

**Please note**, the Hatch Act prohibits federal employees from engaging in political activity on duty and in the workplace. Do **NOT** bring this letter or the comparison chart to work. Do **NOT** post either document on your NATCA bulletin board in your facility.

Brothers and Sisters,

On August 6, 2024, we, the NATCA National Executive Board (NEB), voted to endorse Vice President Kamala Harris for President and her running mate Minnesota Governor Tim Walz for Vice President.

We developed the enclosed comparison chart on key issues that affect NATCA's members to provide you with the same information we considered when making our endorsement. NATCA strictly focuses on issues related to federal employees, aviation safety, and worker and union rights when making endorsements.

We endorsed Kamala Harris for President because in every elected office she has held, Vice President Harris has been a champion for protecting and expanding the middle class and the interests of all working families, including active and retired union members. Whether it was fighting against corporate greed as California's attorney general, as a U.S. senator working to expand labor protections for workers who were most at risk on the job, or as Vice President in her role as the chair of the first ever White House Task Force on Worker Organizing and Empowerment, she has served with distinction and unwavering dedication to working Americans.

Vice President Harris also has taken a strong personal interest in the specific challenges faced by air traffic controllers and other aviation safety professionals. In 2019, she invited NATCA air traffic controller Trisha Pesiri-Dybvik to be her guest at the State of the Union.

Pesiri-Dybvik and her husband, who are both air traffic controllers at Santa Barbara Airport Air Traffic Control Tower, suffered significant financial hardship when their family went without both paychecks through the 35-day government shutdown earlier that year.

We also endorsed Tim Walz for Vice President. Governor Walz was a strong supporter of our legislative priorities when he served as a member of the U.S. House of Representatives for a dozen years. He is a proud union member and has a long, demonstrated history of supporting workers and unions. Under his leadership as governor, Minnesota expanded collective bargaining rights for public sector employees and raised teacher pay.

We hope you will join us in voting for Kamala Harris for President and Tim Walz for Vice President this fall. Thank you for your consideration.

In Solidarity,

The NATCA National Executive Board



## Comparing the Harris-Walz and Trump-Vance Records on Issues Important to NATCA

Issue	Harris-Walz	Trump-Vance
<p><b>Union &amp; Labor Rights</b></p>	<p>The Harris-Walz campaign <a href="#">strongly supports</a> labor rights.</p> <p>As Vice President, Harris served as chair of the <a href="#">White House Task Force on Worker Organizing and Empowerment</a>. She has a strong <a href="#">record</a> of supporting federal workers, walked union picket lines, and cast <a href="#">numerous tie-breaking votes</a> in the Senate to support workers.</p> <p>Governor Walz is a former public-school teacher, decorated veteran, and proud union member, and he has a 93% AFL-CIO voting <a href="#">record</a>. He addressed <a href="#">union members</a> during his first solo campaign rally.</p>	<p>Former President Trump repeatedly took actions that <a href="#">undermined</a> and <a href="#">attacked</a> labor rights.</p> <p>Senator Vance has a 0% AFL-CIO voting <a href="#">record</a> and opposed NATCA on two out of three key votes identified by the National Legislative Committee.</p> <p>The “Project 2025” <a href="#">agenda</a> (see separate section below) authored by former officials in the Trump Administration calls for decimating federal sector unions:</p> <ul style="list-style-type: none"> <li>● Banning unions for public service workers (<a href="#">page 82</a>).</li> <li>● Letting management decertify unions mid-contract (<a href="#">page 603</a>).</li> </ul>
<p><b>Executive Orders Regarding Public Sector Unions</b></p>	<p>The Biden-Harris Administration <a href="#">repealed</a> three Trump Administration anti-worker, anti-union Executive Orders (EOs) on their <a href="#">second day</a> in office.</p>	<p>The Trump Administration issued three <a href="#">EOs</a> targeting federal labor unions, making it harder for workers to exercise their collective bargaining rights and utilize official time:</p> <ul style="list-style-type: none"> <li>● Reduced the time allowed to negotiate a collective bargaining agreement and reduced the costs contained within them (EO 13836).</li> <li>● Restricted agencies from negotiating <a href="#">any</a> permissive subjects, including staffing (e.g. targets for PPT, shift guidelines, etc.), tours of duty (e.g. hours of the day), technology for performing work, and bargaining below the national level (EO 13836).</li> <li>● Reduced the use of union “official time” that allows union representatives to perform representational duties including filing and advocating for grievances and engaging in bargaining (EO 13837).</li> <li>● Expedited the process for removing federal employees in performance-based adverse actions (EO 13839).</li> </ul> <p>Project 2025 calls for the reinstatement of these three Trump executive orders (<a href="#">pages 81-82</a>).</p>



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<b>Project 2025</b>	The Harris-Walz campaign vehemently <a href="#">opposes</a> the Trump-Vance “Project 2025” agenda.	<p>In addition to banning public sector unions, Project 2025 recommends (<a href="#">page 633</a>) that a new Administration:</p> <ul style="list-style-type: none"> <li>● “Separate the ATO from the FAA and relocate it to separate headquarters outside the District of Columbia.” (This should be viewed as an initial step to privatize ATC).</li> <li>● Require the FAA to “operate more like a business.” (This occurred under the Bush administration with restructuring that attempted to manage the ATO with a business model. Ultimately this led to the Imposed Work Rules and a 30% reduction in pay bands).</li> <li>● Give the ATO “a deadline after which it could not authorize or fund any more non-digital/remote control towers.”</li> </ul> <p>Although Former President Trump has sought to distance himself from Project 2025, <a href="#">documents and training videos show</a> that numerous people associated with the plan previously or currently work for Trump and intend to implement these policies should he win the election.</p> <p>As far back as 2022, Trump <a href="#">endorsed the group and its efforts</a>, stating: “This is a great group and they’re going to lay the groundwork and detail plans for exactly what our movement will do and what your movement will do when the American people give us a colossal mandate to save America.”</p>
<b>Politicization of Federal Civil Service Employees</b>	The Biden-Harris Administration <a href="#">rescinded</a> another Trump Administration EO creating “Schedule F” federal employees and issued a new <a href="#">rule</a> strengthening civil service protections.	Former President Trump issued a sweeping anti-labor <a href="#">EO</a> to create a new category of federal employees (“Schedule F”) to <a href="#">strip civil service protections</a> from thousands of federal employees, enabling the President to prioritize hiring political loyalists instead of qualified employees. Project 2025 promises to reinstate this policy ( <a href="#">page 80</a> ).



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<p><b>FAA and Government Funding</b></p>	<p><a href="#">Harris</a> and <a href="#">Walz</a> have consistently advocated for the continuation of government funding and against government shutdowns.</p> <p>Vice President Harris <a href="#">invited a NATCA member</a> to join her for the State of the Union Address to show support for NATCA and federal employees who worked without pay during 2018-2019 government shutdown.</p> <p>The Biden-Harris Administration proposed in its <a href="#">FY2025 budget request</a> a new \$8 billion investment over five years dedicated to replacing outdated FAA facilities and radars. This investment would fund the first-ever recapitalization of En Route Centers and the replacement of over 20 aging Towers.</p>	<p>Former President Trump openly welcomed the 35-day government shutdown between Dec. 2018 – Jan. 2019.</p> <p>“If we don’t get what we want ... <a href="#">I am proud to shut down the government</a> for border security.” -<i>President Trump in the Oval Office</i>, Dec. 11, 2018.</p> <p>Former President Trump refused to sign a bill that would have ended the 2018-2019 government shutdown weeks earlier.</p> <p>More recently, Trump posted a <a href="#">video</a> on his campaign website promising to <a href="#">seize funding already provided by Congress</a> if he becomes President again.</p>
<p><b>Infrastructure</b></p>	<p>The Biden-Harris Administration secured the biggest infrastructure investment in modern American history, the Bipartisan Infrastructure Law, including <a href="#">\$25 billion</a> for airports and FAA facility and equipment upgrades.</p>	<p>Former President Trump campaigned on and promised to advance a major infrastructure funding bill during his term but failed to deliver on those promises.</p>
<p><b>Key Appointments to Protect Federal Workers’ Rights</b></p>	<p>The Biden-Harris Administration has prioritized <a href="#">nominating people with expertise who support the rights of federal employees to serve</a> on the Federal Labor Relations Authority (FLRA) and the Merit Systems Protection Board (MSPB). Vice President Harris will continue this approach if elected President.</p> <p>The FLRA resolves complaints of unfair labor practices, adjudicates legal issues regarding the duty to bargain, and certifies union elections for new bargaining units, among other key functions.</p> <p>The MSPB is charged with protecting federal employees against improper employment-related actions. The Board works to ensure federal agencies avoid taking arbitrary actions against employees, exhibiting favoritism, or engaging in reprisals against whistleblowers.</p>	<p>The Trump Administration appointed anti-worker, anti-labor individuals to serve on the FLRA, which issued <a href="#">numerous rulings</a> and regulatory changes detrimental to federal employee rights and working conditions.</p> <p>The MSPB lacked a quorum and could not conduct its business for <a href="#">nearly four years</a> during the Trump Administration. It also did not have a confirmed General Counsel or named Deputy General Counsel to investigate and issue Unfair Labor Practice complaints, leading to a backlog of nearly 3,800 cases.</p>

