



## **NATCA Secures Back Pay for Robinson Aviation (RVA), Inc Employees**

NATCA recently won a significant arbitration against Federal Contract Tower employer Robinson Aviation (RVA), Inc. and its subcontractor CI2.

In November 2022, we received notice that the Arbitrator had sustained NATCA's national grievance regarding RVA's failure to pay the Jan. 1, 2022, wage increase. The Arbitrator ordered a full make-whole remedy with back wages, premiums, differentials, and interest for NATCA's bargaining unit employees (BUEs).



As background, on Jan. 1, 2022, RVA paid a one (1%) wage increase to employees at non-NATCA facilities and no increase to NATCA BUEs. RVA took the position that the 2022 3% wage increase was due to NATCA BUEs on Oct. 1, 2022.

NATCA filed a national grievance on March 11, 2022, regarding RVA's failure to pay the three percent (3%) annual wage increase to NATCA BUEs on Jan. 1, 2022. In this arbitration proceeding, NATCA argued that under the plain language of the collective bargaining agreement (CBA) and two relevant Memoranda of Understanding (MOUs), NATCA's BUEs were due the wage increase on the first day of the contract option year for the RVA/FAA contract, which was Jan. 1 in 2022. The Arbitrator agreed with NATCA's arguments and found that RVA was obligated to pay the three percent (3%) base wage increase effective on Jan. 1, 2022, pursuant to the CBA, the MOUs, and the Parties' consistent practice of paying base wage increases and H&W hour rate increases.

We ensured that RVA fully and expeditiously implemented the award and that all NATCA represented employees received the correct amounts due to them.

## Welcome to the NATCA Family, Paducah FCT!

NATCA is excited to welcome Paducah Federal Contract Tower (PAH) to our Union family! PAH is the tower over Barkley Regional Airport, located in western Kentucky a few miles south of Illinois and east of Missouri. PAH was commissioned in 1988. PAH's four controllers and one manager staff the facility's Class Delta airspace 365 days a year, and its overlying radar facility is Memphis Center (ZME).

PAH has a single Flight Base Operator on the airport that offers many services including flight training. While there is no flight school located at the airport, some of the facility's traffic comes from flight schools from many other states and cities that enjoy the many instrument approaches available. PAH has a variety of aircraft that visit the airport from general aviation, business and corporate aircraft, military aircraft, and air carrier aircraft, as well as several aircraft that call PAH home. PAH has two daily flights on Contour Airlines to and from Charlotte, N.C.



**NATCA WELCOMES  
PADUCAH FCT**

"There are two hospitals just outside our Class Delta airspace, so routinely we have transitions to and from them," PAH FacRep Jason Hayes said. "We do

have a medevac helipad base inside our airspace which is very common when the hospital helipads are occupied, and it is a primary base for our local medevac helicopter.”

Annually, the city of Paducah, known as Quilt City USA, hosts one of the world's largest quilt festivals, to which visitors from all over the globe travel. The many barge and river businesses in the region host an annual symposium which brings a variety of jet and turboprop aircraft filling up almost all of PAH's ramp space. These two main events, in addition to other festivals throughout the year, are the main two that the facility plans for increased traffic.

“Thank you for accepting us into the NATCA family, and we look forward to the many years ahead,” Hayes said.

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## **2023 NATCA Scholarship Application Open Until March 1**

The NATCA scholarship fund is established for the spouses, children, stepchildren, and legally adopted children of active, retired, and deceased NATCA members with continuous membership in good standing of at least two years. These scholarships are for full-time attendance at accredited colleges and universities within the United States and its territories for an undergraduate degree program.



# 2023-2024 NATCA Scholarship Application Now Open!

## REQUIREMENTS

- ✓ Spouses, children, stepchildren, and legally adopted children of active, retired, and deceased NATCA members with continuous membership in good standing of at least two years are eligible to apply.
- ✓ Incoming or current full-time undergraduate student at an accredited college or university within the United States or its territories.

## APPLICATION CLOSES MARCH 1

The application process includes an essay submission. This year's prompt asks candidates to examine why labor unions are experiencing a resurgence and what implications this has for the future. The full prompt and application form can be found [here](#).

The deadline to apply is March 1.

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