



# NATCA LEADERSHIP BRIEFING

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## GOVERNMENT SHUTDOWN: INTEGRITY AND TRANSPARENCY

- ▶ Closely following events in Congress.
- ▶ Member message with a link to shutdown information and FAQs sent on Dec. 19.
- ▶ Industry letter signed on by more than 30 aviation associations
- ▶ Press statements on industry letter and shutdown (if necessary)

## NATCA ATX PAY BRIEFING: INTEGRITY AND TRANSPARENCY

- ▶ The email and the pay briefing at ATX were never meant to say our members were paid enough. The email was one of four designed to summarize the events at ATX.
- ▶ The intent was to arm our members with the facts about the history of how we got to where we are with pay, not where we intend to go with pay.
- ▶ The purpose of the comparison was to create a factual baseline and demonstrate the movement of pay relative to others within the aviation industry
- ▶ America's economy has changed since COVID-19. All Americans, including our members, are feeling the effects of inflation and facing the reality that buying/spending power (particularly related to housing) has been adversely affected.
- ▶ We have already taken and will continue to seize every opportunity to tackle the challenges head-on, and we will utilize mechanisms in our CBA to address the pay of our BUEs. This pursuit will never end.

## SLATE BOOK: INTEGRITY AND TRANSPARENCY

- ▶ NATCA and the Agency agreed to an MOU that adjusts the duration of the Slate book and includes a condition that the Agency and the Union will open the collective bargaining agreement upon mutual agreement.

## SLATE BOOK: INTEGRITY AND TRANSPARENCY

- ▶ Acknowledging members reactions - Opportunity to unite
- ▶ Why now - Explaining the decision
- ▶ Points of emphasis
- ▶ Timeline of events
- ▶ What is next - Is NATCA content?

## ACKNOWLEDGING MEMBERS REACTIONS – OPPORTUNITY TO UNITE

- ▶ When making a decision such as this, there will undoubtedly be vocal supporters and critics. However, we believe that a well-informed and educated membership will overwhelmingly unite.
- ▶ Knowing that we choose to fight for our rights wisely and with respect for the members we represent. By taking this approach, we give up nothing while making assured gains and retaining the ability to fight for better pay and working conditions.

## WHY NOW – EXPLAINING THE DECISION

- ▶ As NATCA President and members of the National Executive Board, our highest priority is protecting our members, their rights, and their working conditions.
- ▶ Continuing with the current Collective Bargaining Agreement (CBA) is not an easy decision, but it is a strategic and necessary one to maintain leverage for bargaining as we pursue better pay and working conditions.
- ▶ The incoming administration seems determined to haphazardly cut government spending and enhance efficiency without the involvement of unions or the workers who operate those government agencies.
- ▶ The government is becoming increasingly unstable. Based on a social media post we just witnessed, a bipartisan agreement to fund the government was derailed, resulting in a potential government shutdown and delaying our members from receiving the pay they earned.

## WHY NOW – EXPLAINING THE DECISION

- ▶ The American public has elected an administration that previously enacted executive orders aimed at crippling the ability of federal sector unions to function on behalf of their members. These executive orders were real and targeted our ability to negotiate contracts fairly, represent our members, and prohibit agencies from negotiating permissive subjects of bargaining.
- ▶ Permissive bargaining is how we enhance our members' working conditions; without this ability, the workplace becomes unbearable. Nearly all the comforts we've come to expect stem from bargaining regarding permissive subjects. It is a credible and rational belief that the administration will reinstate the executive orders.



# WHY NOW – EXPLAINING THE DECISION

- ▶ Loss of Permissive Bargaining Subjects:
  - ▶ The law (Title 5) allows the FAA to immediately terminate permissive and non-negotiable subjects upon the expiration of the CBA. The FAA terminated permissive subjects, which led to the White Book, without EOs.
  - ▶ In addition, the EOs explicitly target permissive bargaining topics, leading to the loss of at least 77 articles in the CBA.
  - ▶ These losses would terminate essential provisions for the work environment, **including all MOUs negotiated below the national level**. This includes locally negotiated watch schedules (days of the week, hours of the day, shift rotations, and regular days off **along with shift guidelines**), as well as agreements on annual leave (the number of annual leave opportunities and the distribution of prime-time leave (PTL) and non-prime-time leave (NPTL) opportunities, including whether to redistribute non-selected PTL opportunities), safety, training, and employee movement (the NCEPT in its entirety)—**areas that directly impact our members' daily lives**.

## WHY NOW – EXPLAINING THE DECISION

- ▶ List of some of the Permissive Subjects of Bargaining in our CBA:
  - ▶ Article 24 (Annual Leave)
  - ▶ Article 32 (Watch Schedule and Shift Assignments)
  - ▶ Article 67 (Training)
  - ▶ Article 68 (On-The-Job-Training)
  - ▶ Article 95 (Individual Performance)
  - ▶ Article 64 (Safety Event Reporting and Review "ATSAP")
  - ▶ Article 60 (Facility Preference)
  - ▶ Article 100 (Priority Consideration)
  - ▶ Article 124 (Priority Placement)
  - ▶ Article 33 (Position Rotation and Relief Briefings)
  - ▶ Article 17 (Position Description)

# SLATE BOOK ADJUSTMENT: POINTS OF EMPHASIS

- ▶ Negotiate a term agreement as soon as a fair bargaining process exists
  - ▶ We have learned from the past and recognize that we squandered opportunities despite having an extension over the last four years with a labor-friendly administration, we must capitalize on any opportunity that is available to enhance our members' pay and benefits
  - ▶ we secured language in the MOU to do that
  - ▶ In order to capitalize on those opportunities, you have to have the leverage to negotiate those changes to our members' pay and benefits
- ▶ Provides us an opportunity to establish a relationship with the incoming administration
- ▶ Negotiate on our feet, not from a position of weakness
  - ▶ We will leverage our bipartisan support to enhance rather than recover from what would be lost
- ▶ Does not prevent and, in fact, gives the incoming administration the opportunity to recognize and act on the need to increase the pay and compensation for Air Traffic Controllers.
- ▶ Continued transparency with frequent membership updates
  - ▶ Three National Membership Town halls
  - ▶ Updates on progress with the new administration on a regular basis
  - ▶ focused on ensuring our members are aware of tangible results obtained through our collective bargaining process

## TIMELINE OF EVENTS

- ▶ On November 4th, Nick Daniels took office as President and inquired about the status of our Collective Bargaining Agreement and was informed that an extension offer was provided to the Union on February 10th 2024.
- ▶ When the Union inquired about the status of that offer, the Agency informed the Union that at this point no policies could be changed until the results of the US Presidential Election were determined.
- ▶ Donald Trump won the US presidential election on November 5th, and the Republicans secured victories in both the House of Representatives and the Senate.
- ▶ A few days later, as the groundwork took shape and the Department of Government Efficiency (DOGE) was established, we re-engaged with the Agency to inquire about any updates on the ability to modify policies. At that time, we were informed that no changes could be made.

# TIMELINE OF EVENTS

- ▶ During ATX, the light blue and purple book successor agreement was agreed to and set to be sent to the membership for ratification. The FAA Administrator announced his decision to resign effective January 20, 2025 and that Mark House, the Assistant Administrator of Finance (AFN), would be appointed as the Acting Deputy Administrator on January 10, 2025. At that point, we contacted the Agency to inquire whether the Administrator might be willing to extend the Slate Book. The Agency indicated they were willing to consider an adjustment to the termination date in line with the 2021 MOU.
- ▶ During the Strategic Leadership Meeting (SLM), we received a message that the Agency was willing to sign an agreement. This adjustment was to occur without any changes to the language from the previous extension. At that time, our President requested both a signing bonus and a pay raise, both of which were declined, stating authority limitations.
- ▶ NATCA countered and insisted on a condition that the Agency and the Union would open the collective bargaining agreement upon mutual agreement. This provision would provide leverage for the Union if the incoming administration were interested in working with the Union to fairly address pay and working conditions. The Parties agreed on that provision and to adjust the duration of the Slate book until August of 2029.

## TIMELINE OF EVENTS

- ▶ Early Wednesday morning, prior to the start of the SLM, the President met with our Executive Vice President to explain the offer from the Agency and address any questions or concerns.
- ▶ The President called for a gathering of the National Executive Board to discuss the offer. The NEB reviewed the proposal, asked questions, ultimately understood the decision made by our President, and discussed the strategy for moving forward. The NEB made a plan to inform our leaders and members about the decision and explain why it was made.
- ▶ Continued unity of the NEB

## WHAT IS NEXT - IS NATCA CONTENT?

- ▶ By keeping the current CBA in place, we maintain the structure and protections our members rely on. Permissive subjects remain intact, preserving our ability to bargain on issues like pay, compensation, employee movement, safety, and work conditions.
- ▶ Having a collective bargaining agreement in place allows us to focus on addressing these issues from a position of leverage.

## WHAT IS NEXT - FIXES TO APPENDIX A AND TCI (ABACUS)

- ▶ Addressing the ABACUS program is one method to adjust controller pay without requiring term negotiations. We must engage the agency on the timeline for ABACUS. If the timeframe is not reasonable, we will initiate negotiations on an alternative approach to adequately account for air traffic complexity.
- ▶ The current Appendix A MOU provides an opportunity to better account for the complexities of the profession. However, it requires updating due to the time elapsed since its signing. By updating and implementing the MOU, we can more accurately reflect the nuances of an air traffic controller's daily tasks and positively increase compensation.



## WHAT IS NEXT – FIXES TO APPENDIX A AND TCI (ABACUS)

- ▶ Examples of En Route Traffic Count Indices:
  - ▶ Increase the weight of each VFR advisory to 1.00.
  - ▶ Change the glossary definition of Special Use Airspace.
  - ▶ Change the Airspace Density formula.

## WHAT IS NEXT – FIXES TO APPENDIX A AND TCI (ABACUS)

- ▶ Examples of Terminal Traffic Count Indices:
  - ▶ Add Special Use Airspace to the Approach Control complexity formula.
  - ▶ Add a Ground Operations Complexity factor
  - ▶ Terrain/Obstacles factor - change the Tower complexity formula, the altitude qualification to 2,000 feet and include obstacles that meet or exceed this requirement within the Tower's airspace
  - ▶ Special Flight Mission factor - Create a complexity factor that applies one count for each 30-minute segment after an aircraft enters a facility's airspace without exiting or receiving any other counts.
  - ▶ Class Delta multiplier\*

## WHAT IS NEXT – ADDRESS APPENDIX A AND TCI (ABACUS)

- ▶ Since signing the CBA in July 2016, we have seen an increase in the number of lower-level facilities. The starkest increase was in level four facilities, which increased from four to twenty-one over the mentioned time period. In 2024, the difference in midpoint pay between a level four and five facility is \$11,033 per year, or 13.5%. Again, there is a viable path to address this issue and increase income for these and similar controllers that do not require term negotiations. TEB and MYF are examples of how to leverage the current provisions of the CBA to enhance pay at facilities; at both locations, we got the controllers compensated adequately for their work by addressing airspace classification or complexity.

## WHAT IS NEXT - VALUE FROM THE BEGINNING

- ▶ Having a collective bargaining agreement in place allows us to focus on addressing these issues from a position of leverage.
- ▶ Academy graduates (AGs) being paid at an Agency-controlled diminished rate during one of their most crucial training moments is an area that significantly needs improvement. Doing this would enable them to concentrate on their important task of training to become CPCs rather than worrying about where they will live or how they will pay their bills while in training.

## WHAT IS NEXT – EMPLOYEE MOVEMENT MAINTAINING LEVERAGE TO INFLUENCE

- ▶ A healthy employee movement process is an element of our efforts to increase pay opportunities.
- ▶ Our involvement in the employee movement process is an example of using a permissive subject of bargaining to affect those we represent positively. We have the ability to make changes to the process that again can improve pay for our members.
- ▶ Having a collective bargaining agreement in place provides us with a process to complete the implementation of the collaboratively developed CRWG numbers. Without these provisions, we would be unable to realize the benefits of a revamped employee movement process, creating a more employee-centric program that facilitates movement throughout the entire system.

## WHAT IS NEXT - INCREASED OJTI PAY (+25%)

- ▶ OJT: Bargaining unit employees conducting on-the-job-training (OJT) will receive additional premium pay of 15 percent (15%) while the employee is providing on-the-job-training (OJT). This additional premium pay supplements the OJTI premium pay provided by Article 68 of the 2016 CBA (Slate Book) and 2013 CBA (Purple Book) for a total of twenty-five percent (25%)
- ▶ Simulation OJT: Premium pay shall be paid at the rate of twenty-five percent (25%) of the applicable hourly rate of Base Pay times the number of hours and portions of hours during which a bargaining unit employee is providing instruction for assigned simulation training, stage training, or skill training in simulator labs (e.g., TTLs, TSSs, ETGs).

## WHAT IS NEXT - INCREASED OJTI PAY (+25%) PAY INCREASED VIA MOU

- ▶ This is an example of our CBA allowing us to focus on addressing these issues from a position of leverage and delivering tangible results to our members.

Levels	10%	20%	25%
ATC 4 (\$39.29)	\$2,771	\$5,541	\$6,923
ATC 8 (\$60.17)	\$4,244	\$8,488	\$10,603
ATC 12 (\$84.49)	\$5,957	\$11,914	\$14,890

*Note: Formula used: Midpoint hourly rate x OJTI Diff x 15 hours a week x 47 weeks*

# WHERE WE ARE

- ▶ Without the adjustment, any changes (gains or losses) to our wages would not occur until June 2027.
- ▶ If the Administration is labor-friendly - they can still work with us to negotiate better pay and benefits.
- ▶ Leverage the expertise and uniqueness of the profession to engage the administration in working towards recruitment and retention pay incentives.
- ▶ Interviewing Public Relations (PR) firms that will assist in media relations and enhancing awareness of the needs of the professions we represent.
- ▶ We are a signatory to an aviation industry letter welcoming the new administration and our commitment to working together.
- ▶ We have been engaging with members of the new Administration transition team and incoming members of Congress to build the relationships necessary to address the needs of our members.



## WHERE WE ARE

- ▶ For NATCA to succeed in confronting the many challenges ahead, the fight requires solidarity and all hands on deck.
- ▶ Being a collective is our greatest strength. We challenge all of us to stand together and reject anything that divides us. Together we will protect what we built and together we will continue to rise.