

Executive Vice-President Americas Report**Presented by Trish Gilbert, EVP AMA****SUMMARY**

The work of the IFATCA Executive Vice President Americas

April 2024 – March 2025

1. INTRODUCTION

1.1. This report covers the activity of the AMA Executive Vice President since the annual conference held in April 2024 in Singapore.

1.2. In addition to my responsibilities as AMA Executive Vice President:

- 1.2.1. IFATCA Speak English program (SEP) Facilitator and Secretariat
- 1.2.2. NATCA Board of Trustees
- 1.2.3. FAA National Airspace System Safety Review Team (NASSRT)
- 1.2.4. Certified CISM Peer-debriefer from the [ICISF](#)
- 1.2.5. Part-time work – NASA

1.3. Resignation of EVP AMA position:

1.3.1. Due to the resignation of EVP Professional, effective at the closing plenary of the 2025 annual conference in Abu Dhabi, NATCA nominated me for the position of EVPP, with nominations closed on 28 February.

1.3.2. If elected, it will be an honor to step into this very important position, and I look forward to working more closely with the IFATCA volunteers on the PLC, CISM, Training and Mental Well Being Task Forces, the Speak English Program, and collaborating further with other Industry Organizations on aviation professional matters as directed by the Executive Board.

1.3.3. Since May 2021, I have been privileged to serve as the EVP for the Americas region. Working alongside such talented and dedicated individuals has been an incredibly rewarding experience, and together, we have grown stronger.

1.3.4. As I announced at the Singapore conference, I did not plan to seek another term as EVP AMA. My current term was originally set to conclude at the Romania conference in 2026, with the regional vote scheduled for the 2025 regional meeting. However, with the opening of the EVPP, the timeline has changed. To submit my candidacy for EVPP, I respectfully resigned as EVP effective closing plenary, which then opened the nomination for the position to fill the role for the remainder of the term.

1.3.5. Andrew LeBovidge (USA) was nominated for EVP AMA. If elected (only candidate nominated), his term will end at the closing plenary of the 2026 annual conference, with nominations opening prior to the regional meeting in 2025, where voting will take place for interested candidates.

1.3.6. A big congratulations and thanks to Andrew (and NATCA)!! We have already begun work to ensure a smooth transition.

1.4. Meetings/workshops/conferences attended or held in the region:

- IFATCA annual conference 15-19 April 2024 in Singapore.
- Most of the bi-weekly (moved from weekly to bi-weekly after Sept. EBM) EBM virtual meetings on Tuesdays, AMA RVP calls, Regional Communications Committee, Regional Meeting planning calls, AFM Director call and several onboarding calls with EVP AFM.
- MA EB or leadership calls with Brazil, Canada, Haiti, Panama, Honduras, Argentina, Guyana, Trinidad & Tobago and the United States.
- The 5th Miami Humanitarian Aviation Campaign was attended by communications team member Tom Thompson on behalf of the newly forming regional Disaster Preparedness Committee in Miami, FL. 16-18 July 2024.
- NATCA Communicating for Safety (CFS) Conference in Las Vegas, NV. 16-18 September 2024.
- IFATCA Executive Board meeting 20-22 September 2024 in Panama City, Panama.
- AMA regional meeting 15-17 October 2024 in Port of Spain, Trinidad.
- COCTAM General Assembly 20-22 October 2024 in Mazatlán, Mexico.
- ATCA conference 5-7 November 2024 in Washington, DC.
- Fourteenth Regional Aviation Safety Group Pan American Meeting (RASG-PA 14) 19-20 November 2024 in Lima, Peru (attended by Fedor Romero, Peru MA)
- CAR/SAM Regional Planning and Implementation Group (GREPECAS/22) 20-21 November 2024 in Lima, Peru. (attended by Fedor Romero, Peru MA) (Both the RASG and GREPECAS required attendance at the virtual phase during the month of September)
- NATCA Activism and Training eXpo 9-12 December 2024 in Las Vegas, NV.
- ITF Virtual Meeting w/ PCX, 17 January 2025
- IFATCA Executive Board meeting 24-27 February 2025 in Johannesburg, South Africa.

1.5. Meetings planned or invited, if elected EVPP:

- IFATCA annual conference 28 April – May 2, 2025, in Abu Dhabi, UE.
- NATCA Communicating for Safety (CFS) Conference in Las Vegas, NV. 15-17 September 2025.
- IFATCA Executive Board meeting 19-22 September 2025 in Montreal, Canada.
- 42nd ICAO Assembly in Montreal, Canada (tentative attendance).
- AMA regional meeting 7-9 October 2025 in Georgetown, Guyana.

1.6. Regional members at the Global Level and Regional Level:

1.6.1. Technical Operations Committee (TOC), Professional and Legal (PLC), Finance Committee (FIC), Constitution and Administration Committee (CAC), Equity Diversity Inclusion (EDI) Task Force, IFATCA 2030+ Task Force, Training Task Force, Remote Towers Task Force, Remotely Piloted Aircraft Task Force, Mental Wellbeing Task Force, Speak English Program (SEP), World Communications Committee (WCC), ICAO Panels and Workgroups

2. DISCUSSION

2.1. Meetings attended:

2.1.1. The IFATCA annual conference was held in Singapore in April 2024. Fewer than half of the MAs from the region could attend due to distance, those present actively contributed their viewpoints and perspectives. The attending Member Associations included Bahamas, Canada, Chile, Dominican Republic, Jamaica, Mexico, St. Lucia, Trinidad and Tobago, and the United States, with Guyana, Panama, and Uruguay ensuring their voices were heard on the global stage through proxies.

2.1.1.1. The regional meeting held on day one before the start of the conference was appreciated by attendees as it allowed them to meet each other and discuss WPs to be discussed and voted on in Committees A, B and C later in the week. Other discussions ranged from conference logistics and the IFATCA code of conduct to regional communications. An update on the upcoming 2024 regional meeting in T&T, scheduled for October 15-17, was provided, while Member Associations shared insights into the air traffic systems and activities in their respective countries.

2.1.1.2. On the first day a High-level panel discussion “Invest in People, the Future of ATM” was conducted. It was followed by a panel on mental health titled “Your Mental Health Matters”

2.1.1.3. The election of the EVP for the Americas region occurred at the regional meeting but became official in Singapore at closing plenary. I started my third term as EVP AMA.

2.1.1.4. Chile received assistance from the Conference Attendance Fund to attend.

2.1.2. The 5th Miami Humanitarian Aviation Campaign in Miami, FL 16-18 July 2024

2.1.2.1. Tom Thompson USA attended for IFATCA AMA. The event was organized by the World Food Programme - Aviation Safety Unit, Sharjah in coordination with ICAO, FAA and IATA and took place at the IATA regional Office for the Americas.

2.1.2.2. The Humanitarian Aviation Campaign is part of a continuous effort to promote implementing effective measures to improve disaster response preparation, regional cooperation in times of crisis, environmental impact on humanitarian aviation, and enhance safety in the aviation industry by raising awareness.

2.1.2.3. **Campaign Objectives:**

- Reduce safety risks associated with humanitarian aviation operations;
- Promote awareness of climate change mitigation and adaptation and aviation safety initiatives; and,
- Improve preparation among the region in the wake of emergency response and ensure a safe operating environment for disaster response operations

2.1.2.4. Other attendees - ICAO, Humanitarian Organizations, Regional CAAs, Airport Authorities, Air Operators, Ground Handlers, Disaster/Emergency Response Agencies among others.

2.1.3. NATCA Communicating for Safety (CFS) Conference in Las Vegas, NV. 16-18 September 2024.

2.1.3.1. Attending for IFATCA were President Helena Sjöström Falk, Industry Partner Coordinator Nicola Ni Rada and myself. For the IFATCA publication on the event click [here](#).

2.1.3.2. NATCA had many sponsors and exhibitors at the event. IFATCA was delighted to meet with some of our Industry Partners - L3Harris, Indra, Aireon, Skysoft and Frequentis. It was also an opportunity to have conversations with potential industry partners and start new relationships.

- 2.1.3.3. This year's event is scheduled for 15-17 September 2025 in Las Vegas. NATCA would like IFATCA to be on one or two panels this year.
- 2.1.4. The IFATCA Executive Board (EB) met in person in Panama 20-22 September 2024 to discuss strategic priorities, project updates, and regional coordination.
- 2.1.4.1. The meeting opened with an update on IFATCA's involvement in the SESAR projects. The EB will have regular briefings with the SESAR Coordinator to ensure key members are up to date.
- 2.1.4.2. Four strategic goals for the Federation were outlined by the PCX:
- Making IFATCA the "Gold Standard" in ATC
 - Improving EB organization and working methods
 - Strengthening cooperation with union organizations, and
 - Empowering the regions. The EB supported these goals.
- 2.1.4.3. A three-year theme series focusing on staff shortages in ATC was suggested and agreed upon. For 2024-2025, the theme is "Invest in People, the Future of ATM", emphasizing workforce development. The themes for the next two years will focus on Recruitment and Training (2025-2026) and Staff Retention (2026-2027). These themes are designed to address workforce shortages and inform our Member Associations and Industry.
- 2.1.4.4. Our gratitude goes out to the Panamanian Air Traffic Controllers' Association (APACTA) for the excellent and friendly hosting of the Executive Board Meeting.
- 2.1.4.5. While in Panama, IFATCA President, DP and EVP AMA visited with the members of APACTA and the Panamanian Aviation Authorities and Service Provider.
- 2.1.5. The 40th IFATCA AMA regional meeting was hosted by the Trinidad and Tobago Air Traffic Controllers' Association ([TTATCA](#)) and took place from 15–17 October 2024 at the Hyatt Regency in Port-of-Spain, Trinidad.
- 2.1.5.1. Representatives from 21 nations attended - Argentina, Aruba, The Bahamas, Barbados, Canada, Chile, Curaçao, Dominican Republic, Grenada, Guyana, Jamaica, Mexico, Panama, Peru, St. Lucia, Trinidad & Tobago, Uruguay and the United States. In addition to IFATCA member associations, non-IFATCA MAs from French Guiana, Guadeloupe, and Suriname attended.
- 2.1.5.2. Argentina and Peru each received \$1500 from the Regional Meeting Assistance Fund.
- 2.1.6. The COCTAM General Assembly was held from 20-22 October 2024 in Mazatlán, Mexico.
- 2.1.6.1. It was an honor for IFATCA to once again be invited to Mexico to join our COCTAM family for their annual assembly.
- 2.1.6.2. During the event, I had the privilege of presenting an in-depth overview of IFATCA, including our structure, working programs, guidance materials, collaboration with ICAO, and key events.
- 2.1.7. ATCA conference 5-7 November 2024 in Washington, DC.
- 2.1.7.1. I participated on a panel discussion titled "Tackling Today's Aviation Safety Issues."
- 2.1.7.2. The Panelists were:
Trish Gilbert – IFATCA EVP and Former NATCA EVP
Tim Arel - FAA Air Traffic Organization, Chief Operating Officer
Dave Boulter - FAA Associate Administrator for Aviation Safety
Jason Ambrosi - ALPA President

Moderator:

Chris Rocheleau - National Business Aviation Association (NBAA)

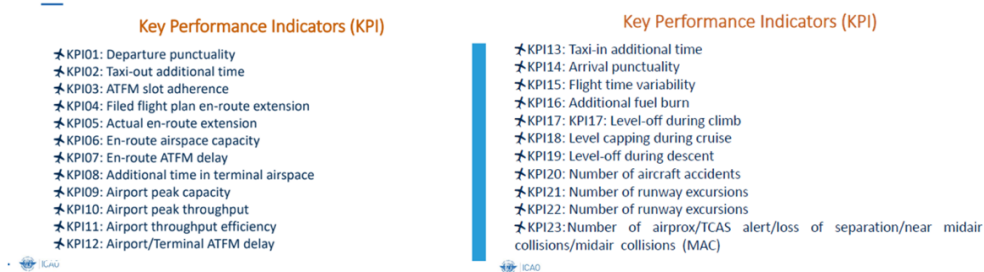
2.1.7.3. Interesting to note is that Chris Rocheleau, a friend and long-time colleague, is now Deputy Administrator of the FAA and currently Acting as Administrator.

2.1.8. The Fourteenth Regional Aviation Safety Group Pan American Meeting (RASG-PA 14) was held on 19-20 November 2024 and the CAR/SAM Regional Planning and Implementation Group (GREPECAS/22) 20-21 November 2024 in Lima, Peru. Fedor Romero, from our Peru MA – SUCTA attended on behalf of IFATCA AMA.

2.1.8.1. Both the RASG and GREPECAS required attendance at the virtual phase during the month of September for which EVP AMA attended when able.

2.1.8.2. The in-person joint meeting consisted of more than 110 civil aviation specialists. As part of these events, roundtables were developed, in which regional priorities of operational safety and air navigation implementation and improvement were analyzed, aligning the regional objectives to the framework of the ICAO Global Safety Plan and the Global Air Navigation Plan.

2.1.8.3. Fedor Romero will continue to participate on an ICAO working group on Key Performance Indicators (KPIs).



2.1.9. NATCA Activism and Training eXpo 9-12 December 2024 in Las Vegas, NV.

2.1.9.1. Jaymi Steinberg - Chair of the Technical & Operational Committee and member of the 2030+ Task Force, Michelle Trudeau - Professional & Legal Committee Member, Tom Thompson - Chair of the Americas Region Communications Committee and I delivered presentations.

2.1.9.2. The presentations highlighted the structure, objectives, and global impact of IFATCA. The group emphasized NATCA's role in fostering international collaboration, advancing air traffic control standards, and promoting the exchange of best practices to enhance safety and efficiency worldwide.

2.1.9.3. Key topics included IFATCA's engagement ICAO, the work of the TOC and PLC, the importance of regional meetings and the annual conference, disaster preparedness initiatives, strategic communication efforts, and the "Speak English" program.

2.1.9.4. Over the course of the four-day event, the session was held seven times, attracting excellent participation from attendees. Many attendees asked insightful questions and expressed a strong interest in becoming more involved in IFATCA's initiatives.

2.1.10. ITF Virtual Meeting w/ PCX, tentative 17 January 2025

2.1.10.1. IFATCA and the ITF Civil Aviation Section held a leadership meeting to plan future collaboration which will include a joint WP for Assembly as well as discussing strategy for our mutual work.

2.1.10.2. I have also volunteered to draft an updated MOU between us.

2.1.11. EBM 24-27 February 2025 in Johannesburg, South Africa.

2.1.11.1. The agenda included finalizing some of the work for annual conference, updates and strategic planning for the federation, as well as reports from board members.

2.1.11.2. A very sincere thanks to our hosts GATCSA - Guild of Air Traffic Controllers South Africa. Their hospitality was magnificent.

2.2. Meetings planned:

2.2.1. NATCA Communicating for Safety (CFS) Conference in Las Vegas, NV. 15 - 17 September 2025.

2.2.2. Regional Meeting 2025: The Guyana Air Traffic Controllers Association is still working to confirm their hosting of the 2025 regional meeting. It is tentatively scheduled for 7-9 October in Georgetown, Guyana.

2.3. Regional members at the Global Level and Regional Level:

2.3.1. Standing Committees: TOC Chair – Jaymi Steinberg (USA), TOC member – Betsy Beaumont (USA), Fred Cosgrove (Canada), Danahe Lopez (Mexico), and PLC member – Kurt Solomon (Jamaica), Michelle Trudeau (USA) and El-Kadur Acosta (Dominican Republic), CAC member – Chris Kenny (Canada), FIC member – Andrew LeBovidge (USA)

2.3.2. Task Forces: EDI TF – Betsy Beaumont (USA) Co-chair, Rossana Croci (UY) and Gale Williams-Dalsou (St. Lucia), 2030+ TF – Jaymi Steinberg (USA) and Kendell Peter (St. Lucia), Training TF – Ameera Hosein (T&T), Remote Towers TF – Adam Rhodes (USA), and Mental Wellbeing TF – Andrew LeBovidge (USA).

2.3.3. Speak English Program: Facilitators participate from Argentina, Chile, Mexico, St. Lucia, and the United States.

2.3.4. ICAO: Bridget Singratanakul – USA serves on the ADOP, Eric Avila – USA serves on the METP.

2.3.5. World Communications Committee: El-Kadur Acosta (Dominican Republic), Brittney Armbrust (USA), and Tom Thompson (USA). They are also on the Regional Communications Committee (RCC) and joined by the RVPs, Gaston Trotta (Argentina), Fedor Romero (Peru) and Joey Ryan (T&T). Tom Thompson was named the RCC Chair in June.

2.3.5.1. The RCC has a [Facebook page](#) and [Instagram](#) and created a new regional logo this year.



2.3.6. The Disaster Preparedness Committee (DPC):

2.3.6.1. The region aims to better prepare and communicate with MAs before, during, and after emergencies, disasters, and crises. The DPC can be contacted at AMAdpc@ifatca.org.

2.3.6.2. This year the region stood up a new committee. Tom Flanary (NATCA USA) is the committee chair. He comes with lots of experience in this kind of work. He is the chair of the

US disaster response committee. Joining him on the committee are the following: Alessandra Stephanie Ortega Paima (Peru), Mariana Hernández & Ulises Pedraza Gonzalez (Mexico), Lorenzo Carroll & Arnoldlette Pierre (Bahamas), El-Kadur Acosta (Dominican Republic) and Maritha Gibbs (St. Lucia)

2.4. Member Associations:

2.4.1. Argentina - ATEPSA:

- 2.4.1.1. In December 2024 a private jet missed the runway and crashed into houses near a small airport in San Fernando. Two pilots aboard the aircraft perished in the tragedy. Multiple members of IFATCA MA in Argentina witnessed the crash and many were friends with the pilots.
- 2.4.1.2. The Dominican Republic CISM team with assistance from the USA team lead Sarah Grampp provided multiple sessions of support for the members of ATEPSA.
- 2.4.1.3. A heartfelt thank you to the Americas Region Critical Incident Stress Management (CISM) team, your dedication and compassion exemplify the strength and solidarity of our community during such difficult times. South America RVP Mario Libran ensured coordination was timely and consistent.

2.4.2. Honduras (not a member of IFATCA):

- 2.4.2.1. November 2024, several air traffic controllers were dismissed in what appeared to be a retaliatory measure against those advocating for compensation.
- 2.4.2.2. The dismissals created an environment of fear among the remaining controllers who are still seeking appropriate compensation.
- 2.4.2.3. This situation raises significant concerns as such an environment of fear and reprisal directly undermines the principles outlined in ICAO Annex 19, which emphasizes the importance of a just culture. Working under the threat of punishment discourages the reporting of safety concerns and negatively impacts overall safety. When individuals see that raising legitimate concerns can result in retaliation, it sets a dangerous precedent that contradicts ICAO's Standards and Recommended Practices (SARPs), which are designed to maintain and promote aviation safety.
- 2.4.2.4. We respectfully urged the reinstatement of the four controllers and requested that any disputes over fair compensation for them and the 39 other affected controllers be resolved through a fair and transparent process, free from intimidation and retaliation.
- 2.4.2.5. IFATCA sent courtesy copies of the correspondence to IFALPA, IATA, ICAO, ILO, ITF and the COCESNA Board of Directors. To date, there has been no action to reinstate the controllers.
- 2.4.2.6. ITF is the more appropriate entity to help resolve a wage and dismissal dispute however, like IFATCA, Honduras is not a member of ITF either.

2.4.3. Bahamas:

- 2.4.3.1. November 2024, The Bahamas Air Traffic Controllers Union (BATCU) had two meetings, one with the Department of Labour reference trade disputes and the other with the Prime Minister of the Bahamas.
- 2.4.3.2. The HAZARD PAY owed to controllers in New Providence for nine months in 2020 was negotiated at \$1,500 and is expected to be paid after verification of the roster and training files.
- 2.4.3.3. Salary Adjustment was agreed to be completed and passed to the Board for approval and will be paid by the end of the first fiscal period in 2025.
- 2.4.3.4. The Industrial Agreement which was signed on 28th August 2023 is now in its final stage of being registered.
- 2.4.3.5. Controllers in Grand Bahama who act as Controller-in-charge for the shift for about a year will pay a flat rate of \$200 per month.
- 2.4.3.6. The PM agreed to remove the "Access Road" which was not in compliance with ICAO safety regulations.

2.4.3.7. They were also successful in receiving the Workforce Study Report after more than a year of requesting it. Thanks again to the PM of the Bahamas who intervened and demanded that they give BATCU the report.

2.4.4. Brazil:

2.4.4.1. SINA the association that has been a member of IFATCA will be terminated this year at conference for nonpayment of fees. The Sindicato Nacional dos Trabalhadores na Proteção ao Voo (SNTPV) now represents air traffic controllers and would like to join IFATCA. Unfortunately, they may not be able to have the funds this year to do so.

2.4.5. Costa Rica:

2.4.5.1. Due to financial difficulties SITECNA has canceled their membership. Last year IFATCA assisted with dues payment via the Financial Circumstances Fund for them to stay in another year.

2.4.6. Suriname:

2.4.6.1. The Suriname Air Traffic Controllers Association (SATCA) has filed the paperwork and submitted fees to join at IFATCA at the annual conference this year. A delegation from SATCA attended the 2024 regional meeting and fully engaged. We are honored to have them join the IFATCA family.

2.4.7. United States:

2.4.7.1. A tragic accident occurred at Washington National Airport in the USA on 29 January 2025. This midair collision brought renewed attention to our profession in multiple ways.

2.4.7.2. While the investigation is still ongoing to determine the underlying causes and contributing factors, we mourn the loss of life, extend our deepest condolences to the families and friends of the victims, stand in solidarity with the controllers at DCA and PCT, along with the entire NATCA family.

2.4.7.3. Despite their professionalism and dedication, they have faced unfair criticism that misrepresents the reality of their work.

2.4.7.4. IFATCA issued a **statement** expressing our condolences and support. We followed up with a clarification **statement** emphasizing the rigorous training and intense scrutiny that air traffic controllers undergo to uphold the highest standards of safety.

3. CONCLUSION

3.1. The participation of members from the region at the Trinidad and Tobago regional meeting was an amazing indication of the increased engagement, knowledge and confidence of the Directors within the region.

3.2. I am extremely grateful for the RVPs that work very hard for the profession and support ATCOs throughout the region, unfortunately the Northern Caribbean RVP Ramon Armora has recently resigned as he has moved to Canada. Ramon will be deeply missed. The region will soon be replacing the North American RVP (Andrew's becoming EVP) and the Northern Caribbean RVP (Ramon).

3.3. Great appreciation and thanks to our regional members that work hard as well on the Federation's committees, task forces, programs, work groups and ICAO panels.

3.4. Mostly, thank and with much adoration to the women and men ATCOs that provide exceptional service, many times under less-than-ideal conditions, to the flying public ensuring their loved ones arrive safely and important cargo gets where it needs to be.

3.5. Thank you to my home association NATCA who continues to provide great support, not only to me, but also to the Federation!!

4. RECOMMENDATIONS

4.1. This report is accepted as information.