achieved operational cutover on November 18, 2018. Full facility cross-training is complete.*
- *Realign five Michigan TRACON facilities: Grand Rapids (GRR), Lansing (LAN), Muskegon (MKG),*

Flint (FNT), and Saginaw (MBS) into Kalamazoo Tower/TRACON (AZO). GRR/MKG/AZO achieved operational cutover on May 29, 2019. LAN/FNT/MBS achieved operational cutover on June 12, 2019. Full facility cross-training is complete.

- *Realign Akron/Canton TRACON (CAK) and Mansfield TRACON (MFD) into Cleveland Tower/TRACON (CLE). CAK/MFD/CLE achieved operational cutover on September 22, 2019. Full facility cross-training is complete.*

In Part 3, the Workgroup recommended the following:

- *Peoria TRACON (PIA) and Springfield TRACON (SPI) into St. Louis TRACON (T75). SPI/PIA/T75 achieved operational cutover on September 11, 2022. Full facility cross-training is in progress.*
- *Pasco TRACON (PSC) into Spokane Tower/TRACON (GEG). PSC/GEG achieved operational cutover on October 16, 2022. Full facility cross-training is in progress.*

In Parts 4 and 5, the Workgroup recommended the following:

- *Reading TRACON (RDG) operations to Harrisburg TRACON (MDT). RDG/MDT realignment activities have begun. Collaborative Work Group established, and requirements being finalized. Operation Cutover TBD (projected Spring/Summer 2024).*
- *Binghamton TRACON (BGM) operations and Elmira TRACON (ELM) operations to Wilkes-Barre/Scranton TRACON(AVP). ELM/BGM/AVP realignment activities have begun. Collaborative Work Group established, and requirements being finalized. Operation Cutover TBD (projected Fall 2024).*
- *Waterloo TRACON (ALO) operations to Des Moines TRACON (DSM). ALO/DSM realignment activities have begun. Collaborative Work Group is being established. Operation Cutover TBD (projected Spring/Summer 2025).*
- *Terre Haute TRACON (HUF) operations to Indianapolis TRACON (IND): HUF/IND realignment activities have not begun.*
- *Bakersfield TRACON (BFL) operations to Fresno TRACON (FAT). BFL/FAT realignment activities have not begun.*

In Part 6, the Workgroup recommend the following:

- *Myrtle Beach TRACON (MYR) and Florence TRACON (FLO) into Charleston TRACON (CHS). Several factors, including Infrastructure Investment and Jobs Act (IIJA) priorities, have affected the business case analysis.*

In Part 7, the Workgroup recommend the following:

- *San Juan CERAP (ZSU) en route services into Miami Air Route Traffic Control Center (ZMA) and terminal services to Fort Myers TRACON (RSW). After Department of Transportation review, the business case is being reevaluated.*

It is recommended that PSC-1 remain a policy of this Union.

PSC-2 Contracting Facilities (4/06, 10/14)

The National Office shall spare no reasonable expense in the protection, continuation, and growth of all bargaining unit positions, and shall offer all lawful resistance to out-sourcing or contracting out.

In the event of imminent or impending reform or restructuring of the Air Traffic Organization, including privatization, the National Executive Board shall spare no reasonable expense to protect every interest of the Union including, but not limited to: pay, benefits, and working conditions.

The most pressing threat to NATCA's bargaining units is the funding threats to the federal government, including the debt ceiling crisis as well as the ongoing appropriations battles that frequently delay funding or provide it at a reduced rate from what the FAA needs in order to fully staff the NAS. There are no pending proposals to reform or restructure the ATO, however NATCA is working with the administration and members of Congress to ensure that FAA is appropriately and sufficiently funded.

It is recommended that PSC-2 remain a policy of this Union.

PSC-3 Contractor-Provided Training (4/06, 12/21)

NATCA shall seek to ensure that, whenever staffing is sufficient, training provided in air traffic field facilities be performed by FAA employees.

In many facilities, a large number of non-federal employees, employed by contractors, perform duties in the local training department. Because of staffing shortages in many facilities, it would place a tremendous burden on NATCA's bargaining unit employees to perform this training. The Collaborative Resource Workgroup (CRWG) developed CPC staffing targets that include sufficient staffing in order to perform the training function for air traffic controller trainees. We will continue to advocate for sufficient CPC staffing in order to perform all air traffic control functions.

It is recommended that PSC-3 remain a policy of the Union.

PSC-4 Contract Training/Staffing (4/06)

NATCA opposes the use of bargaining unit employees in all FAA initiatives with the objective to contract out their work.

NATCA works collaboratively with FAA on a host of subjects. As we proceed, all NATCA representatives must remain vigilant that they do not assist the FAA in its plans that may result in contracting out bargaining unit work. This is true of our Section 804 representatives who participate in the consolidation and realignment process, as well as NATCA's representatives who work on technology projects and technical training.

It is recommended that PSC-4 remain a policy of this Union.

SECTION D: LEGISLATIVE

PSD-1 Deleted (4/18)

PSD-2 Deleted (9/16)

PSD-3 Windfall Elimination Provision/Government Pension Offset (4/94)

NATCA shall pursue legislation to rescind the Windfall Elimination Provision/Government Pension Offset.

PSD-3 was passed by the Convention body for the purpose of restoring pension equity for certain government employees covered by the Civil Service Retirement System (CSRS). This issue affects more than just FAA employees, and there have been repeated efforts by NATCA, the AFL-CIO, and several legislators over the years to correct this inequity, which significantly reduces or eliminates entirely CSRS retirees' Social Security benefits. The projected effects on the Social Security system and the federal budget have always been cited as the reasons why changes have not passed. However, the National Executive Board believes that this remains a viable goal and will continue to pursue it in concert with the labor community and legislators who are friendly to this cause.

Although, as of March 2023, NATCA only represents 4 air traffic control specialists, 4 flight service station air traffic controllers, and zero traffic management coordinators/specialists covered by CSRS or CSRS-Offset, a significant number remain in non-operational positions. Additionally, this affects a large percentage of NATCA retired members who do not receive full credit for their social security benefits earned during periods when they were employed in positions other than Federal jobs covered by CSRS. NATCA is supporting the Social Security Fairness Act, H.R. 82, introduced by Representatives Garret Graves (La.) and Abigail Spanberger (Va.), which would rescind both the Windfall Elimination Provision and Government Pension Offset.

It is recommended that PSD-3 remain a policy of this Union.

PSD-4 Deleted (10/14)

SECTION E: MEMBERSHIP & ORGANIZING

PS E-1 Organizing FAA Bargaining Units (7/99)

NATCA will pursue organizing the rest of unrepresented bargaining units within the FAA, with priority on air traffic services employees.

NATCA maintains a thirteen (13) person National Organizing Committee (NOC) responsible for the growth of NATCA through internal and external organizing. Its objective is to expand NATCA's representational base by organizing facilities, professions, and other appropriate units beyond those currently represented by NATCA. The NOC also continues to consider organizing new bargaining units within the FAA. The NOC continues to conduct membership campaigns to educate the new bargaining unit on the value of being a part of the NATCA family. With the Agency constantly reorganizing its lines of business, the Organizing Committee continuously reviews new opportunities to represent unrepresented employees. Since the 2021 Convention, we have added over 938 new dues paying members. The National Executive Board believes our continued growth as a union requires our continued efforts to organize both externally and internally.

It is recommended that PSE-1 remain a policy of this Union.

PSE-2 Organizing of Contracted ATC Facilities(4/06)

NATCA will pursue the organizing of all contracted air traffic control facilities.

NATCA maintains a thirteen (13) person National Organizing Committee (NOC) whose duties involve facilitating the growth of NATCA through organizing unrepresented Federal Contract Towers (FCT). There are presently 257 Towers in the Federal Contract Tower Program. NATCA currently represents 132 towers with the addition of 16 newly organized FCT facilities since the 2021 Convention. We have made considerable progress in fulfilling this mandate. Considering the future organizing campaigns planned by the NOC this remains a viable goal of this union. The National Executive Board believes the growth of this union and the representation of all Air Traffic Controllers, both private and federal, is essential to NATCA and should remain a priority of this union.

It is recommended that PSE-2 remain a policy of this Union.

SECTION F: WORKING CONDITIONS, HIRING & STAFFING

PSF-1 Rehire on Contract Tower employees (4/97, 3/12)

NATCA will seek to ensure that, as contract towers represented by NATCA become upgraded to higher-level facilities and revert back to the FAA, the employees at those facilities will be given the opportunity to be hired by the FAA and remain at their facility.

To date, the FAA has not contracted-in any FCTs. The National Executive Board believes this remains a viable goal and will pursue it moving forward.

In the spirit of this Policy, NATCA worked with members of Congress to pass legislation that allows the FAA to fast-track its hiring for experienced controllers, specifically naming FCT controllers in the legislation as part of the class who receives preferential consideration.

It is recommended that PSF-1 remain a policy of this Union.

PSF-2 Deleted (9/10)

PSF-3 Career Progression (4/06)

We pride ourselves in working to ensure the American taxpayers reap maximum benefit from the dollars they spend in training air traffic controllers. In recognition of this duty, and to enhance safety, efficiency, and morale, NATCA will seek to ensure the FAA makes every effort to fill vacancies with Certified Professional Controllers who meet the qualifications and who express a desire to relocate to areas where vacancies exist. This policy also ensures the greatest return on investment possible for newly hired air traffic controllers who will, as a consequence, generally be placed in lower level ATC facilities where they have a greater opportunity to be successful.

NATCA continues to maintain and adjust an integrated program that allows for the upward mobility of air traffic controllers. We have been working with the FAA to place newly hired air traffic controllers into lower level terminal facilities where they have a better chance to achieve certification, while at the same time facilitating the

opportunities for current controllers to move to busier and more complex facilities.

This hiring and placement structure works in conjunction with the National Centralized Employee Requested Reassignment (ERR) Process Team (NCEPT), which manages the ERR process so that the FAA selects employees for facilities to address the greatest need using a transparent process and collaboratively developed tool. We have worked collaboratively with the FAA to develop a national release policy that allows for such movement to occur without being subject to the whims of individual facility managers. Instead, the overall health of the National Airspace System (NAS) is taken into consideration for all ERRs.

NATCA also has worked to improve the mechanism for reassignment of controllers who are unsuccessful in training, by developing and revising the National Employee Services Team (NEST) process. The NEST process has been revised to allow for more effective placement of controllers who have transferred and demonstrated increased skill levels yet were unable to achieve full certification in higher volume, more complex facilities.

Despite this progress, the National Executive Board recognizes there is more work to be done on this subject in order to achieve the objectives of this resolution, especially in light of the reduction of transfers due to the COVID-19 pandemic. We believe that FAA should put more emphasis on training CPC-ITs and developmentals to improve the level of fully certified controllers within facilities throughout the NAS, which would in turn, provide the ability for more employees to transfer within the system.

It is recommended that PSF-3 remain a policy of this Union.

PSF-4 Deleted (10/14)

PSF-5 Reduced Work Week (4/06)

The pursuit of a reduced work week is a high priority for NATCA.

A reduced work week was not achieved in the most recent collective bargaining process. Considering the recent attacks on federal employees' pay and benefits over the previous four years from Congress and the prior administration, legislative action was not a viable method of achieving this goal. Nevertheless, the National Executive Board believes the accomplishment of this goal to be important to the membership and the profession.

It is recommended that PSF-5 remain a policy of this Union.

PSF-6 Deleted (3/12)

PSF-7 Job/Salary Protection (4/06)

NATCA will make it a high priority issue to protect the jobs and salaries of all of its members affected by consolidation, co-location, and outsourcing.

As part of the 2009 Collective Bargaining Agreement (Red Book), NATCA negotiated language to ensure at least twelve (12) months advance notice of inter-facility realignment requiring reassignment of employees. The Slate Book Contract Team worked hard to ensure that our involvement continues in the realignment of the workforce in the 2016 CBA. As part of the FAA Modernization and Reform Act of 2012, NATCA lobbied for and achieved language that ensures our involvement in the FAA's realignment activities. We achieved statutory language that defines realignment as (i) the relocation of functions, services, or personnel positions, (ii) the discontinuance or severance of existing facility functions or services, or (iii) activities that combine any of the above, in order to ensure that a new title cannot be created to circumvent our involvement in these critical activities. NATCA has appointed member-activists onto FAA workgroups and project teams both pursuant to the new statutory language and as part of our collaborative efforts to provide our voice in these areas. Our national and regional leadership along with our Labor Relations Department continue to work to protect all bargaining unit positions and salaries throughout any negotiations related to facility realignment.

NATCA's Public Affairs Department continues its public awareness campaign by revealing the factual misrepresentations related to consolidations and co-locations that do not result in an operational benefit. The

National Executive Board believes the continuation of this policy is essential to the protection of bargaining unit employees and will remain diligent in its application.

It is recommended that PSF-7 remain a policy of this Union.

PSF-8 Policy on Age 56 Waivers (3/12)

Numerous studies have suggested an increase to health risks and stress levels associated with the age of air traffic controllers.

The cumulative stress of the job has resulted in controller “burn out” thus increasing risk and lost proficiency with age, thereby increasing risks to the safety of flight.

Studies have shown a close correlation between ages, years of experience and emotional, mental and physical exhaustion.

Researchers have consistently found a negative relationship between the age of air traffic controllers and both training success and rating of job performance. Many studies have shown age-related decline in cognitive abilities that are most important to performance as an air traffic controller.

The staffing crisis the FAA is experiencing has been predicted by the National Air Traffic Controllers Association for decades. Age waivers are not the safe solution. The FAA must hire and train hundreds of new controllers with a steady stream of newly trained controllers replacing the retiring controllers. This is critical to ensuring the system capacity can grow and meet the safety needs of our nation’s air traffic control system.

The risks of stress levels, potential health problems, and declining cognitive abilities are the same today that led Congress to set retirement mandates for controllers over thirty years ago. Air traffic projections and FAA goals, however, are more demanding than ever. Now is not the time to jeopardize the most productive, efficient system in the world with short-term, dangerous solutions. We acknowledge the temptation of keeping controllers beyond current retirement ages but we decry this as a solution.

While we admire the capable workforce that makes today’s system a global standard of excellence, we must now make investments for tomorrow.

The National Air Traffic Controllers Association does not support waivers to the age 56 Law.

This policy statement was passed in March of 2012 in response to the FAA’s increased practice of granting waivers to the mandatory separation age as a band-aid response to its long-term staffing issues. The FAA’s use of waivers has not helped alleviate the ongoing controller staffing crisis. We are slowly emerging from a 30-year low for certified professional controllers (CPCs) and although the FAA has met its hiring goals in 2016-2018, 2020, and 2022, it reduced its hiring goals by over 40% in 2019 due to the 35-day government shutdown and by 45% in 2021 due to the COVID-19 pandemic, achieving only the reduced goals. As of the end of Fiscal Year 2022, FAA was more than 3,700 CPCs short of the jointly developed operational staffing targets developed by NATCA and the ATO with the support of MITRE at the beginning of 2023.

Upon hiring, it can take as many as 3 years for an individual to complete training and reach CPC-level. Pretending the system is properly staffed by extending some employees beyond age 56 rather than hiring and training the future workforce is a recipe for disaster. Encouraging age waivers is not a safe or viable solution. In fact, many studies have shown an age-related decline in the cognitive abilities that are critical to performance as an air traffic controller. The Agency must hire and train the next generation of Air Traffic Controllers and it cannot wait any longer to do so. As the resolution articulates, we must now make the investments for tomorrow.

It is recommended that PSF-8 remain a policy of this Union.

SECTION G: SAFETY, TECHNOLOGY & EQUIPMENT

PSG-1 Radars Displays (4/06)

NATCA will continue its efforts to ensure that air traffic facilities have the necessary equipment and procedures to maintain the world's busiest and most complex air space system. These efforts include the advocacy of modern, efficient, and reliable communication, navigation and surveillance systems as well as training and procedures that ensure safety and efficiency.

NATCA will continue its efforts to ensure air traffic facilities have the necessary equipment and procedures to maintain the world's safest, busiest, and most complex airspace system. We will continue to advocate for modern, efficient, and reliable surveillance, communication and navigational systems, as well training methodologies and procedures that ensure safety and efficiency. We are working closely with members of Congress to ensure that the next FAA Reauthorization legislation includes both physical and equipment infrastructure to support the NAS and our members.

It is recommended that PSG-1 remain a policy of this Union.

PSG-2 Deleted (3/12)

PSG-3 Deleted (3/12)

PSG-4 Voluntary Safety Reporting Program (9/10)

With the nationwide implementation of ATIS throughout the air traffic bargaining unit and the importance of the compilation of critical safety data for the NAS, NATCA supports the full deployment of a voluntary safety reporting program. NATCA will pursue the implementation of a voluntary reporting program for all represented bargaining units.

The Voluntary Safety Reporting Programs (VSRPs) continue to gather data and pursue corrections for safety-related issues. Each VSRP is healthy and remains a critical safety system component. NATCA will pursue the use of VSRPs as the sole reporting system for all safety-related issues, including those associated with the implementation of new technology.

It is recommended that PSG-4 remain a policy of this Union.

PSG-5 Airport Surface Surveillance Capacity (ASSC) (10/14)

NATCA believes that in order to maintain the highest level of safety and ensure the greatest level of redundancy, Surface Movement Radar (SMR) should be fused with ASSC capability. However, NATCA believes ASSC without Surface Movement Radar would improve safety and efficiency at locations where a surface surveillance system does not currently exist.

Surface surveillance has proved to be not only a valuable efficiency tool but also a significant safety improvement in efforts to prevent collisions and reduce runway incursions. NATCA continues to advocate for deploying surface surveillance systems at airports that currently do not have this capability.

The NEB and the NATCA Safety and Technology Leadership Council (NSTLC) believe that we should not be referencing specific program and technology platforms because the programs may change even though our desire for their purpose remains. Consequently, we suggest revising this policy statement to address the general purposes of maintaining the highest level of safety and ensuring greatest level of redundancy in surface surveillance, including expanding it to airports that currently do not have such a capability.

It is recommended that PSG-5 be amended.

PSG-6 Weather displays and training

NATCA supports improved weather information, beyond precipitation, on a controller's primary radar display in the enroute, terminal, and oceanic/offshore environments. The National Executive Board shall develop, and update as needed, NATCA's objectives for improving displays that provide weather information to controllers as well as controller training related to weather.

FAA facilities currently utilize several weather systems beyond the "end of lifecycle" stage, and replacement parts are becoming harder to acquire. Additionally, there are multiple reports identifying safety issues related to legacy

Information Display Systems (IDS) from FAA ATC facilities. NATCA is educating members of Congress and the relevant committee staff about deploying the replacement IDS system, Enterprise Information Display System (E-IDS), to resolve these safety issues. E-IDS will provide a wide variety of information to air traffic controllers, such as current weather, airspace delegation, access to instrument approach charts, NOTAMs, SIGMETs, flight route verification, and aircraft information once deployment is complete.

The NEB and the NATCA Safety and Technology Leadership Council (NSTLC) believe this Policy Statement should be amended based on the NEB developing NATCA's objectives in accordance with the existing PSG-6 and it should be combined with PSG-9. This singular statement regarding weather products provides a clear position and actions NATCA should take.

It is recommended that PSG-6 be amended to include PSG-9.

PSG-7 Partnership for Safety (12/21)

NATCA fully supports Local Safety Councils (LSC) and the monthly Safety Awareness For Excellence (SAFE) discussions through Partnership for Safety (PFS).

Local Safety Councils are an essential part of the Partnership for Safety program. Through collaboration, the LSC effectively identifies, mitigates, and reduces risk at the local level. The SAFE discussion sheets provide the LSC with essential topics and issues that generate conversation and educate the facility.

It is recommended that PSG-7 remain a policy of this Union.

PSG-8 Selected Altitude (12/21)

NATCA fully supports the implementation of "selected altitude" technology on a controller's radar display as a significant safety enhancement in the National Airspace System.

Pilot Selected Altitude (PSA) capability can notify ATC of a possible misinterpretation of altitude or flight level clearances and minimize the potential for altitude deviations. Providing the Flight Management System (FMS) selected altitude set by the crew in the ADS-B Broadcast will allow controllers to intervene when the automation detects a mismatch with the controller-entered Cleared altitude. PSA is scheduled to be deployed in ERAM in the Spring of 2026.

It is recommended that PSG-8 remain a policy of this Union.

PSG-9 Weather on the Glass (12/21)

NATCA fully supports improved weather information, beyond precipitation, on a controller's primary radar display in both the terminal and enroute environments.

It is recommended that PSG-9 be deleted after its purpose is combined into PSG-6.

PSG-10 Replacement for Micro E-ARTS (12/21)

NATCA fully supports the replacement of Micro E-ARTS with an appropriate automation platform.

Micro E-ARTS is an automation system deployed at a minimal number of facilities. Due to the FAA's inability to sustain critical components of the system, the system must be replaced with a more adaptable and robust platform that can keep up with the growing demands of the NAS. The Offshore Automation program (OA) is currently underway, focusing initially on Honolulu, Guam, and Anchorage. The decision has been made to replace existing Micro E-ARTS with the Enroute Modernization System (ERAM).

It is recommended that PSG-10 remain a policy of this Union.

SECTION H: HONORARIA

