

NATCA Region X- Top 10 Issues

Issue	Description	Action
<p>1. Change FAA Culture</p>	<p>FIX THE DISCONNECT IN FAA MANAGEMENT CHAIN THAT STALLED MILTI UNIT GROUND RULES, CONTINUED ESEP, IS STILL UNION BUSTING, AND ELIMINATE THAT MINDSET. Get help from any and all sources to keep the pressure on the FAA to eliminate that disconnect, and fix that reluctance to be employee and union friendly.</p>	<p>NATCA has pressed the FAA to change the culture within all LOB. To that end, the parties have created a senior level workgroup (just below the FAA Admin and NATCA Pres. Level) to work issues and is called the Collaborative Steering Committee (CSC). There is also a collaboration workgroup formed below the CSC level (genesis from new ATC CBA), however, this is the process that we plan on using for all other BU and LOB. Workgroup(s) are facilitated by the Overland Group.</p>
<p>2. Stop Realignment/ Consolidations (ESEP, ARC, TBD)</p>	<p>Stop the implementation of all aspects of the ESEP plan and backfill engineering jobs in lost in legacy Regions. Need to focus on ARC Re-positioning activity of recent years.</p>	<p>ESEP is on life support now. Just waiting for the FAA to pronounce it dead. Then there needs to be a workgroup to work on the strategic plan for ES. It is expected that should occur sometime around late July.</p> <p>The ARC Repositioning will be more difficult since this was done in a more covert way. The ARC national Rep is currently gathering examples of reductions in service that can be used as ammunition. Issue has been elevated to the NATCA Realignment Committee.</p> <p>FAA Reauthorization bill contains</p>

NATCA Region X- Top 10 Issues

Issue	Description	Action
		language that will help slow down the FAA actions and involve all stakeholders in the process including NATCA
<p>3. Fix Core Comp</p>	<p>Obtain fair pay structure and system for all NATCA bargaining units.</p>	<p>NATCA continues to advocate for a fair pay structure for all of our bargaining units. Recently, the ATC unit was able to eliminate the SCI, OSI, and pay caps through collective bargaining. These increases were replaced with a fixed percentage increase each year of the term agreement.</p> <p>The MU Contract Team is now negotiating a new term agreement. Through fair negotiations, it is expected that the SCI, OSI, and pay caps can also be addressed for these units.</p> <p>This is only the start and the remaining units will need to secure a solution also through the collective bargaining process.</p>
<p>4. Economic Equity</p>	<p>Ensure that NATCA members continue to receive annual cost of living adjustments.</p>	<p>NATCA's Government Affairs Office continues to advocate for compensation and benefits for all NATCA members. Recent examples include opposition to a proposed freeze in federal pay increases for 2011 which was defeated.</p> <p>Currently, the Multi-unit (MU) Contract</p>

NATCA Region X- Top 10 Issues

Issue	Description	Action
		Team is engaged in contract negotiations for a new term agreement. They will be advocating for a fair salary structure for all MU members
<p>5. Improve Communication</p>	<ol style="list-style-type: none"> 1. Publish our issues within our Union, especially outside Region X and become experts at telling our story. 2. Outreach to public and industry to increase awareness of our various organizations and their safety impacts 	<ol style="list-style-type: none"> 1. Josh Kennedy has agreed to prepare articles for NATCA publications moving forward. 2. Region X continues to support outreach and participates in multiple events including, Communicating for Safety, Oshkosh, AAAE, and ACI-NA conferences.
<p>6. Strength</p>	<p>Increase membership AND staffing levels</p>	<p>NATCA has identified NATCA membership as a priority goal. The National Constitution Committee has ruled recently that the existing MU agreement does not qualify as a CBA as per the NATCA Constitution and so MU employees are not subject to an initiation fee at this time. The NEB subsequently approved an "Open Season", date TBD, for the E&A unit. Trish Gilbert and Mike MacDonald plan to meet and discuss a coordinated effort to improve Region X membership.</p> <p>Staffing levels are much more complicated</p>

NATCA Region X- Top 10 Issues

Issue	Description	Action
		<p>subject simply because staffing is a permissive subject of bargaining. That means the agency has no obligation to negotiate staffing levels. However, as we move into a more collaborative relationship with the agency, it is hopeful that the agency will realize that NATCA is prepared to offer solutions to existing problems that prior FAA management created and these solutions may include staffing suggestions to some degree.</p>
<p>7. Create a Better Work Environment</p>	<p>IMPROVE management treatment of employees: Continue to fight unfair and arbitrary management positions and correct the wrongs done to individuals</p>	<p>NATCA continues to fight against the arbitrary and capricious mistreatment of NATCA members. Within Region X, we continue to train arbitration advocates in order to prepare them to take on arbitration cases on their own, thereby leveraging our membership and increasing the number of advocates available and not being completely dependent on our competent LR staff.</p>
<p>8. Safety</p>	<ol style="list-style-type: none"> 1. Work to correct the erosion of the designee oversight system and the increased reliance on organizational over personal delegations. 2. Improve employee safety. 	<ol style="list-style-type: none"> 1. NATCA continues to work the designee program(s) through the legislative process. FAA Reauthorization calls for a GAO audit of the program(s). 2. NATCA has recently obtained a second seat on the National

NATCA Region X- Top 10 Issues

Issue	Description	Action
		<p>OSHEECOM Committee which is held by Dominic Petrelli. Dominic has been very active to include all the Region X units in the process.</p> <p>The NATCA National Safety Committee continues to advocate safety issues on behalf of all of our members. Don Schmeichel continues to be our long time representative on this committee and is always working to ensure that safety issues are vetted through this committee.</p>
<p>9. Future</p>	<p>Improve our work rules over the previous contract. Look to strengthen the credentials of a professional workforce.</p>	<p>The MU are at the table currently. The E&A unit is back at the table in 2012. As long as we continue to have an administration that is not anti-worker and believes in a fair collective bargaining process then NATCA should continue to be successful in improving work rules for all of our units and members.</p> <p>Get meaningful “Professional Practices” language back in all CBA. This should be along the lines of the workgroup that was formed as part of the E&A 2001 agreement, which mandated a workgroup. The workgroup subsequently agreed upon a series of initiatives that promoted</p>

NATCA Region X- Top 10 Issues

Issue	Description	Action
		funding additional training for engineers to obtain a PE license.
10. Image	Improve our image inside and outside our organization by displaying Professionalism especially to our potential members within our bargaining unit. We need to show with our actions that every discipline event is a membership opportunity.	We have begun a poster campaign to demonstrate that NATCA “has your back”. Locally, bulletin boards need to be updated with the relevant information that members and non-members alike can read and which clearly displays that NATCA is working for them. Highlight our successes.