



U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
Mike Monroney Aeronautical Center Policy

ORDER
AC 3710.10E

Effective Date:
01/11/2013

SUBJ: Instructor/Student Relationships

1. Purpose of this Order. This order provides guidance to Federal Aviation Administration (FAA) Academy instructors in their job relationships with Academy resident students. It is consistent with the terms of Executive Order 11491.

2. Audience. All FAA Academy Employees at the Mike Monroney Aeronautical Center.

3. Where can I find this Order. This order is located on FAA Orders & Notices at https://employees.faa.gov/tools_resources/orders_notices/

4. Cancellation. AC 3710.10D, dated 09/02/76, is cancelled.

5. Employee Participation in Employee Organizations.

a. Section 1(a) of Executive Order 11491, as amended, guarantees all employees the right to form, join, and assist a labor organization or to refrain from any such activity, and each employee shall be protected in the exercise of this right.

b. Except as mentioned below, the right to assist a labor organization extends to participation in the management of the organization and acting for the organization in the capacity of an organization representative, including presentation of its views to officials of the Executive Branch, the Congress, or other appropriate authority.

c. Section 1(a) of Executive Order 11491, as amended, does not authorize participation in the management of a labor organization or acting as a representative of such an organization by an employee when the participation or activity would result in a conflict of apparent conflict of interest or otherwise be incompatible with law or with the official duties of the employee.

6. The Role of the Instructor. All training is the responsibility of management. Instructors, whether in the classroom or at a work site, not only must convey current and correct operational instruction, they also must perform their official duties in a manner which faithfully reflects FAA policy and procedures.

7. Permissible Activities. Instructors may wear unobtrusive union membership buttons (pins) bearing no campaign propaganda. During off duty time, instructors may freely exercise all rights assured by Section 1(a) of Executive Order 11491, as amended, except as specifically prohibited below.

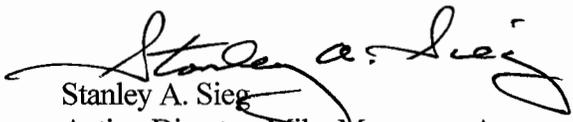
8. Prohibited Activities.

a. Instructors may not solicit students in behalf of a labor organization. This includes such matters as asking students to indicate through action or inaction their preference for or against a particular union or unions.

b. Instructors may not explicitly or implied, ask for a response from students that would compromise or reveal their personal beliefs or advocacy regarding employee organizations.

c. Instructors may not convey the impression that students may receive preferential or disparaging treatment based on their personal beliefs or advocacy regarding employee organizations

9. Requests for Advice. Any FAA Academy employee or student with problems or questions involving employee organizations should be referred to the Labor Relations Branch (AMH-160).



Stanley A. Sieg
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