



**Communicating for  
SAFETY**  
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION

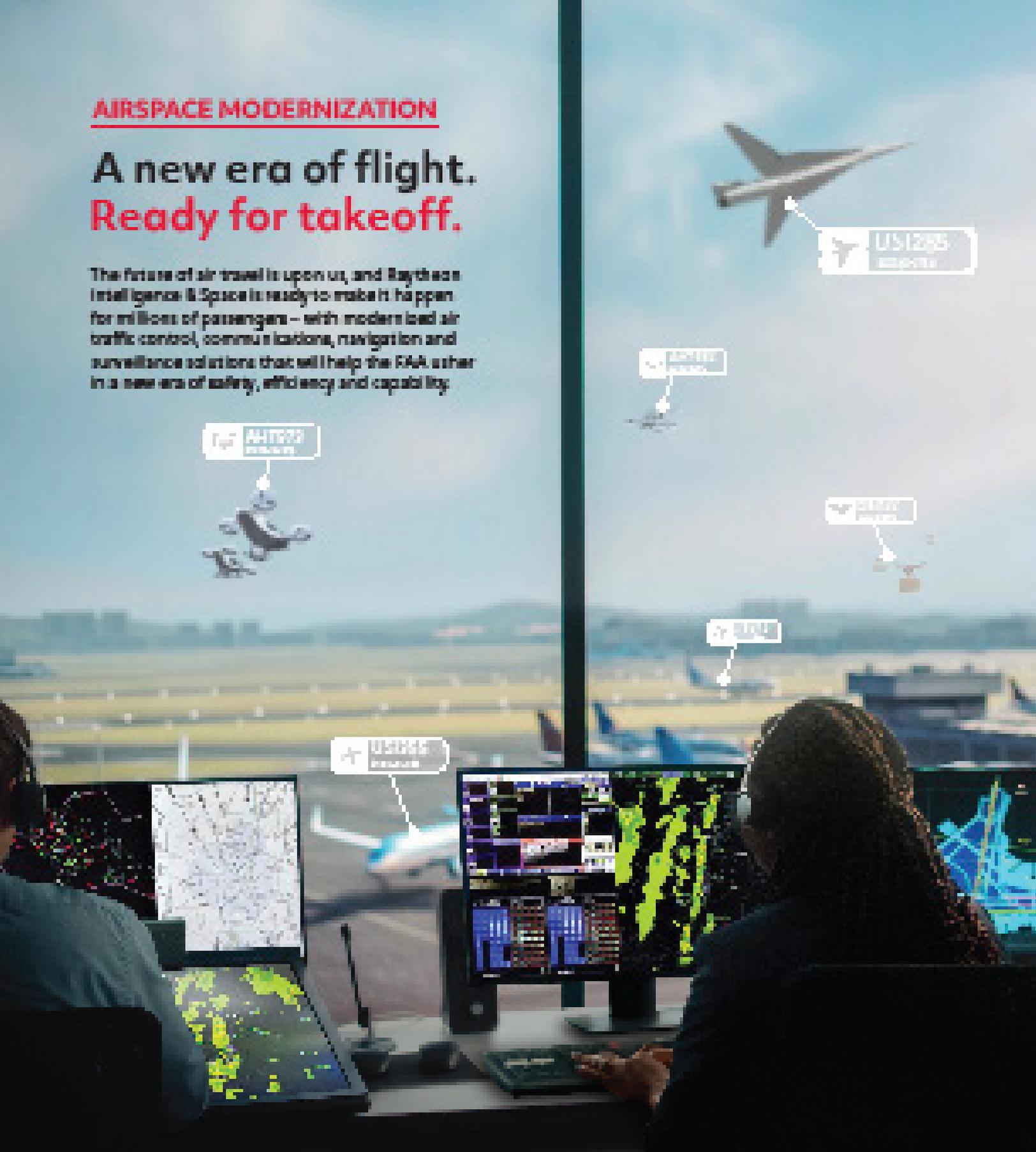
**SEPTEMBER 12-14, 2022**  
**BALLY'S • LAS VEGAS**

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## AIRSPACE MODERNIZATION

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## Welcome to Communicating For Safety (CFS) 2022!



Rich Santa  
President

Brothers and Sisters,

It's been nearly three years since our last Communicating for Safety (CFS) conference, and we are so thrilled to be able come back together and meet in-person. We know all the attendees of CFS 2022 are excited to continue our commitment to promoting aviation safety through effective training and learning.

We all know what a challenging profession we chose. Between the constant change and evolution of technology in this industry, to the growing complexity of the National Airspace System (NAS), aviation safety professionals must develop their skills and expand their knowledge every day.

NATCA's "Every Day Is a Training Day" initiative that was introduced at CFS 2019 elevated the commitment by our Union to ongoing, effective learning. While the pandemic made some forms of training difficult or even impossible, now that many limitations of the pandemic have been relaxed, it's a good time to reassert our commitment to all NATCA members proactively seeking regular training opportunities to not only better ourselves, but also our profession.

The agenda for CFS 2022 will offer every attendee the opportunity to learn and grow. NATCA members will be able to participate in thought-provoking panels on the critical challenges we face as aviation safety professionals. You will hear from keynote speakers who will share their inspiring stories and expertise.

Perhaps most importantly, members will be able to speak directly with the only people that understand the challenges within the aviation safety industry – other members. CFS 2022 will offer you an invaluable opportunity to establish new professional relationships and friendships. We are all in this together and are strongest when united with a singular purpose.

We will also hold our 18th annual Archie League Medal of Safety Awards, recognizing the incredible accomplishments of our Brothers and Sisters in aviation safety. For the sixth year, we will also present the Region X Commitment to Safety Award. Their stories are real-world examples of how training can instill the ability to make the correct decisions quickly and effectively under pressure.

For every one of our members who were not able to attend, we thank you for your hard work and commitment. CFS 2022 will be available to watch via live stream and we hope you can find time to join us virtually.

It is truly wonderful to have everyone back to attend this important event. We have all faced challenges, both personal and professional, since we last came together for CFS. But we believe that adversity has made our Union stronger, more united, and more committed to each other.

In solidarity,

Rich Santa, President  
Andrew LeBovidge, Executive Vice President  
Chrissy Padgett, Chair, NATCA Safety Committee  
Tom Adcock, Director, NATCA Safety & Technology Dept.



Andrew LeBovidge  
Executive Vice President



Chrissy Padgett  
Chair, NATCA Safety  
Committee



Tom Adcock  
Director, NATCA Safety &  
Technology Dept.

## 2022 CFS Code of Conduct

(Please refer to the full NATCA Code of Conduct in your registration packet.)

The National Air Traffic Controllers Association, AFL-CIO (NATCA) is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law. As such, NATCA will not tolerate discriminatory, harassing, or otherwise unacceptable behavior in the workplace or at any of its activities, events or meetings. In this effort, NATCA adopts the following Code of Conduct, and expects its staff, its members, its leadership and any other participants in NATCA activities, events, or meetings, to abide by it.

NATCA expects its staff, its members, its leadership, and any other participants at NATCA activities, events, or meetings to:

- Respect others and their views
- Recognize and value individual differences
- Not engage in aggressive, bullying, or intimidating behavior
- Not engage in discriminatory or harassing behavior

If you experience or witness unacceptable behavior, please inform one of the designated individuals listed in this notice. If you are NATCA staff and covered by the ONEU-NATCA CBA, you may also report to your supervisor, the NATCA General Counsel, or the NATCA Executive Vice President, pursuant to Article 57 of the Parties' CBA.

NATCA takes these complaints seriously and any individual engaged in discriminatory and/or harassing conduct will be subject to disciplinary action, which may include exclusion from the event or meeting, up to and including termination of employment, or expulsion from NATCA, as appropriate.

If needed or requested, NATCA staff and/or officials will help complainants contact security or local law enforcement, provide escorts, or otherwise assist complainants to feel safe for the duration of the activity, event, or meeting. In instances involving allegations of assault or other criminal activity, NATCA shall advise the complainant to file a report with the appropriate law enforcement agency but will not pressure complainant to file such report. The NATCA official will also make NATCA bargaining unit employee complainants aware of their rights under Article 57 of the CBA.

Any complaint brought under this Code of Conduct will be treated confidentially to the extent that it is possible to do so while properly assessing the situation. NATCA will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior. NATCA shall thoroughly investigate any allegations or complaints of discriminatory conduct, including sexual harassment, when properly notified and shall take corrective action to stop any and all such conduct found to be occurring.

NATCA will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. NATCA will take any steps necessary and appropriate to ensure that retaliation does not occur and, if there is reason to believe that retaliation has occurred, NATCA will immediately take all necessary and appropriate action to stop the retaliation.

If you want to report an incident or have any issues during the event, please feel free to send an email to [CFS22Conduct@natcadc.org](mailto:CFS22Conduct@natcadc.org) or contact:

Dean Iacopelli: cell: (516) 356-3983

## Agenda

### MONDAY, SEPTEMBER 12

8 am–6 pm | Registration open

9 am | Exhibit Hall opens

#### Tech Talks | Exhibit Hall Theater

9:30–10:05 am | EIDS/IDS

10:05–10:30 am | Commercial Space

10:30–11:00 am | Terminal Precipitation on the Glass

#### General Session | Bally's Event Center

12:00–12:10 pm | Presenting the Colors  
National Anthem: Jennifer Lier

12:10–12:35 pm | Welcome

Chrissy Padgett, Chair, National Safety Committee, NATCA

Keynote Address

Rich Santa, President, NATCA

12:35–1:30 pm | Panel: I Want It All and I Want It Now:  
Technologies' Realistic Road Ahead

Moderators: Tom Adcock, Director of Safety and Technology,  
NATCA; Dan Hamilton, National PMO Rep, NATCA

Panelists: Rachel Jackson, Executive Strategy & Business  
Development, Raytheon; Fran Hill, Senior VP, Leidos; Jim Eck,  
Vice President, Strategy & Business Development, L3Harris;  
Mark DeNicoluolo, Vice President, Program Management  
Organization, FAA

1:30–2:00 pm | Keynote Speaker

Tammie Jo Shults, Retired Southwest Airlines Captain,  
Celebrated Author, & former U.S. Navy Pilot

2:00–2:15 pm | Keynote Speaker

Billy Nolen, Acting Administrator, FAA

2:15–3:30 pm | Afternoon Break with Exhibitors

Exhibit Hall Theater Presentations

2:30–2:45 pm | Workforce Readiness for Initial Trajectory  
Based Operations (FAA/MITRE)

2:45–3 pm | Intro to Aireon & Space-Based ADS-B (Aireon)

3–3:15 pm | Data Comm: Implementation Through  
Collaboration (L3Harris)

3:30–4:15 pm | Panel: Working the Issues: A Template for  
Success

Moderators: Dean Iacopelli, Chief of Staff, NATCA; Jeffrey  
Vincent, Vice President, Air Traffic Services, FAA

Panelists: Rob Goldman, Senior Manager, Air Traffic  
Management, Delta Airlines; Lee Brown, Strategic Airspace  
Programs, JetBlue Airlines; Hope Kubala, Director of  
Operations, Central Service Area (A), FAA; Jim Marinitti,  
Southern Regional Vice President, NATCA

4:15–5:15 pm | Keynote Address

Mike Abrashoff, Leadership & Teamwork Expert, New York  
Times Best-Selling Author, and former U.S. Navy Commander

5:15–7:00 pm | Sponsors and Exhibitors Meet & Greet

### TUESDAY, SEPTEMBER 13

7:30–8:30 am | Breakfast with Exhibitors

7:30 am–3 pm | Registration

#### General Session | Bally's Events Center

8:30–8:45 am | Welcome

Chrissy Padgett, Chair, National Safety Committee, NATCA

Keynote Address

Andrew LeBovidge, Executive Vice President, NATCA

8:45–9:45 am | Panel: Looking Ahead: Transforming the  
NAS to Meet New Challenges

Moderator: Paul Rinaldi, former President, NATCA

Panelists: Linda Jojo, Executive Vice President Chief Customer  
Officer, United; Pete Bunce, President & CEO, GAMA; Linda  
Daschle, former FAA Deputy Administrator, MAC; Brian Wynne,  
President & CEO, AUVSI; Todd Hauptli, President & CEO, AAEE

9:45–10:15 am | Keynote Speaker

David Seymour, Chief Operating Officer, American Airlines

10:15–11:15 am | Morning Break with Exhibitors

Exhibit Hall Theater Presentations

10:30–10:45 am | Why Does American Airlines Schedule the  
Way We Do? (American Airlines)

10:45–11 am | Aireon's Safety Toolkit (Aireon)

# Agenda

## 11:15 am–12:30 pm | Pilot/Controller Panels

Panel 1: Is It Active or Not? A Look at Special Use Airspace  
 Moderators: Dawn Johnson, ATSAP Analyst Team, NATCA; Richard Kennington, National Recurrent Training Lead, NATCA  
 Panelists: Josh Haviland, National Airspace Rep, NATCA; Major Jack “Queen” Ingber, Chief of Training, 104th Fighter Squadron MD ANG

Panel 2: Pilot/Controller Communication: Working Together  
 Moderator: Richard Kennington, National Recurrent Training Lead, NATCA

Panelists: Brad Wilcko, Nat’l Safety Committee Pilot/Controller Liaison, NATCA; Jason Herman, Chairman, Airport & Ground Environment Subcommittee, ALPA (Delta Airlines); John Gressett, University Dean, Cirrus Owners Pilots Association

## Panel 3: Reporting: How I Contribute to Safety

Moderators: Dawn Johnson, ATSAP Analyst Team, NATCA  
 Panelists: Mark Woodall, B777 Captain, APA (American Airlines); Erin Phelps, ATSAP Analyst, NATCA

## 12:30–2 pm | Awards Luncheon

## 2–3 pm | Panel: No Train, No Gain: The Road Back

Moderators: Jamaal Haltom, Nat’l Training Rep, NATCA; Frank McIntosh, Vice President, Safety & Technical Training, AJI, FAA  
 Panelists: Hope Kubala, Director of Operations, Central Service Area (A), FAA; Nick Daniels, Southwest Regional Vice President, NATCA; Steve Prichard, Facility Rep, D10, NATCA; Nick Fannin, Air Traffic Manager, D10, FAA

## 3–4 pm | Afternoon Break with Exhibitors

Exhibit Hall Theater Presentations

3:15–3:30 pm | CISP: Collaborative/Integrated Safety Reporting (CSSI, Inc.)

3:30–3:45 pm | Pilot eVTOL Built for Today’s Airspace (Joby Aviation)

## 4–4:45 pm | Panel: Mistakes Happen: They Don’t Have to Be Repeated

Moderator: Bridget Singratanakul, Nat’l Runway Safety Rep, NATCA

Panelists: Sheri Kontra, Corporate Pilot; Richard McSpadden, Senior Vice President, AOPA Safety Institute; Aaron Katz, Nat’l Human Performance Rep, NATCA

## 4:45–5:30 pm | Keynote Speaker

Under Pressure: The Mind of a Pilot in Trouble

Richard McSpadden, Senior Vice President, AOPA Air Safety Institute

## 5:30–7:00 pm | Sponsors and Exhibitors Meet & Greet

# WEDNESDAY, SEPTEMBER 14

## 7:30–8:30 am | Breakfast with Exhibitors

## 7:30–11 am | Registration

## General Session | Bally’s Events Center

### 8:30 am | Welcome

Chrissy Padgett, Chair, National Safety Committee, NATCA

### 8:30–9:45 am | Panel: Aviation’s New Frontier: Has the Jetson’s Age Arrived?

Moderators: Tom Adcock, Director of Safety and Technology, NATCA; Abby Smith, Deputy Executive Director, UAS Integration Office, FAA

Panelists: Greg Bowles, Head of Government Affairs, Joby Aviation; Brian Wynne, President & CEO, AUVSI; Maxime Gariel, Chief Technology Officer, Xwing; Will Hutson, Nat’l UAM Rep

### 9:45–11:15 am | Morning Break with Exhibitors

Exhibit Hall Theater Presentations

### 10–10:15 am | Future Technologies–CAS & IM (American Airlines)

### 10:15–10:30 am | Risk-Based Decision Making for Air Traffic Management (MITRE)

### 10:30–10:45 am | Wildland Firefighting (NASA/NARI)

### 10:45–11 am | Latest Grab & Go Emergency Radio (General Dynamics Mission Systems)

### 11:15 am–12:30 pm | Panel: Synthesizing the NAS: Aviation’s New Frontier & Our Existing System

Moderator: Trish Gilbert, former Executive Vice President, NATCA

Panelists: Andy Cebula, Vice President, Air Traffic Management & Operations, FAA; Parimal Kopardekar, Director, NASA Aeronautics Research Institute; Jimmy Smith, Nat’l UAS Rep, NATCA; Wendy O’Connor, Director of Operations Planning and Integration, FAA

### 12:30–12:35 pm | General Session Closing Remarks

## Agenda

12:35–1 pm | Attendees to Skyview Level for Lunch/  
Workshops

### Workshops | Skyview Level

Workshop 1: Pilot/Controller: Your Questions Answered  
Skyview 5/6  
Moderators: Dawn Johnson, NATCA; Richard Kennington,  
NATCA

1–2 pm | Session 1: Special Use Airspace & GA

Panelists:

AOPA | Richard McSpadden  
U.S. Air Force | Major Jack “Queen” Ingber  
NATCA | John Murdock  
APA (American Airlines) | Andy Alifiero

2–2:45 pm | Session 2: Preventing Turbulence in Air  
Carrier Operations

Panelists:

NTSB | Capt. Warren Abrams  
NATCA | Karena Marinas  
NATCA | Eric Avila  
NATCA | Brandon Johnson  
Meteorologist | Paul Suffern  
NTSB | Betty Koschig

2:45–4 pm | Session 3: Q&A with Pilots & Controllers

Panelists:

APA (American Airlines) | Brian Townsend  
APA (American Airlines) | Mark Woodall  
American Airlines | Wes Googe  
NATCA | Brad Wilcko  
NATCA | John Murdock  
NATCA | Josh Haviland

Workshop 2: Safety & Training Updates Skyview 3/4

1–3:30 pm

Moderator: Chrissy Padgett, NATCA

Panelists:

NATCA | Jamaal Haltom  
NATCA | Adonna Prior  
NATCA | Cher Oxenburg  
NATCA | Aaron Katz  
NATCA | Michelle Trudeau  
NATCA | Bridget Singratanakul  
NATCA | Don Schmeichel

Workshop 3: Leadership Development Skyview 1

Instructors: Sam Navarro, NATCA; Kelly Richardson, NATCA

1–2:30 pm | Collaborative Leadership

2:30–4 pm | Taking Communicating to the Next Level

### Evening Events

18th Annual Archie League Medal of Safety Awards

5:30–7 pm | Banquet Reception Bally’s Grand Salon/Ballroom

6:45 pm | Banquet Seating Begins Bally’s Events Center

7 pm | Dinner Served

7:30–10 pm | Awards Program

## Every Day is a Training Day



After a two-year hiatus because of the pandemic, NATCA is pleased to host once again the Communicating For Safety Conference (CFS). To provide continuity and regain momentum from our last event, conference organizers decided to return to the same conference theme that we last used. During CFS 2022, we will highlight the importance of confronting complacency, not allowing yourself to get comfortable with the status quo, and emphasizing the importance of ongoing training and learning. It is called “Every Day is a Training Day,” and reflects our continued commitment to change the way the workforce perceives training.

“Every Day is a Training Day” is built upon the goals of working to challenge the NATCA membership to pursue professional development throughout their aviation careers and embracing a willingness to learn daily. Attendees to CFS will see this emphasis here in Las Vegas during the conference.

**NATCA President Rich Santa:** “The air traffic controllers and the other aviation safety professionals that NATCA represents have an unmatched reputation throughout the aviation community for our commitment to safety. To maintain this reputation, the members of our Union must avoid complacency and commit to maintaining unsurpassed technical excellence in our field. This challenge will continue to become more important in coming years. The United States has the most complex National Airspace System (NAS) in the world. And the NAS will become even more complex with growing commercial and cargo traffic, the addition of more space launches, the quickly evolving landscape around unmanned vehicles, and the resulting addition of new equipment and procedures to complete our vital mission.”

**NATCA Executive Vice President Andrew LeBovidge:** “The purpose behind this effort is to help our members understand that training is something that continues throughout our entire career. Whether it is new procedures, new equipment, or new rules, training is a part of a continuous self-improvement process, from the time we start as a developmental, to the time we retire. We should always be looking for ways to improve our performance as a workforce to make sure we are always operating at peak levels whenever we plug in.”

**NATCA National Safety Committee Chair Chrissy Padgett:** “Training can still be viewed as punitive, and we are continuing to work diligently to overcome that perception. One way we do that is by relying on data. We do that not to assign fault, but to review trends and develop solutions that make sense. Many professionals, including pilots, athletes, and those in the medical field, continuously train throughout their careers to be the best at their profession. Why shouldn’t we as aviation safety professionals want to do the same? Training can take many forms, including professional development events like Communicating For Safety.”

## Spotlight: NATCA Safety & Technology



**Tom Adcock**  
Director of Safety & Technology,  
NATCA

Welcome to NATCA's 2022 Communicating for Safety Conference. We aim to continue making this event the premier aviation safety conference in the world. While there are many conferences around the globe, we pride ourselves on the fact that this is the one event designed to encourage all participants to openly exchange ideas and

information on aviation safety. All sessions in the main conference room are open to all CFS attendees.

We continue to have a positive response from many different entities within aviation who see the great value in showing our workforce some of the various technologies being developed worldwide. You will find our exhibition hall continues to expand as some of these new technologies are put on display. There are many current modernization programs with a presence in the exhibit hall. In most cases, the exhibits will be staffed by our NATCA Article 114 Representatives and their FAA program management counterparts. We strongly encourage all CFS attendees to take the time to walk through our exhibit hall and spend some time conversing with our Reps, program managers, and sponsors about some of the current and upcoming technologies that will impact everyone's career.

During 2022, the National Airspace System (NAS) has seen accelerated and unprecedented growth in the commercial space industry. With more than 55 launch, reentry, and suborbital missions completed so far and another 55 scheduled before years end, this ever-growing segment of NAS users is forcing us to reimagine legacy airspace utilization methods and push the limits of our airspace and ATC automation platforms. The FAA now licenses space launch, reentry, and suborbital space missions for more than a dozen private companies at 21 sites in 10 states. These figures are estimated to increase dramatically over the next five years. NATCA is collaborating with FAA, and industry to develop and deploy

air traffic procedures in parallel with new automated technologies to facilitate this rapidly growing demand for fast and efficient access to space.

Although staffing, Covid, and budgetary constraints have presented significant challenges for TBO implementations, there continues to be momentum and planning for ongoing and future TBO work. In its NAS TBO Vision 2025, the FAA defines TBO is an Air Traffic Management (ATM) method for strategically planning, managing, and optimizing flights throughout the NAS by using time-based management, information exchange between air and ground systems, and the aircraft's ability to fly precise paths in time and space. This will require the optimum use of Time-Based Flow Management (TBFM) at facilities across the NAS and the implementation of some new technologies, including a surface metering component (TFDM).

The Unmanned Aircraft Systems (UAS) industry continues to be one of the fastest-growing aviation industries in the world. There are over 860,000 registered drones in the U.S. operating in all classes of airspace, performing a wide variety of missions. As these operations increase and begin wanting access to more complex airspace, ATC will need the resources to integrate drones into the NAS safely. The FAA and NATCA are working in collaboration to update existing regulations or, in some cases, develop new ones to ensure the safety of the NAS while allowing for continued growth in the UAS industry.

Advanced Air Mobility (AAM) supports the movement of passengers and cargo within urban environments by utilizing revolutionary new aircraft. Over the last decade, the UAM industry has grown from a handful of electric vertical takeoff and landing (eVTOL) aircraft start-ups to multiple new entrants, established companies, operators, infrastructure providers, regulators, and other stakeholders. Initial UAM operations are projected to begin in 2024, if not sooner, with eventual large-scale operations in the NAS as technology and implementation progress. Integrating these groundbreaking activities into the NAS will require strong collaboration with all stakeholders to ensure a safe, secure, and efficient outcome for our workforce and the flying public. NATCA will continue to be highly involved in UAM to protect the integrity of the NAS.

## Spotlight: NATCA Safety & Technology

As if these changes aren't enough, many additional new technologies will impact the jobs of the workforce NATCA represents. This includes Enroute Data Comm, Electric Vertical Takeoff and Landing aircraft that some envision being as easy to access as a taxi, increased push for new supersonic and hypersonic flight technology, Remote Air Traffic systems including virtual towers, and much more.

Compound the potential impacts of these challenges with another 150 or so programs, projects, and initiatives NATCA is working collaboratively on. We should all quickly realize how drastically our careers could change, and NATCA must continue its involvement in these changes. NATCA has worked hard to become the preeminent expert on Air Traffic Control, and success in many of these programs and initiatives will be very hard without our active participation.

NATCA has proven time and time again that through our collaborative efforts, the workforce we represent

will embrace new technologies and procedures. This is accomplished through early involvement, including in the requirements phase, and through robust, hands-on testing.

As we work through our current staffing crisis and consider all the future impacts, we have our work cut out for us. While never losing sight that the operations come first, we must also realize that these changes are coming – with our assistance or without. We must continue working collaboratively with the FAA and other aviation stakeholders to ensure our priorities are clear. Safety Above All is and will remain NATCA's mantra. Only through continued participation can we guarantee our active voices are heeded and the NAS remains the crown jewel of aviation.

I would like to personally thank each and every one of you for your hard work and professionalism, and I am immensely proud to be part of the NATCA family.

**AT UNITED, SAFETY  
IS EMBEDDED IN  
EVERYTHING WE DO.**

**UNITED**

We're proud to sponsor  
the National Air Traffic  
Controllers conference.



## Spotlight: The Alliance

The Global Air Traffic Controllers Alliance, known more informally as “The Alliance,” was founded in March 2018 by a coalition of like-minded labor unions representing aviation safety professionals from Australia, Canada, New Zealand, Spain, the United Kingdom, and the United States. Since its inception our work has been focused on building relationships with ANSPs, CANSO, and with established and new entrant industry suppliers.

For obvious reasons the global pandemic adversely affected our ability to build on the work we had started but the Aviation sector returns to normal we have reengaged and started to build on those foundations created before CV19.

As the Aviation Industry returns to normal following the CV19 pandemic, members of the Alliance recently attended the World ATM in Madrid. Our presence there was to re-engage with industry partners, to enhance and build on our existing relationships and to forge new ones, particularly with the latest industry entrants of Space and UAVs.



Our attendance at the World ATM was highlighted by two panels, the first discussing the Future and Integrating Emerging Technologies from the ATC Perspective. Facilitated by Tom McRobert from Civil Air Australia, the panel discussed the integration of technologies, what lessons have been learnt and what we need to do to achieve successful integration in the future. The second panel titled ATC and You – Integrating the Workforce into Tomorrow’s Vision facilitated by Paul Rinaldi from NATCA, concentrated on future entrants and CANSO 2045 vision. The panel included representatives from the Alliance, NASA, CANSO, and Eve Air Mobility UAVs.

The panels were a huge success and our presence at the WATM saw industry stepping forward to develop relationships with unions understanding that we are a key stakeholder in ATM technology.



Additionally, our stand hosted a meet and greet with industry - Aireon, Raytheon, L3Harris, Skyguide, SkySoft, and CANSO joined the Alliance members discussing the impact of technology in the ATM environment. Conversations centered around what were our issues, what we needed to do collaboratively to achieve successful application of technologies into the operational environment and to ensure that success can be measured from the perspectives of the supplier, the ANSPs and the workforce. It provided a unique

## Spotlight: The Alliance

opportunity for all interested parties to come together and understand each other's points of view, express their opinions and work towards establishing a new approach going forward.

Our work with CANSO has included contributions to develop, shape, and influence the Global industry vision for 2045 and the joint submission of a working paper "Industry Roadmap for Future Skies" to ICAO at the 41st assembly in October.

We've continued to develop relationships with industry and to gain exposure by advocating working together and a collaborative approach both with industry and the ANSPs who employ us. The Alliance will continue to work to raise the profile of the work labour unions in ATM do, to ensure that unions are right at the heart of industry, shaping our futures rather than having them shaped for us.

We are already operating in an environment of high paced technology development; we need to be at the forefront of the changes and that's why forging relationships with industry providers is essential. We look forward to continuing this work at Airspace World in Geneva 2023.

In Solidarity,

Paul Winstanley, President  
Global Alliance



**YOU TRULY CAN'T AFFORD TO NOT DO IT!**

**KEVIN BROWN (CEO)**

**NATCA Disability**

**OPEN ENROLLMENT IS SCHEDULED TO END ON MONDAY, SEPT. 26.**

**HURRY! DON'T WAIT! DON'T MISS OUT!**

**ENROLL AND LEARN MORE NOW AT: NATCADISABILITY.COM**

## Spotlight: NATCA Awards

NATCA plans to present several awards at CFS, including at the annual awards luncheon on Tuesday, Sept. 13, in the main conference room. Aviation safety professionals from around the National Airspace System (NAS) will be honored with these awards:

### NATCA EXCELLENCE IN TRAINING AWARD

NATCA created the Excellence in Training Award in 2019 and it was first presented at Communicating For Safety 2019, where the “Every Day is a Training Day” initiative was featured. The award highlights NATCA’s daily commitment to training and learning.

### NATCA NATIONAL PROFESSIONALISM AWARD

The goal of NATCA’s Professional Standards program is to maintain and promote professionalism across all of NATCA’s bargaining units. NATCA members achieve that through a commitment to safety and through upholding the public’s trust. They work to inspire, to motivate, to provide personal examples of our professionalism to others, and to maintain the highest standard of excellence. They know their actions represent all of their fellow professionals, and we work to bring honor and respect to all that they do. The NATCA National Professional Standards Committee (PSC) created the “NATCA National Professionalism Award” as a means to recognize the actions of those who continually strive to achieve these goals.

### STEVE HANSEN SAFETY ADVOCATE AWARD

Named for the former Chairman of the NATCA National Safety Committee, the Steve Hansen Safety Advocate Award is presented to a NATCA member who has made extraordinary achievements and has worked tirelessly on NATCA’s behalf to be a leader in furthering the cause of aviation safety. While each winner has contributed their skills, dedication, and work ethic in different ways, with varying areas of expertise, there is one thing that ties them all together: they are all passionate about safety and aviation. This award was first presented in 2011.

### JAMES L. OBERSTAR SENTINEL OF SAFETY AWARD

NATCA created the Sentinel of Safety Award as a way to honor aviation leaders outside NATCA who have displayed outstanding achievement in the advancement of aviation safety. On Oct. 2, 2014, at its Biennial Convention in Minneapolis, NATCA proudly renamed the award to honor Congressman Jim Oberstar, who was a tireless advocate for aviation, air traffic control, and NATCA during his tenure in Congress and as the Chairman of the House Transportation and Infrastructure Committee. Congressman Oberstar died on May 3, 2014, just a few weeks before NATCA in Washington, the event he supported and attended for many years, and at which in 2005 he was awarded the first Sentinel of Safety Award.



Air Traffic Control  
 Meteorological Services  
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 Digital Tower Operations  
 Facilities Management  
 Training & Simulation

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## Capt. Tammie Jo Shults



Capt. Tammie Jo Shults is a retired Southwest Airlines captain, author, and former naval aviator who received wide acclaim when, on April 17, 2018, she and her crew successfully landed a Boeing 737 after catastrophic engine failure and rapid decompression, saving the lives of 148 people.

Shults has spent her entire life loving the skies. Though the odds were against her, she became one of the first female F/A-18 Hornet pilots in the United States Navy. At the conclusion of her Navy career in 1994, Shults went to work for Southwest Airlines.

Shults's book, *Nerves of Steel*, is the captivating true story of her remarkable life – from growing up the daughter of a humble rancher, to breaking through gender barriers in the Navy, to safely landing the severely crippled Southwest Airlines Flight 1380. Her incredible talent and notable history have made her an inspiration to many.

## Michael Abrashoff

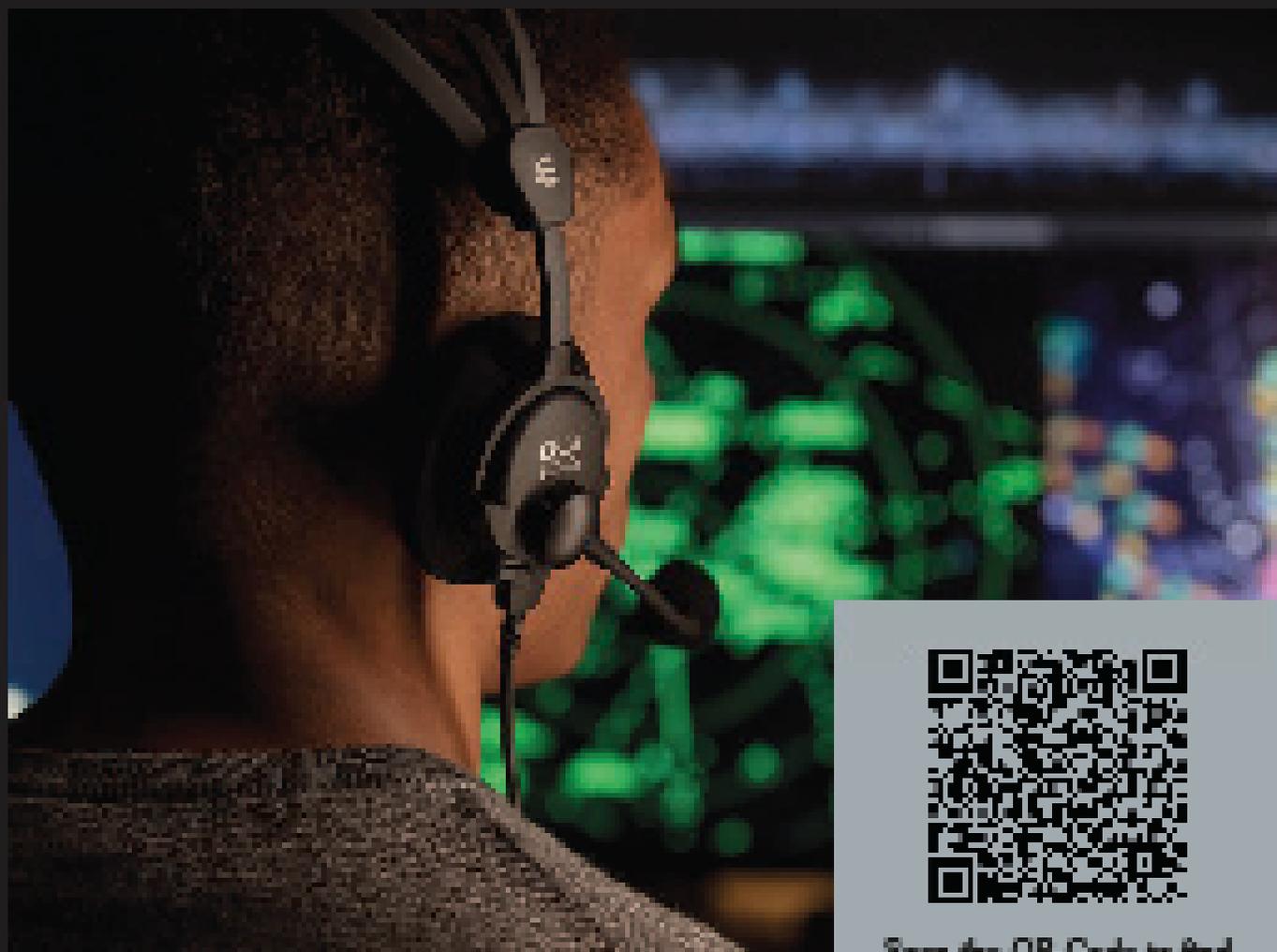


NATCA is honored and excited to welcome former U.S. Navy commander, New York Times best-selling author, and leadership and teamwork expert Michael Abrashoff to CFS 2022

Abrashoff is at the center of one of the most remarkable modern day stories of organizational transformation. At 36, he was selected to be Commander of USS Benfold and was the most junior commanding officer in the Pacific fleet. The challenges of this underachieving destroyer were staggering, with low morale and the highest turnover rate in the Navy. Few thought the ship could improve. Yet 12 months later it was ranked #1 in performance – using the same crew. How did Abrashoff do it? By replacing command and control leadership with commitment and cohesion. The lesson was clear: leadership matters and culture is everything.

Since leaving the Navy, Abrashoff has worked with over 1,200 organizations instilling leadership initiatives at every level – achieving phenomenal change in unexpected places. Leaders especially identify with Abrashoff being accountable for results in an environment where he couldn't make the rules. He focused on the one thing he could influence: his crew's attitude, because culture is the ultimate competitive weapon for any organization. That's why Wall Street Journal, Fast Company and others have cited Abrashoff's story. It's also why Abrashoff is so popular with such a wide range of audiences.

As a keynote speaker, Abrashoff has spoken to every industry and kind of audience – from board retreats to front line personnel, from sales groups to universities, from Fortune 500s to startups. He tailors his message to focus on engagement, execution, change, safety, diversity, leadership, teamwork, innovation, accountability and more.



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# EPOS

## Billy Nolen



Billy Nolen was appointed acting FAA Administrator in April 2022. Previously, Nolen served as FAA's Associate Administrator for Aviation Safety (AVS). The Aviation Safety Organization's programs are carried out by 7,400 employees located in Washington

Headquarters, regional and directorate offices, and 125 field offices throughout the world. The AVS safety purview covers over one million registered aircraft, over one thousand approved manufacturers, over one million active pilots, and over 50,000 flights every day.

Billy has over 33 years of experience in operations and corporate safety, regulatory affairs and flight operations. He started his career as a 767, 757 and MD-80 pilot with American Airlines. His passion for operations and safety led to the role of Manager of the Pilot Aviation Safety Action Program (ASAP). He then became Manager of Flight Safety with responsibility for Accident/Incident Investigations, Flight Operational Quality Assurance, Line Operations Safety Audits, and oversight of the Pilot and Maintenance ASAPs.

After American Airlines, Billy served as Senior Vice President of Safety, Security and Operations with Airlines for America, where he collaborated with leaders across the airline industry, government and other key stakeholders to enhance safety and operational performance.

He subsequently served as Executive Manager of Group Safety & Health for the Qantas Group. In that capacity, Billy played a key role in the Qantas Group Safety Governance Framework and was responsible for providing assurance and advice to the Qantas Board, principally the Corporate Health, Environmental, Safety & Security Committee, the Group CEO, the Qantas Group Management Committee, and Qantas' executive management.

Billy came to FAA from his position as Vice President of Safety, Security and Quality at WestJet in Calgary, Alberta. Reporting to the CEO, Billy had responsibility for overseeing safety, security and quality across WestJet, Encore and Swoop, 14,700 WestJet employees, and the millions of passengers flying on WestJet aircraft each year.

Billy is a graduate of Embry-Riddle Aeronautical University, where he earned a BS degree in Aviation Management, and has certificates in aviation safety from the U.S. Naval Postgraduate School, U.S. Army Safety Center, and the University of Southern California. He is a Fellow of the Royal Aeronautical Society (FRAeS) and has travelled extensively across the globe.

## Speaker Spotlight

### David Seymour



David Seymour is American Airlines Chief Operating Officer. He leads all of American's operations including airport operations, flight operations, technical operations, flight service, safety, cargo operations and the Integrated Operations Center, where the airline's daily operations are managed.

David's aviation career began at the airline in 1999. Throughout his career he has held a variety of leadership roles in Materials and Planning, Operations Control and Planning, Crew Resources and Scheduling, Technical Operations, and Flight Operations. Most recently David served as Senior Vice President of Operations. He was named Chief Operating Officer in 2020.

After college, David began his career serving as an airborne infantry officer in the U.S. Army. He later held

numerous management positions in purchasing, inventory management, warehouse distribution, logistics and finance.

David is an executive sponsor for American's Veteran & Military Employee Business Resource Group, an employee-led organization that supports veterans, current military service members and their families. David also served as chairman on the board of the Medal of Honor Foundation.

David holds a Master of Management in marketing and transportation from Northwestern University's Kellogg School of Management and a Bachelor of Science in mathematical science of operations research from the U.S. Military Academy.

David graduated from the U.S. Military Academy in 1986 and completed the Infantry Officer Basic Course. In 1987, after graduation from U.S. Army Ranger School, he was assigned to the 82nd Airborne Division where he served as a Platoon Leader and Company Executive Officer. In 1989, he reassigned to the 18th Airborne Corps where he served as the Aide-de-Camp for the Corps Chief of Staff and later for the Deputy Commanding General. He completed his active service in 1991 as the Operations Officer for the U.S. Army Parachute Team "Golden Knights."

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and their effort to keep the NAS open,  
safe, and efficient

## Richard McSpadden



NATCA is honored and excited to welcome former Air Force Thunderbirds commander Richard McSpadden, now the Aircraft Owners and Pilots Association (AOPA) Air Safety Institute (ASI) Senior Vice President, to CFS 2022.

McSpadden was appointed executive director of the ASI in

February 2017 and was promoted to senior vice president in July 2020. He currently leads a team of certified flight instructors and content creators who develop and distribute aviation safety material –free of charge— in order to advance general aviation safety industrywide. ASI distributes material through a dedicated YouTube channel, iTunes podcasts, Facebook, and a dynamic website. ASI material is accessed 12 million times annually.

A native of Panama City, Fla., McSpadden started flying as a teenager and has logged over 5,000 hours flying a variety of civilian and military aircraft. McSpadden is a commercial pilot, CFII, MEI with SES, MES ratings and a 525S (Citation Jet Single Pilot) type rating. McSpadden also served in the Air Force for 20 years, including the prestigious role of commander and flight leader of the U.S. Air Force Thunderbirds flight demonstration team where he led over 100 flight demonstrations flying the lead aircraft.

We asked McSpadden about current issues he is addressing and pilot-controller communications:

What are your biggest goals as the senior vice president of the AOPA Air Safety Institute and how have you expanded the offerings of materials to pilots since you joined the ASI in 2017?

McSpadden: Reduce general aviation mishaps. We've made great progress in GA, reducing our fatal accident rate by more than 50% since the mid '90s, but there's more work to be done. We work to make sure we meet pilots with engaging, educational safety material wherever, whenever, and however they consume information, so you can find

us on YouTube, Facebook, and Instagram. We continue to advance our material with fresh voices and a new tone. Reach is important to us. To impact how pilots fly, you have to influence how they think, and to do that you must first reach them.

At Sun 'n Fun, you presented a seminar on avoiding and escaping from airframe icing. Many of our NATCA members have worked to assist pilots who have encountered icing. What are the most important points you made during that presentation that would be of highest educational value for our members?

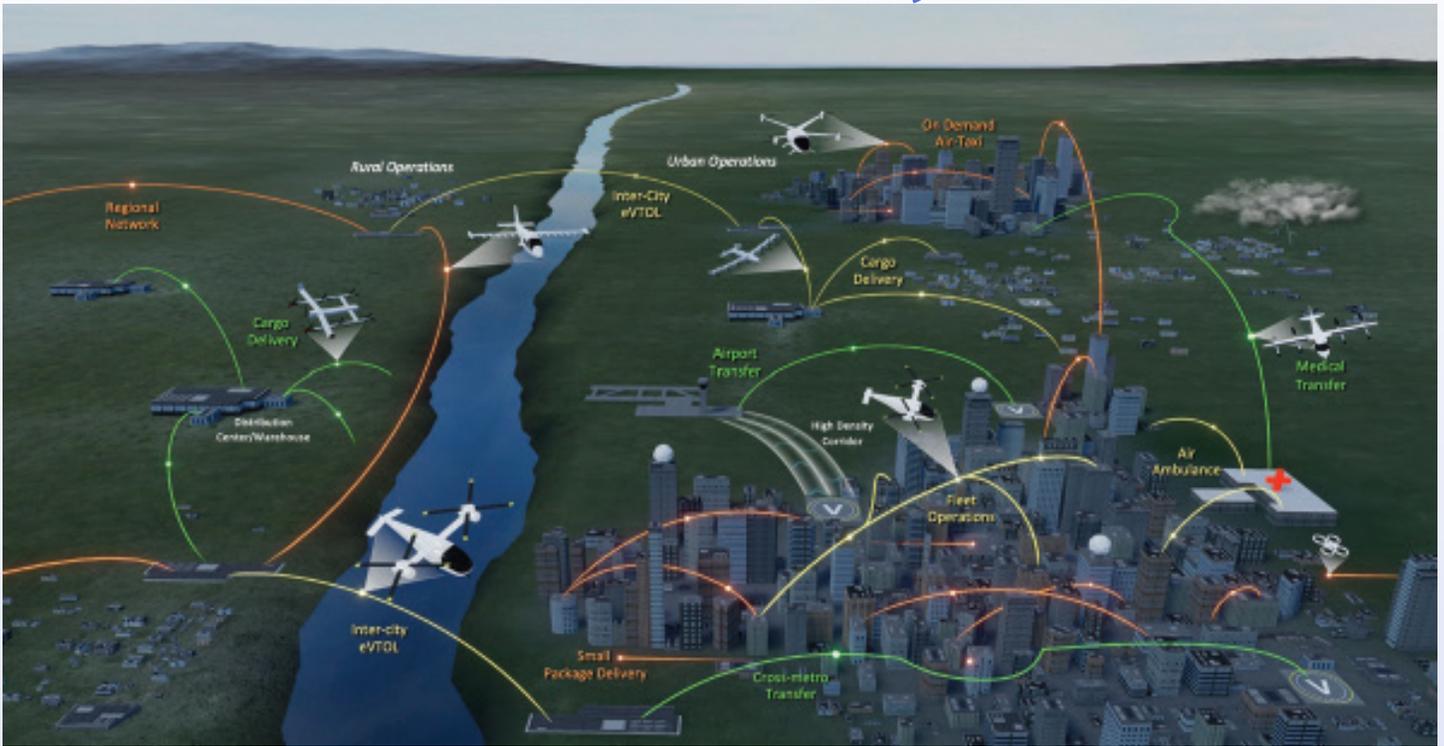
McSpadden: First to take icing seriously. It can develop outside of the forecast and your situation can deteriorate rapidly. Don't enter IMC conditions that are conducive to icing, which can be above freezing level. Second, know your "bail out" direction. Study the forecast so you know which direction to head to get out of the icing. Finally, use controller help. Fess up if you get in trouble. They are much more interested in helping you out of trouble than "violating" you. Ask them for a vector to the closest favorable conditions.

We have seen large numbers of pilots attending various pilot webinars with our members and a very positive response to our interactions. Can you talk about the encouragement you feel when you see increased levels of communication and learning between pilots and controllers?

McSpadden: I love it! It's so positive for aviation. I remember when the controller/pilot relationships were adversarial. Pilots didn't trust controllers and likewise controllers were suspicious of pilot intent. Now I see a much more collaborative and positive relationship. Some of our most popular seminars are our "Ask the Controller," which NATCA has helped us deliver. They always go long, with more questions than we have time to answer. It helps to dispel myths and urban legends. Pilots get direct, accurate answers from a source they can trust. It's great to see pilots react to the face behind the voice and realize, you're just professionals, trying your best to be good at your job, just like we're trying our best to be good pilots.

Spotlight: Advanced Air Mobility

# Advanced Air Mobility



1. Large Cargo Delivery

## 2. Private/Recreational



## Spotlight: Advanced Air Mobility

Advanced Air Mobility (AAM) could easily be referred to as the “umbrella” and is the collection of new and emerging technologies for the aviation ecosystem that safely and efficiently move people and cargo between places previously underserved by aviation, such as urban and regional environments.

- Advanced Air Mobility Operations – In the near-term, AAM aircraft will be integrated into the National Airspace System (NAS) using existing air traffic services.
- AAM captures a broad category of short or vertical takeoff and landing vehicles for various uses. Currently, there are five potential uses of Advanced Air Mobility (AAM) integration under research and development:
  1. Large Cargo Delivery
  2. Private and Recreational
  3. Regional Air Mobility (RAM) – Linking smaller airports and rural areas to large airports
    - » RAM has the potential to increase the accessibility and affordability of regional travel while building on the extensive and underutilized federal, state, and local investment in our nation’s local airports.
  4. Urban Air Mobility (UAM) – Envisions a safe, secure, and efficient aviation transportation system to transport passengers or cargo at lower altitudes within densely populated urban and suburban environments.
  5. Public Services – Public Service has the potential to provide more efficient medical, fire, search and rescue, and supply shortage response for emergencies around the nation.
- Unmanned Aircraft System (UAS) – Unmanned aerial vehicles and associated equipment that do not carry a human operator, but instead are remotely operated or fly autonomously.
- Unmanned Aircraft System Traffic Management (UTM) – A traffic management ecosystem for uncontrolled operations that is separate from, but complementary to, the FAA’s Air Traffic Management (ATM) system.
- eVertical Takeoff and Landing (eVTOL) – An electric aircraft capable of Vertical Takeoff and Landing which may utilize runways or infrastructure similar to a helipad for takeoff and landing.

### 3. Regional Air Mobility (RAM)



### 5. Public Services



### 4. Urban Air Mobility (UAM)



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## Safety Reporting Systems



Since that historic day in July 2008 when a Midway ATCT (MDW) air traffic controller filed the first Air Traffic Safety Action Program (ATSAP) report, Voluntary Safety Reporting Programs (VSRPs) have taken off for NATCA and the Federal Aviation Administration (FAA).

ATSAP, which began as an 18-month demonstration project, was developed during a very contentious labor/ management period. It became the first collaborative effort by NATCA and the FAA and has grown into the largest VSRP in the world, generating over 190,000 reports since its inception.

The foundation of a robust VSRP is to provide a non-punitive environment where employees are free to report mistakes or instances of non-compliance without fear of reprisal or discipline. This was quite a cultural shift back in 2008, but it has now led to a healthy learning culture through the implementation of recurrent training, Partnership for Safety, and monthly ATSAP and Confidential Information Sharing Program (CISP) discussion sheets. This new working environment is one where employees who share issues and recommendations voluntarily has positively impacted the safety of the National Airspace System (NAS) by providing invaluable data that had never been captured before.

The success of ATSAP for employees engaged in air traffic activities was the impetus for NATCA seeking expansion of VSRPs to other bargaining units it represents. ATSAP-X, a program for NATCA Engineers and Architects, was the next initiative, where reports concerning system/equipment/facility designs have led to system improvements.

Federal Contract Tower (FCT) employees represented by NATCA are now able to participate in a program known as SAFER-FCT to address issues and concerns they have for operational improvement.

In the Spring of 2021, we launched our most recent program, the Aviation Safety (AVS) VSRP that covers our NATCA

brothers and sisters from the Aircraft Certification (AIR) and Drug Abatement (DAI) bargaining units. We look forward to the continued success of this program.

Participating in a VSRP is one thing, but what about tangible results? Funny you should ask...

There have been over 190 formal Corrective Action Requests (CARs) issued from the VSRPs to address serious system safety concerns, of which 115 have been closed/resolved. The remainder are in various stages of resolution. There have been at least 805 systemic positive changes that have been developed from voluntary reporting and informal changes taking place at FAA facilities at various levels are constant and numerous. In addition, information from NATCA VSRPs helps to develop recurrent training curricula, as well as contribute to the development of the FAA Air Traffic Organization's Top 5.

But that's not the end of the story.

In 2010, CISP was developed to share ATSAP reports with airline Aviation Safety Action Program (ASAP) reports. The intent of the initiative was to provide a more comprehensive view of events occurring throughout the NAS by including both pilot and controller perspectives. What began with sharing reports with one airline – United – has now grown to over 30 participants and has shared over 111,000 reports.

Also, since 2010, NATCA has been a member of the Aviation Safety Information Analysis and Sharing (ASIAS) program, which compiles and analyzes additional sources of safety data from commercial carriers and general aviation.

All the data collected through VSRPs has contributed to the safest 10-year period in U.S. domestic aviation history, but we know there is more work to do. Voluntary reports are crucial to keep this safety record growing and improving, so we ask, "keep 'em coming!"

## Collaborative Safety Program: Tune Off Tune In

# *"It Can Wait"*



*Wearable smart devices such as smart watches, fitness trackers, and smart glasses are amazing pieces of technology. They keep us closely connected with the latest information, in constant communication with others, and provide unique tools to augment our environment and monitor our health. These gadgets are a way of life for the modern population but can become a very dangerous distraction if used in the wrong places - including the operational environment.*

*Here at CFS this week, we continue our awareness campaign to draw attention to the ongoing importance of eliminating all electronic distractions from the operation, with an emphasis on wearable smart devices.*

*"Disconnecting" for duty is what's expected of us and what we expect of each other. It can wait.*

*Turn Off Tune In is a collaborative, proactive initiative launched at CFS in 2013 by NATCA and the FAA to eliminate distractions in the operational workplace. The goal of the collaborative workgroup tasked with the Turn Off Tune In communications campaign is to educate and increase awareness of the safety impact of distractions, focusing on electronic distractions.*

*Lanyards, created in the style of current messaging, are available at the Professional Standards/ Respect Turn Off Tune In exhibit booth. Communicate your commitment to a distraction free operational environment by stopping by and selecting your favorite version to take back and wear at your facility. Be a reminder to your peers that "It Can Wait".*



# RESPECT

***Since the introduction of Respect in 2019, FAA facilities across the NAS have engaged in meaningful conversations. Conversations that have helped us reflect and better understand how our workplace interactions impact our goals for safety.***

***Visit the Respect exhibit wall at this year's CFS conference to read some takeaways from those who have facilitated these important conversations. Identify the quote that speaks to you the most and use the QR code below to share your selection. Upon completing the QR code questions, you will be entered to win one of three Visa gift cards prizes.***



***Respect is a collaborative initiative that aims to foster professionalism in workplace relations through education, interaction, and team building. We strive to improve safety, professionalism, and workplace interactions by creating an environment of mutual dignity, support, and respect among all individuals that work together to maintain the safety of the NAS.***

## Spotlight: NATCA Charitable Foundation



### NCF OFFICERS

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For more information on  
NCF and how to get involved,  
contact:

[natcacharitable@natca.net](mailto:natcacharitable@natca.net)

202.220.9831

The NATCA Charitable Foundation (NCF) is a non-profit 501(c)(3) organization that touches the lives of many people across the United States. The foundation is a 100% volunteer organization consisting of NATCA members, family, friends, NATCA staff, and aviation partners. Often, these volunteers have full time jobs outside of NCF, making their dedication to the success of the charity even more inspiring. A hallmark of NCF is its low operating expense.

NCF was established when the realization was made that many NATCA chapters were volunteering individually, in their local communities. NCF knew that combining its energies on a national level would raise more money and allow for a bigger impact while bringing recognition to the air traffic profession.

NCF is NATCA's Charity of Choice. NCF is a charity of charities, giving back to multiple causes across the nation. NCF strives to be at the doorstep of every cause and every NATCA member's need.

NCF seeks out organizations that serve a similar purpose and focus on helping the underserved. While giving to large, well known charities, NCF likes to focus and seek out charities that are underfunded and are often missed through typical charity drives, allowing a bigger impact on smaller underfunded charities.

By the end of 2022, over the foundation's 28-year history, NCF is expected to hit \$3 million in overall donations to charities across the United States.



### ✓ DONATIONS

At our booth at Communicating for Safety (CFS), you can complete an 1187 payroll deduction form to establish an automatic donation to NCF each pay period. If you begin payroll deduction – or increase your donation – you will receive an NCF T-shirt. All donations are tax deductible.

### ✓ SILENT AUCTION

NCF is again hosting a silent auction this week in the exhibition hall that includes a tremendous array of mostly donated items, including food and wine, crafts, sports memorabilia, travel, NATCA-related items, and much more. The silent auction opens at 10 a.m. on Monday and runs through Wednesday morning. Silent auction bidding will be online through the GiveSmart platform. To register to bid and join the fun, text NCF CFS to 76278 and follow the prompts or go to [NCF CFS.givesmart.com](http://NCF CFS.givesmart.com) to register.

## Spotlight: NATCA Charitable Foundation

### ✓ CFSOPOLY

CFS & NCF are joining together to give you chance to win \$100,000! Stop by the NCF booth, donate \$5 to NCF, get a playing card, and receive instructions. Learn about daily opportunities for prizes through our Community Chest drawings, along with the opportunity to win the CFSOPOLY grand prize drawing.

### ✓ ADOPT A TREE

Do you love the environment and want to make an impact on our world? NCF is helping to beautify CFS, through our Adopt a Tree Campaign. We have several adoption levels, so everyone can be involved. All marked trees are up for adoption. See a NCF volunteer for more information. After CFS, the trees will be donated to the Nature Conservancy at the 7J Ranch and Torrance Ranch Reserves in Nevada. All proceeds to benefit NCF.

### ✓ CHARITY POKER TOURNAMENT

NCF is again hosting its wildly popular poker tournament here at CFS. Registration opens at 5 p.m. on Monday evening at the Bally's Poker Room, with the tournament starting at 7 p.m. sharp. There is a \$100 buy-in. \$50 entry fee benefits NCF.

### ✓ GRAND PRIZE RAFFLE

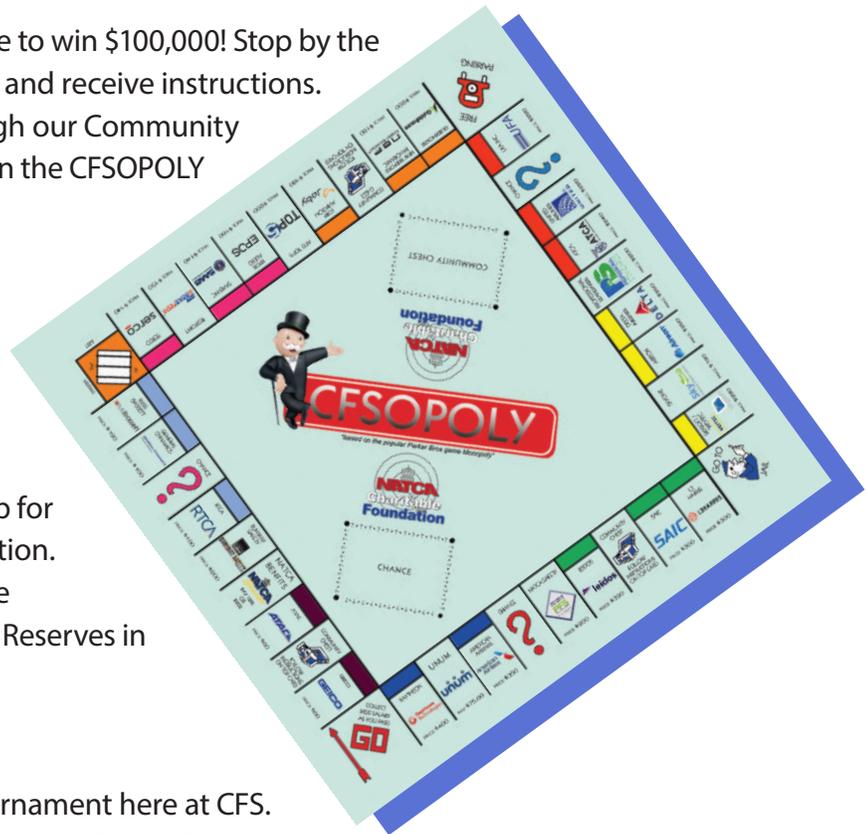
Buy some raffle tickets from an NCF volunteer and take your chances on winning an awesome Grand Prize Raffle!

### ✓ NATCA NCF CHALLENGE COIN

Don't get caught in Las Vegas without a challenge coin! Come to the NCF booth and pick up this specially made coin. This coin was designed by Andrew Stachowiak (NATCA Member - I90). It honors the dedication of air traffic controllers during the COVID shutdown.

### ✓ ARCHIE LEAGUE T-SHIRTS

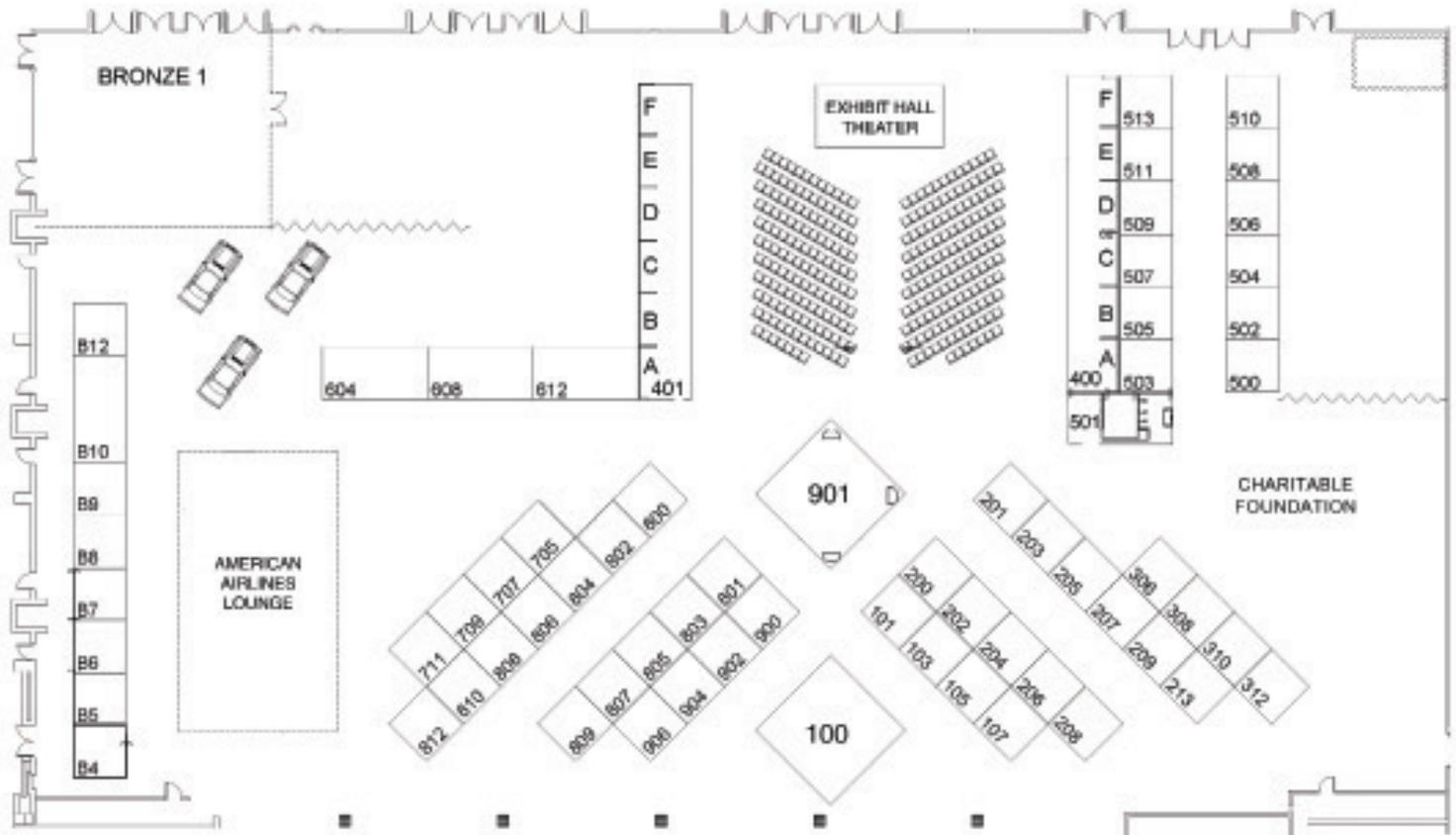
Get a NCF t-shirt that honors the first air traffic controller, Archie William League. Limited amount and sizes, so shop early because once they're gone...they're gone!



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- NATCA Benefits/SIG B12
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- NATCA/FAA Safety Programs 901
- National Black Coalition of Federal Aviation Employees (NBCFAE) 513
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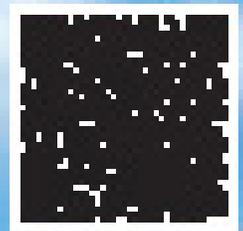


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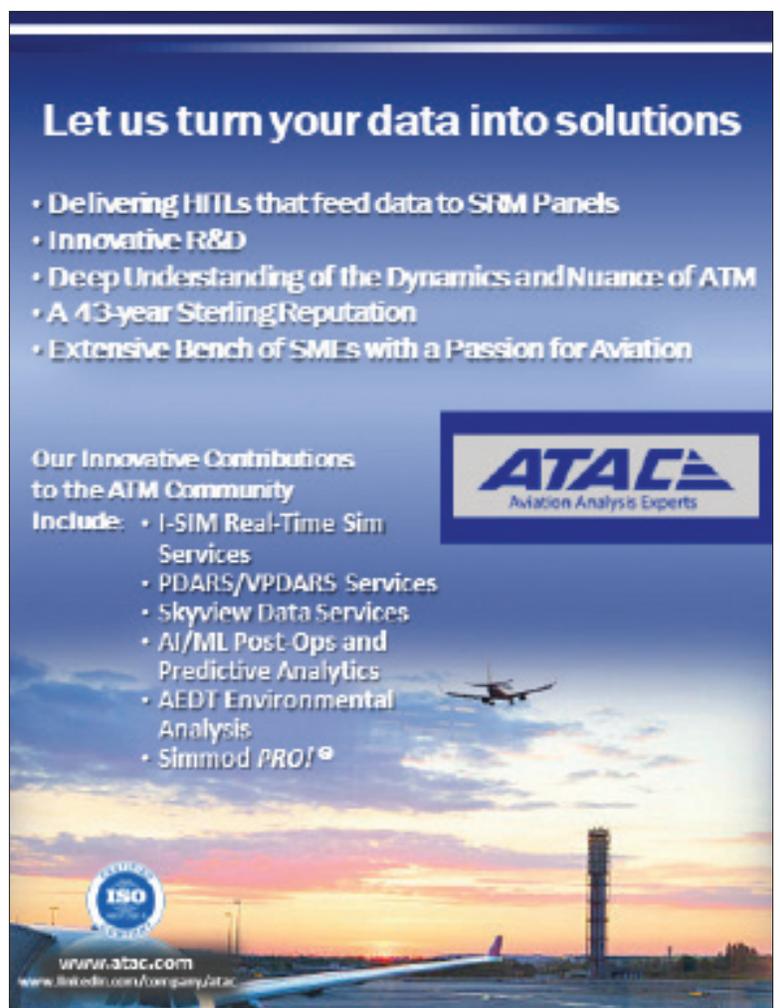
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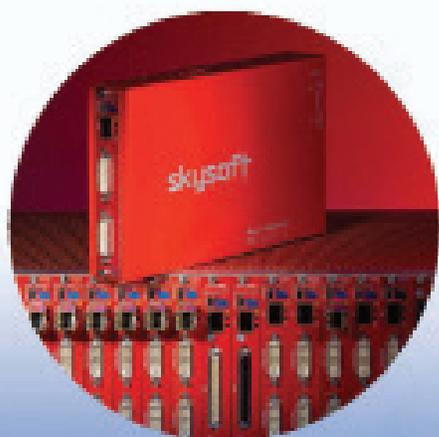
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