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## Labor-Management Initiatives Announced for the New Year

*Editor's Note: These matters are for Managers and Supervisors only and should not be disseminated.*

**December 31** – Working to end the controller contract dispute, the FAA last week presented the National Air Traffic Controllers Association a second settlement proposal, including several pay adjustments, and is working to establish additional projects that will further benefit the workforce.

The settlement proposal includes partial base pay increases for controllers whose pay is above the pay band maximum, as opposed to the exclusive use of lump sum payouts. Other initiatives included in the proposed settlement would freeze the existing Controller Incentive Pay program at its current level, raise premium pay for on-the-job training instructors and increase the AC pay band.

NATCA has until March 1 to respond to the FAA's settlement proposal.

The FAA is working on four additional projects that could be in place shortly.

The first of these is the Air Traffic Safety Action Program. This voluntary safety reporting initiative could be implemented on a pilot basis at several facilities as early as the end of January.

A child care subsidy is also being explored. The subsidy would cover employees with a family income below approximately \$72,000 per year, primarily benefiting developmental controllers but also available to those who are fully qualified.

The FAA is also exploring the feasibility of providing developmental controllers up to 64 hours of leave that can be used between the time their Academy training is completed and when they must report to their assigned facilities.