



CATCA
Canadian Air Traffic
Control Association

Dominican Air Traffic Controllers Association (ADCA)

Report for:

Canadian Air Traffic Control Association
Nova Scotia, Canada April 2016



Dominican Air Traffic Controllers Association (ADCA)

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Adca Atc



@Adca_Atcc



Dominican Air Traffic Controllers Association (ADCA)

- The Dominican Air Traffic Controllers Association (ADCA) is a nonprofit organization founded in April 1984 that gathers the majority of civilian air traffic controllers in the Dominican Republic.



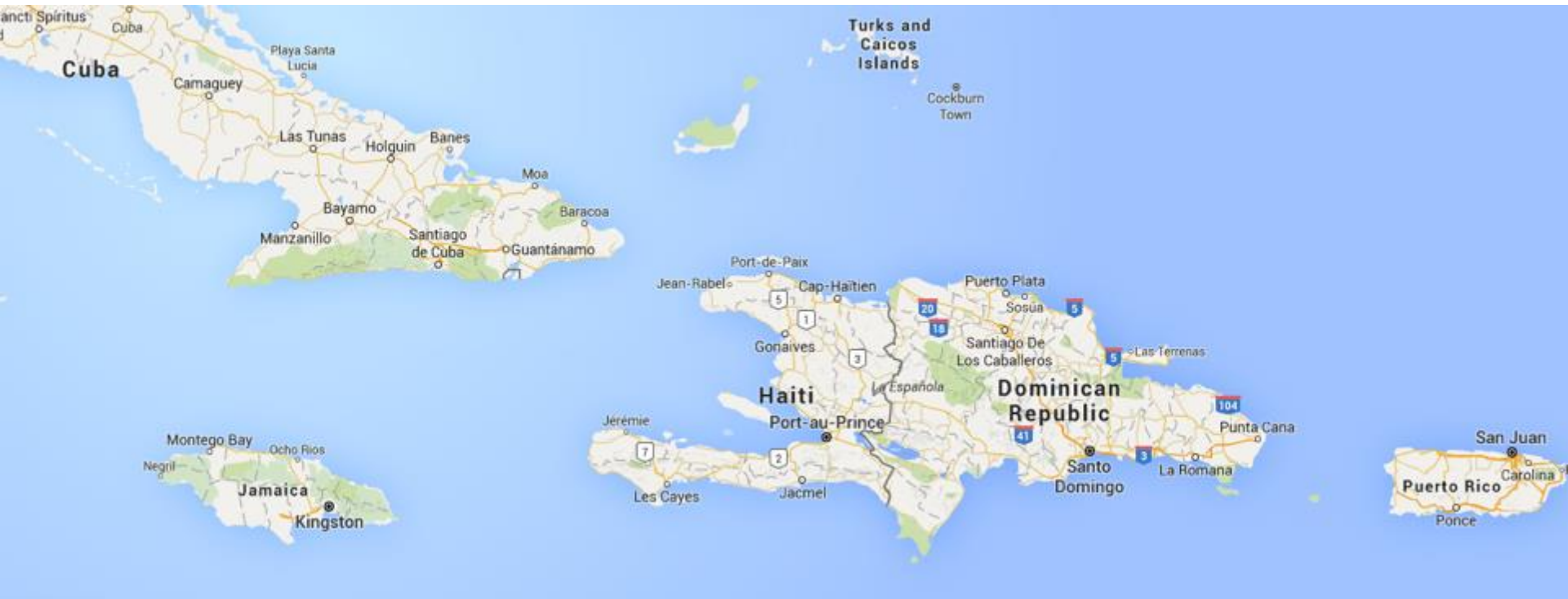
Dominican Air Traffic Controllers Association (ADCA)







Dominican Air Traffic Controllers Association (ADCA)





ADCA – IDAC conflict

- The conflict between ADCA and IDAC (Dominican ANSP) began due to:
 - A secretly submitted Aviation Law modification project that eliminated a considerable amount of labor benefits obtained by ADCA in previous collective bargains.



ADCA – IDAC conflict

- Negligent management of Air Navigation equipment and infrastructure led the service to collapse.
- Main tools, such as radar display and antenna, radio frequencies and communication among internal and adjacent dependencies, failed constantly.



Dominican Air Traffic Controllers Association (ADCA)





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Dominican Air Traffic Controllers Association (ADCA)

- After repeatedly reporting the abnormalities experienced by ATCO's and several requests for solutions of the above-mentioned problem, along with other organizations of the aviation sector, IDAC's Director General claimed to not recognize such deficiencies.

Es justo reconocer, que la mayoría de estas deficiencias no son propias de la presente administración, sino más bien heredados de administraciones anteriores, y que por la supuesta falta de recursos, no han podido ser resueltos.

En tal sentido y por todo lo antes expuesto, tenemos a bien requerirle la solución a los siguientes planteamientos:

- 1) Fallas en los sistemas de radar;
- 2) Fallas constante del sistema de comunicaciones tierra-aire;
- 3) Fallas en el sistema de comunicaciones con los centros de control adyacentes (Curazao, Haití, Miami y San Juan);
- 4) Fallas en el sistema de la Red Nacional ATN (Frame Relay);
- 5) Falta de equipamiento técnico, tales como sistemas de redundancia, Anemómetros, Radios de comunicación Tierra-Tierra, Altímetros y grabadoras;
- 6) Falta de abastecimiento de herramientas e instrumentación para el soporte técnico;
- 7) Falta de vehículos para el transporte del personal técnico en todos los aeropuertos;
- 8) Falta de personal en todas las áreas técnicas;
- 9) Falta de políticas adecuadas para la promoción y remuneración del personal promovido;
- 10) Falta de un plan de retiro e implementación de la Carrera Especial de la Aeronáutica Civil;
- 11) Condiciones inadecuadas en las áreas de trabajo y descanso en las estaciones del interior.
- 12) Por último y no menos importante, les demandamos un reajuste salarial de un 100% a todo el personal técnico aeronáutico.

En espera de que nuestra solicitud sea acogida, sin más por el momento, se despiden,

Muy Atentamente,



PRESIDENTE ADCA

Asociación Dominicana de Pilotos de Línea Aérea

Asociación Dominicana de Pilotos de Línea Aérea

Asociación Dominicana de Pilotos de Línea Aérea



PRESIDENTE ADTEMA

Asociación Dominicana de Técnicos de Mantenimiento Aeronáutico

Asociación Dominicana de Técnicos de Mantenimiento Aeronáutico

Asociación Dominicana de Técnicos de Mantenimiento Aeronáutico

PRESIDENTE ADOTECNIA

Asociación Dominicana de Operadores Técnicos de Mantenimiento Aeronáutico

Asociación Dominicana de Operadores Técnicos de Mantenimiento Aeronáutico

Asociación Dominicana de Operadores Técnicos de Mantenimiento Aeronáutico

February 2013

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thu</i>	<i>Fri</i>	<i>Sat</i>
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		



Dominican Air Traffic Controllers Association (ADCA)

- The authorities' denial to address the issues affecting ATCO's forced ADCA to publicly denounce the experienced problems at the time that IDAC started the implementation of a union busting program aiming to destroy the organization.



Dominican Air Traffic Controllers Association (ADCA)

- On April 2014, as part of the union busting program, a group air traffic controllers was illegally fired from their work positions.
- Most of these controllers were members of ADCA's Executive Board.



Administrative Court Ruling 230-14

- “From the facts and the elements of proof submitted for this case, the court was able to confirm that IDAC has violated the fundamental right to freely associate and organize based on the arbitrary actions against ADCA’s members applied in the form of temporal suspension aiming cancellation just because of their active participation in the referred organization while forbidding the rest of the employees of IDAC to support the union activities in a public letter”



The Result

IN

CONTEMPT



ILO Claim



The Committee highlights that :

- *the IDAC has not provided information or explanations on why, in June 2013, it **unilaterally suspended the deduction of trade union dues for the ADCA.***
- *why it **did not comply with the order to reinstate immediately the dismissed leaders, issued by the Supreme Labor Court on 24 June .***
- *has not referred to the allegations that **the complaints regarding poor safety were supported by three other employees' associations (which apparently were not punished).***



ILO Claim

- *The Committee also observes that the IDAC did not reply in sufficient detail to the allegations by the **ADCA regarding the alleged coercion and intimidation of ADCA members to make them give up their membership.***
- *The alleged actions of the employer to **promote the creation of an organization parallel to the ADCA.***
- *The Committee also observes that the IDAC has not responded to the allegation that **it ignored the calls to dialogue made by the ADCA and other international trade union organizations (including the PSI), and that it refused to meet with ADCA representatives.***



Conclusion of Committee of Freedom of Association

- Observing that it has not been possible to establish the substance of this case and emphasizing the **fundamental importance of tripartite dialogue**, the **Committee invites the Government to refer the different issues raised in this complaint to tripartite dialogue, bearing in mind the elements noted above.**



Result

- Conclusion of the Committee of Freedom of Association were notified to Dominican Government on November 15, 2015.
- In spite of numerous requests to attend the recommendations issued by the committee, the government has **ignored** this conclusion and has not invited, so far, to negotiate.



Activities

- In October 2015, IDAC requested the start of negotiations conditioned to our withdraw from the campsite in front of the Presidential Palace, to which we agreed.
- During this conversation, ADCA presented a proposal to end the conflict.
- After a month of postpositions, IDAC left the table arguing that they were not interested.

BAJADORES
ARRINO

FEDERACION DOMINICANA DE
TRABAJADORES PORTUARIOS
F.D.T.P.
**SEGURIDAD SOCIAL
PARA LOS PORTUARIOS**

GO - CNTD
LA EMPLEOMANIA
ACIONAL LAS AMERICAS
ODAL CAUCEDO

CNTD
ASOCIACION DOMINICANA DE CONTROLADORES AEREO
**JUSTICIA
PARA LOS CONTROLADORES
NO MAS MALTRATOS**

**ANDRO HERRERA
MATIZADOR
CONTROL AEREO**

EN LUCHA
FENAMUTRA

FENAMUTRA - CNTD
RESPECTO A LA LIBERTAD SINDICAL
Y NEGOCIACION COLECTIVA

FENATRAT
NO MODIFICACION
CODIGO DE TRABAJO

**FEDETRABO - CNTD
NO MODIFICACION
CODIGO DE TRABAJO**

SEJO DOMINICANO
ENES T





IDAC

INSTITUTO DOMINICANO
DE AVIACION CIVIL
IDAC

INSTITUTO DOMINICANO DE AVIACION CIVIL
IDAC

¡VOTAR ES OBLIGATORIO!
¡VOTAR ES OBLIGATORIO!
¡VOTAR ES OBLIGATORIO!





POLICIA

POLICIA

POLICIA

CNTD
ASOCIACION DOMINICANA DE CONTROLADORES AEREOS
JUSTICIA
PARA LOS CONTROLADORES
NO MAS MALTRATOS

HOLLISTER
SURF

COMUNIDAD
NO MAS MALTRATOS



New Year's Dinner

- On December 30, ADCA organized a New Year's dinner.
 - The activity highlighted the financial difficulty that the affected families were going through and sent a message to the President claiming that the possibility to change this reality was in his hands.
 - The activity received a lot of media attention.

CONFEDERACION NACIONAL DE TRABAJADORES DOMINICANOS


Sr. Presidente, en sus manos
está cambiar esta realidad



CENA FIN DE AÑO
ABUSADORES Y VIOLADORES
DE DERECHOS



CENA FIN DE AÑO
DEL PUEBLO TRABAJADOR
(VIVA LA CLASE OBRERA!)

257 CNTD 
**DIAS EN VIGILIA SOLICITANDO
AL SR. PRESIDENTE QUE
ESCUCHE NUESTRA VOZ Y PARE
ESTA INJUSTICIA EN CONTRA DE
LOS CONTROLADORES AEREOS**





Sr. Presidente, en sus manos
está cambiar esta realidad

CENA FIN DE AÑO
REUNIONES Y HILADORES
DE DERECHOS

CENA FIN DE AÑO
DEL PUEBLO TRABAJADOR
(VIVA LA CLASE OBRERA!)

TO

RRO HERRERA
ATIZADOR
CONTROL AEREO







Campsite Anniversary

- It has been a year since the campsite in front of the Presidential Palace started.



19 de Enero 2015-2016



365
1 AÑO



de **LUCHA, DOLOR y LUTO**
en demanda de la reposición de
controladores(as) Aereos!....

SEÑOR PRESIDENTE... ESCUCHENOS!!!



Dominican Commission of Human Rights





COMISION NACIONAL
DE LOS DERECHOS HUMANOS, INC
Juntos por la Paz

Reconoce

A la:

**Asociación Dominicana de Controladores
de Tránsito Aéreo**

Por su apoyo a nuestro trabajo y por su compromiso con la defensa
de los derechos humanos del pueblo dominicano.

Reconocimiento que se otorga cada año con motivo a la Proclamación
de la Declaración Universal de los Derechos Humanos.

Dado en la ciudad de Santo Domingo Distrito Nacional a los
diecisiete días del mes de diciembre del año 2015.

Manuel María Mercedes Medina
Pte. Nacional CNDH-RD



Sra. Kendry Pérez Mercedes
Secretaria de Acta y Correspondencia



Today



ADCA

@Adca_Atc



Following

379 días frente a la @PresidenciaRD esperando ver el lado justo, sensato y humano del presidente @DaniloMedina.

[View translation](#)



RETWEETS

6

LIKE

1



4:16 PM - 2 Feb 2016



Recent Events

- In the recent past, Dominican society had been shocked by unusual events:
 1. An architect committed suicide in a restroom of the central government agency that supervises construction public projects due to shark loan mafia operating within this institution that lead him to bankruptcy.

SHARE



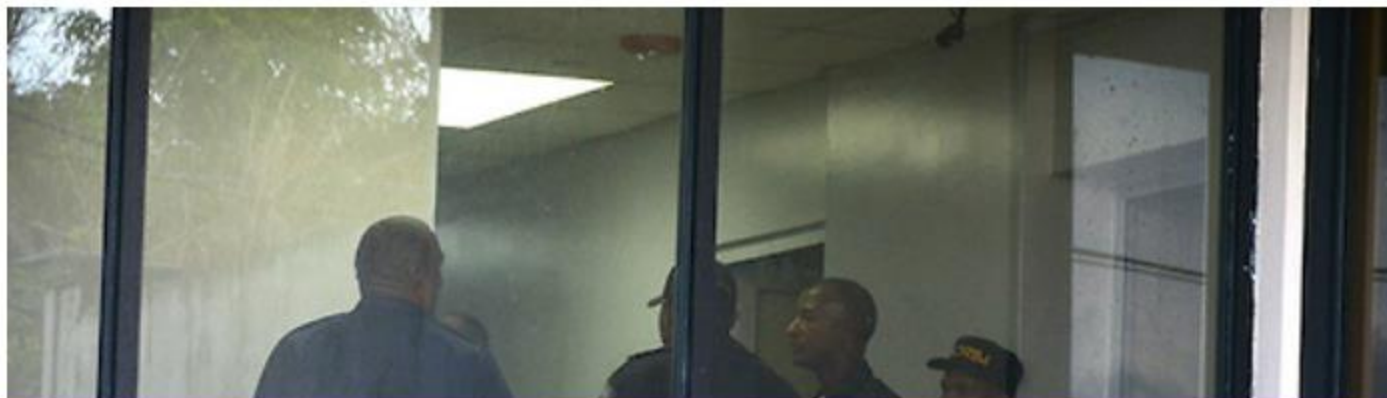
199



Architect who committed suicide did business with 2 people linked to OISOE

For Acento.com.do services. September 26, 2015 - 7:01 am - [35 comments](#)

Two official versions, OISOE and national police, confirmed the fact and promise that it will investigate thoroughly





Recent Events

2. A city hall contractor shot a mayor to death because he was abusing his power as a public servant and was financially, professionally and personally harassing the contractor.
3. Mafia is exposed in Judicial Power receiving big influence from politicians and collecting money to rule in favor of clients.



How does this affect ADCA?

- Abuse of power
- Manipulation of the legal process to extent it and influence the ruling
- Violation of constitutional rights, disregarding the law for people's safety using aviation





THANK YOU!

