

Controller Peer Support Program National Workgroup Scoping Agreement

ISSUE: Provide a collaborative approach for the FAA and NATCA (hereafter the "Parties") to address the mental health needs of air traffic control specialists who need support, while overcoming the stigma related to seeking advice regarding mental health and wellness.

SCOPE: In accordance with Article 114 of the Parties' 2016 Collective Bargaining Agreement (CBA), a workgroup is established to develop a collaborative process for employees that directs them to a peer support system providing resources regarding mental health.

Each Party, at its election, may designate up to three (3) workgroup participants. Each Party will designate one (1) member of the workgroup as a co-lead.

Once established, the workgroup will determine the need for subject matter experts and/or subgroups.

The workgroup will:

- Develop the framework for a Controller Peer Support (CPS) program using the principles outlined and in use by the Air Line Pilots Association (ALPA) in the Pilot Peer Support Network, as well as similar aviation industry peer support programs for pilots.
- Construct a CPS program that will provide a support network that connects bargaining unit employees with trained bargaining unit peers to talk about any personal or professional problems they may be experiencing. Designated CPS bargaining unit employees listen and offer confidential, nonjudgmental support and refer employees to additional resources as needed.
- Develop collaborative processes whereby the CPS program is actively and regularly promoted by NATCA and the FAA to encourage bargaining unit employees to seek assistance, as well as to reduce the stigma of seeking help.
- Consider the framework of the Professional Standards Program for creating the CPS program.
- Review the FAA Employee Assistance Program to determine if any resources can be leveraged to support the CPS framework.
- Utilize, as necessary, the services of Aviation Medicine Advisory Service for technical and medical advice for creating the CPS framework.
- Meet as mutually agreed by the co-leads.

GENERAL:

1. The Agency agrees to pay for all travel related expenses for NATCA members to attend workgroup or sub-group meetings and related activities.

2. Participation on the workgroup or sub-group does not serve to waive any bargaining obligations nor as a waiver of rights guaranteed by law, regulation, or contract.

OUTCOME:

1. The Workgroup is authorized to make recommendations regarding items identified in the Scope of this agreement.
2. Within ninety (90) days of the signing of this agreement, the workgroup will submit to the Joint Sponsors a proposal for the framework of a CPS program.
3. If consensus for recommendations cannot be reached within the workgroup, the co-leads will provide final resolution to the Joint Sponsors. If a consensus cannot be reached between the co-leads, the Joint Sponsors will provide a resolution.

LEADERSHIP COMMITMENT

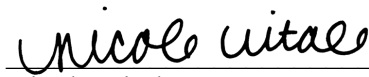
The undersigned Joint Sponsors authorize this workgroup to operate within the guidelines described in the SCOPE above.

Signed this 13th day of January 2025:

For NATCA:

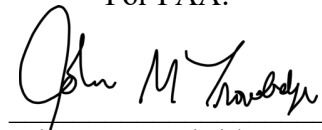


Dean Iacopelli
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For FAA:



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Development Management Services
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