

Calendar No. 319116TH CONGRESS
1ST SESSION**S. 1148****[Report No. 116-169]**

To amend title 49, United States Code, to require the Administrator of the Federal Aviation Administration to give preferential consideration to individuals who have successfully completed air traffic controller training and veterans when hiring air traffic control specialists.

IN THE SENATE OF THE UNITED STATES

APRIL 11, 2019

Mr. HOEVEN (for himself, Mrs. SHAHEEN, Mr. SULLIVAN, Ms. SINEMA, Mrs. CAPITO, Ms. MCSALLY, Mr. PETERS, and Mr. INHOFE) introduced the following bill; which was read twice and referred to the Committee on Commerce, Science, and Transportation

DECEMBER 5, 2019

Reported by Mr. WICKER, with amendment

[Omit the part struck through and insert the part printed in *italic*]

A BILL

To amend title 49, United States Code, to require the Administrator of the Federal Aviation Administration to give preferential consideration to individuals who have successfully completed air traffic controller training and veterans when hiring air traffic control specialists.

1 *Be it enacted by the Senate and House of Representa-*
 2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “ATC Hiring Reform
 5 Act of 2019”.

6 **SEC. 2. HIRING OF AIR TRAFFIC CONTROL SPECIALISTS.**

7 Section 44506(f)(1)(B)(i) of title 49, United States
 8 Code, is amended by striking “referring” and all that fol-
 9 lows through “10 percent.” and inserting “giving further
 10 preferential consideration, within each qualification cat-
 11 egory based upon pre-employment testing results, to pool
 12 1 applicants described in clause (ii) before pool 2 appli-
 13 cants described in clause (iii).”.

14 **SEC. 3. REPORT ON AIR TRAFFIC CONTROLLER AND TRAIN-**
 15 **ING.**

16 (a) ~~REPORT TO CONGRESS.~~—Not later than Decem-
 17 ber ~~31, 2019,~~ and every 6 months thereafter, the Adminis-
 18 trator of the Federal Aviation Administration shall submit
 19 to the appropriate committees of Congress a report re-
 20 garding the hiring and training of air traffic controllers.

21 (b) ~~CONTENTS.~~—Each report under subsection (a)
 22 shall include the following information:

23 (1) The number of applicants, from each hiring
 24 pool, who have done the following:

1 (A) Applied for the position of air traffic
2 controller.

3 (B) Been issued a tentative offer letter for
4 the position of air traffic controller.

5 (C) Been issued a firm offer letter for the
6 position of air traffic controller.

7 (D) Been hired for the position of air traf-
8 fic controller.

9 (E) Reported to the FAA Academy for ini-
10 tial qualification training.

11 (F) Successfully passed Air Traffic Basics
12 training at the FAA Academy.

13 (G) Successfully passed Terminal initial
14 training at the FAA Academy.

15 (H) Successfully passed En Route initial
16 training at the FAA Academy.

17 (2) The average cost of training per individual
18 for the following:

19 (A) Air Traffic Basics training at the FAA
20 Academy.

21 (B) Terminal initial training at the FAA
22 Academy.

23 (C) En Route initial training at the FAA
24 Academy.

1 ~~(3) The FAA Academy attrition rate for each~~
 2 ~~hiring pool.~~

3 ~~(4) Other information determined appropriate~~
 4 ~~by the Administrator.~~

5 **SEC. 3. REPORT ON AIR TRAFFIC CONTROLLER AND TRAIN-**
 6 **ING.**

7 *(a) REPORT TO CONGRESS.—Not later than December*
 8 *31, 2019, and every 6 months thereafter, the Administrator*
 9 *of the Federal Aviation Administration shall submit to the*
 10 *appropriate committees of Congress a report regarding the*
 11 *hiring and training of air traffic controllers.*

12 *(b) CONTENTS.—Each report under subsection (a)*
 13 *shall include the following information:*

14 *(1) The number of applicants, from each hiring*
 15 *pool (by vacancy announcement beginning with va-*
 16 *cancy announcement FAA-ATO-19-ALLSRCE-61676*
 17 *(issued on June 14, 2019)) who have done the fol-*
 18 *lowing:*

19 *(A) Applied for the position of air traffic*
 20 *controller.*

21 *(B) Been issued a tentative offer letter for*
 22 *the position of air traffic controller.*

23 *(C) Been issued a firm offer letter for the*
 24 *position of air traffic controller.*

1 (D) *Been hired for the position of air traffic*
2 *controller.*

3 (E) *Reported to the FAA Academy for ini-*
4 *tial qualification training.*

5 (F) *Successfully passed Air Traffic Basics*
6 *training at the FAA Academy.*

7 (G) *Successfully passed Terminal initial*
8 *training at the FAA Academy.*

9 (H) *Successfully passed En Route initial*
10 *training at the FAA Academy.*

11 (2) *The average cost of training per individual*
12 *for each such hiring pool for the following:*

13 (A) *Air Traffic Basics training at the FAA*
14 *Academy.*

15 (B) *Terminal initial training at the FAA*
16 *Academy.*

17 (C) *En Route initial training at the FAA*
18 *Academy.*

19 (3) *The FAA Academy attrition rate for each*
20 *such hiring pool.*

21 (4) *The number of applicants, from each such*
22 *hiring pool, who have successfully completed quali-*
23 *fication training at their first FAA facility and the*
24 *number who are still in training at their first facil-*
25 *ity.*

1 (5) *Other information determined appropriate*
 2 *by the Administrator of the Federal Aviation Admin-*
 3 *istration.*

4 **SEC. 4. ENSURING HIRING PREFERENCE FOR APPLICANTS**
 5 **WITH EXPERIENCE AT AN AIR TRAFFIC CON-**
 6 **TROL FACILITY OF THE NATIONAL GUARD.**

7 *Section 44506(f)(1)(A)(ii) of title 49, United States*
 8 *Code, is amended by inserting “(including a facility of the*
 9 *National Guard)” after “Department of Defense”.*

10 **SEC. 5. DOT INSPECTOR GENERAL REVIEW AND REPORT.**

11 (a) *REVIEW.—*

12 (1) *IN GENERAL.—The Inspector General of the*
 13 *Department of Transportation (in this section re-*
 14 *ferred to as the “Inspector General”) shall conduct a*
 15 *review that assesses the assumptions and methodolo-*
 16 *gies used to develop the air traffic controller pre-em-*
 17 *ployment test. Such review shall include—*

18 (A) *what job-relevant aptitudes are meas-*
 19 *ured by the air traffic controller pre-employment*
 20 *test and to what extent such aptitudes are tested;*

21 (B) *the scoring methodology for the air traf-*
 22 *fic controller pre-employment test, including an*
 23 *assessment of whether such methodology is ap-*
 24 *plied uniformly for all classes of applicants;*

1 (C) whether the air traffic controller pre-
2 employment test incorporates any biographical
3 questionnaire or assessment other than basic
4 identifiers, such as name and questions that as-
5 sess personal characteristics, and the extent to
6 which such biographical assumptions are relied
7 upon to assess air traffic controller applicants;

8 (D) the effectiveness of the pre-employment
9 test, mental health screening, and any other ap-
10 plicable pre-employment assessment to determine
11 whether an applicant possesses the skills nec-
12 essary to perform the duties of a controller; and

13 (E) ways to improve the pre-employment
14 test and other applicable pre-employment assess-
15 ments as the Inspector General determines ap-
16 propriate.

17 (2) *START DATE.*—The Inspector General shall
18 initiate the review under paragraph (1) by not later
19 than 90 days after the date of enactment of this Act.

20 (b) *REPORT.*—Not later than 180 days after the date
21 the Inspector General initiates the review under subsection
22 (a), the Inspector General shall submit to the appropriate
23 committees of Congress a report on such review.

Calendar No. 319

116TH CONGRESS
1ST Session

S. 1148

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