

Proposed Amendments and Resolutions



20th Biennial Convention
San Francisco, California
May 9-11, 2025

REPORT OF THE NATIONAL CONSTITUTION COMMITTEE

In accordance with Article XIV Section 1 and SRC-1 of the NATCA Constitution, the National Constitution Committee (NCC) presents the Constitutional Amendment Package for the 20th NATCA Convention. This package contains proposed amendments and resolutions, along with supporting arguments included in the rationales. Coauthors whose statuses were unable to be verified by the NCC are not listed.

The Committee thoroughly reviewed each proposal to identify conflicts with existing contract provisions, constitutional language, NATCA bylaws, and federal labor law or regulations. Footnotes have occasionally been added to mitigate potential concerns. This report represents the Committee's findings.

The proposed amendments are listed first by their corresponding Article in the NATCA Constitution and then in the order in which they were received. They are numbered for identification purposes only. Text that has been proposed for deletion has been marked in ~~strikeout~~ format, while proposed additions are shown in underline format.

The Committee also reviewed all resolutions received before the January 9 deadline. The resolutions are presented in the order they appear, or would appear, in NATCA's Constitution and bylaws. The text of these resolutions can be found on page 23.

Even the most ardent defenders of the NATCA Constitution and Bylaws understand that these documents are not static. They must continue to evolve and meet the maturing needs of this Union. Amendments, deletions, and additions to NATCA's governing documents require thoughtful deliberation and effort. The ability to propose and refine amendments is a fundamental right of our membership, reinforcing the democratic foundation upon which NATCA is built. Every proposal submitted reflects the dedication of our members to strengthening our organization, and we commend those who have taken the time to engage in this process.

As we move forward in this Convention, we encourage all members to review these proposals carefully and engage in the meaningful work of shaping our Union's future through thoughtful debate and deliberation. Our Union's strength lies in its members' collective voices, and this Convention serves as the forum where those voices shape our future. We encourage all participants to consider each amendment with diligence and to take part in the vital work of refining and advancing NATCA's governing documents.

Respectfully submitted by the National Constitution Committee:

Elisa Muise – Chair
Erik Mandt – Western Pacific Region, Rules Chair
Heath Wilson – Central Region
Drew Stewart – Northwest Mountain Region
Michael Driscoll – Southern Region
Ryan Herrick – Great Lakes Region
Michael Martin – Region X
Tim Roig – New England Region
Chris Perks – Eastern Region
Marshall Roses – Alaskan Region
Andrew Karkiewicz – Southwest Region

- † *Robert's Rules information or clarification on how text would appear in bylaws*
- *NCC will create numbering or determine location within bylaws*
- ✍ *Comments from NCC*

AMENDMENTS

In accordance with SRC-1, the following proposed amendments are submitted for consideration. The proposed amendments are listed in the order in which the Article appears in the NATCA Constitution and then the order they were received.

A25-01 **ARTICLE I: Name and Objectives, § 2**

AMEND: Section 2. The objectives of the Association shall be:

- a. To ~~preserve~~, promote and improve the pay, benefits, and working conditions of air traffic controllers and other aviation-safety-related employees;
- ~~b. e.~~ To ~~preserve~~, promote and improve the rights of its members through all lawful means, including collective bargaining, political action, and contributing to such civic and charitable organizations as the National Executive Board deems in the best interests of the Association;
- ~~c. b.~~ To ~~preserve~~, promote and improve the safety of air traffic within the United States, its territories and possessions;
- ~~d. e.~~ To ~~preserve~~, promote and improve the professionalism and competence of air traffic controllers and other aviation safety-related employees;
- ~~e. d.~~ To ~~preserve~~, promote and maintain the best interests of the United States of America and particularly her leadership role in the aviation community.

Rationale: As we have seen in the recent past, pay and benefits are a very big issue for members of this Union. The words pay and benefits were added in section 2a to show emphasis on their importance. Additionally, we have reordered the subparagraphs and moved the previous “e” to “b” due to it being of higher importance which subsequently changed the next 3 to c, d, and e. In all subparagraphs of section 2, “preserve” was removed as it should always be implied, but the goal and emphasis should be promoting and improving.

Authors: Dan Leipold (CLE), Tyler Height (IND), Steve Castor (HUF), Dion Johnson (MBS), Nicholas Everett (ZOB), Andrew Gupko (CLE)

Passed
Defeated
Amended
Withdrawn

A25-02 **ARTICLE III: Membership, § 1**

AMEND: Section 1. Any employee employed in a bargaining unit represented by the Association shall be eligible for active membership in the Association. Active membership is granted once an employee's application has been processed to join the Association. The employment requirement shall be waived because of service to the Association provided the requirement was met prior to the leave of absence or voluntary termination of employment.

Rationale: The term “active member” is currently referenced 47 times throughout the NATCA Constitution but it is never defined. Without a definition, the term is ambiguous and does not serve as a discriminator on what differentiates an “active member” from a “member” who is not “active”.

Author: Ryan Feil (EAL)

Passed
Defeated
Amended
Withdrawn

There is a current process for NATCA to consider someone an active member. A membership application and 1187 form for dues withholding are completely filled out and signed by the FacRep. Once those forms are processed by the membership office, one is considered an active member, which usually occurs within 2-3 days of the membership office receiving them.

A25-03

ARTICLE III: Membership, § 8

AMEND: Section 8. The Association may accept associate members and other categories of members under rules and regulations established by the National Executive Board. No individual shall be eligible for membership as an associate or retired member if the individual is or becomes eligible for active membership. A Lifetime Retired Member who subsequently becomes eligible for active membership shall have their retired membership fee refunded.

Any bargaining unit member who was a member in good standing for the twelve (12) months immediately preceding their retirement shall be eligible for retired member status. Associate and retired members shall be entitled to all privileges and benefits of membership, except the right to vote ~~and~~ hold office, and propose changes to the bylaws.

Rationale: Our Union exists to protect the rights of workers on the front lines, those who live with the results of every policy, every decision, every amendment. Yet, as it stands, our Constitution leaves the door open for associate members, including members of management, to submit amendments to our Constitution. This change must be codified to ensure it never happens again.

And while we deeply honor and respect our retired members for their contributions, their role now is to support and advise, not to steer the ship. The responsibility for conducting the business of this Union must rest with those who bear the weight of its consequences every single day. This is not about excluding anyone, it's about standing firm for accountability, integrity, and the principles that hold us together.

This amendment strengthens our Union by ensuring that only those directly affected by our policies, the active members in good standing, shape its future. It's time to close the gaps and make sure our Constitution reflects the values and priorities of those who count on it the most.

Authors: Drew Stewart (ZSE), Andrew Karkiewicz (TUL), Ryan Herrick (M98)

Passed
Defeated
Amended
Withdrawn

A25-04

ENTIRE DOCUMENT†

AMEND: Change the title of “Executive Vice President” to “National Secretary/Treasurer.”

Rationale: This organization has one executive: the President. The title “Executive Vice President” does not accurately reflect the responsibilities of this role, which include managing records, overseeing finances, and preparing detailed reports; duties traditionally associated with a Secretary and Treasurer. Many labor unions, including AFL-CIO affiliates, use Secretary/Treasurer to clearly denote these responsibilities, ensuring transparency and aligning roles with widely recognized practices. This proposal changes none of the duties of the position but simply updates the title to more accurately reflect the scope of work already being performed.

Authors: Drew Stewart (ZSE), Devin Carlisto (ZSE)

Passed
Defeated
Amended
Withdrawn

† This proposal combines **amendments** to the NATCA National Constitution as well as **resolutions** that are in the Standing Rules and Policy & Position Statements. This proposal shall require a 2/3 vote to pass in its entirety to satisfy the threshold for amendments to the NATCA National Constitution.

~ The title “Executive Vice President” first appears in Article IV.

A25-05

ARTICLE IV: Organizational Structure and Officers, § 2

AMEND: Section 2. The officers of the Association shall be the President, the Executive Vice President and the Regional Vice Presidents. These officers together shall constitute the National Executive Board. The

National Executive Board shall be responsible for the creation of policy and determining the positions and direction for the organization between Conventions.

Rationale: The roles and responsibilities of the Executive Vice President and the Regional Vice President are not sufficiently balanced against the role and responsibility of the President. Currently, the NEB can only create policies for the President, but the President has no requirement to include the NEB in national activities. This amendment is designed to create a balance of power within the NEB.

Authors: Cassie LaBelle (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Matthew Morgan (BOS), Thomas Lefebvre (ZBW), Garret Blank (BTV), Hanan Wiseman (A90), Bryan Wolcott (DEN), Kevin Coeyman (ZBW), Dan Leipold (CLE), Bill Cudney (ZBW), Jeff Carpentier (MHT), Malcom Latvala (BTV), Ian LeBlanc (ZBW), Jason Felser (ZNY), Robert Riggs (ZDC), Rick McIntyre (ZBW), Aaron Wilt (ZDC), Matthew Reavis (D21), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

A25-06

ARTICLE IV: Organizational Structure and Officers, § 3

AMEND: Section 3. The Regions shall cover the following geographic areas:

Alaskan: Alaska

Eastern: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, Virginia, West Virginia

Central: Iowa, Kansas, Missouri, Nebraska

Great Lakes: Illinois, Indiana, Michigan, Minnesota, North Dakota, Ohio, South Dakota, Wisconsin

New England: Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, Vermont

Northwest Mountain: Colorado, Idaho, Montana, Oregon, Utah, Washington, Wyoming

Southern: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virgin Islands

Southwest: Arkansas, Louisiana, New Mexico, Oklahoma, Texas

Western Pacific: American Samoa, Arizona, California, Guam, Hawaii, Marshall Islands, Nevada

Region X: Employees in bargaining units in the United States, its territories and possessions, and other countries/territories where NATCA bargaining unit members are employed, as determined by the National Executive Board.

FCT: Federal Contract Towers

Rationale: We are wanting to create an RVP position specifically for contract towers and the FCT program that would only handle contract tower issues. We feel contract towers are under-represented at the national level with the current structure of the RVPs representing contract towers and our FAA counterparts at the same time. With the FCT program only getting bigger with the new additions each year, we feel this is the most logical next step for representation.

Authors: Andrew Fowler (OSU), Rick Cali (FTY), Brian Serafin (DTS), Evan McGrew (LEE), Ron Bittner (CGF)

Passed
Defeated
Amended
Withdrawn

A25-07

ARTICLE IV: Organizational Structure and Officers, § 4

AMEND: Section 4. The President shall be the chief executive officer of the Association and shall be responsible for implementing all policies, direction and positions established by this Constitution, the National Convention and the National Executive Board.

(The rest of the section remains unchanged.)

Rationale: This addition codifies that the President implements the direction and positions of the Union that are established by the NEB.

Authors: Cassie LaBelle (GEG), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Thomas Lefebvre (ZBW), Malcolm Latvala (BTV), Garret Blank (BTV), Hanan Wiseman (A90), Kevin Coeyman (ZBW), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW), Aaron Wilt (ZDC), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Andre Jean (A90)

Passed
Defeated
Amended
Withdrawn

A25-08

ARTICLE IV: Organizational Structure and Officers, § 4

AMEND: Section 4. The President shall be the chief executive officer of the Association and shall be responsible for implementing all policies established by this Constitution, the National Convention, and the National Executive Board.

The President, subject to the authority of the National Executive Board, shall be empowered to employ any person or organization the President deems necessary and to direct, manage, and supervise any affairs of the Association.

Two exceptions to this empowerment are:

- a. Hiring of any consulting firm partially or wholly owned by or employing former NATCA members.
- b. Hiring of any former NATCA member to the NATCA National Office Staff.

These exceptions shall require a majority vote of the National Executive Board.

The President shall preside at all National Conventions and meetings of the National Executive Board, and shall chair or direct the chair of the Association's Negotiating Team.

Rationale: Hiring former members to consult or work directly for NATCA should be a decision made by the entire NEB in order to prevent any accusations of impropriety.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Dan Leipold (CLE), Malcolm Latvala (BTV), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW), Nicholas Everett (ZOB), Brian Lee (CHS), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Caitlyn Valeri (ZBW), Christopher Corley (ZOA), Lanna Martin (ZBW), Andrew Acerra (ZBW)

Passed
Defeated
Amended
Withdrawn

A25-09

ARTICLE IV: Organizational Structure and Officers, § 5

AMEND: Section 5. The Executive Vice President shall preside at any Convention or meeting from which the President is absent, and in the case of a vacancy in the office of President, the Executive Vice President shall succeed to the Presidency until the next regular election. The Executive Vice President shall serve as the principal adviser to the President on all matters related to the Union.

The Executive Vice President shall be responsible for keeping the minutes of all National Executive Board meetings and for the maintenance and protection of all records, books, papers and contracts, including financial reports, of the Association, and shall receive, hold and keep a proper account of all monies of the Association, pay all legitimate bills, and render annual financial reports to the National Executive Board.

Rationale: The President and Executive Vice President are the only two officers elected by all NATCA members to run the Union. It stands to reason that those two officers should both be directly involved with all decisions impacting the Union.

Authors: Kevin Coeyman (ZBW), Brian White (ZOB)

Passed
Defeated
Amended
Withdrawn

A25-10

ARTICLE IV: Organizational Structure and Officers, § 5

AMEND: Section 5. The Executive Vice President shall preside at any Convention or meeting from which the President is absent, and in the case of a vacancy in the office of President, the Executive Vice President shall succeed to the Presidency until the next regular election. The Executive Vice President will serve as the principal level of recognition for the Federal Aviation Administration (FAA) Deputy Chief Operating Officer (DCOO) and the Vice President of Air Traffic Services (AJT).

The Executive Vice President shall be responsible for keeping the minutes of all National Executive Board meetings and for the maintenance and protection of all records, books, papers and contracts, including financial reports, of the Association, and shall receive, hold and keep a proper account of all monies of the Association, pay all legitimate bills, and render annual financial reports to the National Executive Board.

Rationale: Since taking office on November 4, 2024, the NATCA President has changed and diminished the role and sphere of influence of the elected Executive Vice President down to the constitutional minimum. Previously, the EVP stood as one of only two nationally elected representatives by all NATCA members and that was reflected in level of involvement, decision making and political weight. What's been highlighted since November 4th, 2024 is unprecedented and exposes a hole in the constitutional language not previously highlighted that should be corrected.

Authors: Cassie LaBelle (GEG), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Thomas Lefebvre (ZBW), Malcolm Latvala (BTV), Garret Blank (BTV), Hanan Wiseman (A90), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Andre Jean (A90), Bryan Wolcott (DEN), Jeff Carpentier (MHT), Michael Cook (BTV)

Passed
Defeated
Amended
Withdrawn

A25-11

ARTICLE IV: Organizational Structure and Officers, § 7

AMEND: Section 7. ~~In the event the Executive Vice President or a Regional Vice President is unable to complete their term as designated by the Constitution, or if the position is vacated for any reason prior to the term's expiration as defined by the Constitution, the President shall appoint, subject to approval of the National Executive Board, an active member in good standing to fulfill that office for the balance of the term as defined by our Constitution until the next regularly scheduled election pursuant to Article VII; such person shall possess all the rights, powers, privileges, duties and responsibilities vested with the office as if they had been elected to the position.~~ If the Executive Vice President or a Regional Vice President vacates their office or is unable to complete their term, the President shall appoint an active member in good standing to fill the position for the remainder of the term. This appointment is subject to National Executive Board approval. The appointee shall have all rights, powers, and responsibilities of the office as if elected.

Rationale: The current section on filling vacancies is overly long and could be simplified for better readability. This amendment keeps the process and requirements exactly the same but shortens the language to make it clearer and easier to understand. By reducing unnecessary wording, it ensures the procedure is straightforward while maintaining the intent and function of the original text. This change does not alter how vacancies are handled. It is simply meant to make the Constitution easier to follow and consistent with its overall style.

Author: National Constitution Committee

Passed
Defeated
Amended
Withdrawn

A25-12

ARTICLE IV: Organizational Structure and Officers, § 8

AMEND: Section 8. The National Executive Board shall have at least two regularly scheduled meetings every year at such times and places as shall be designated by the President. Advance notice of the meetings shall be published at least 30 days prior to the meeting unless the meeting is an emergency meeting. A copy of the minutes of all meetings shall be prepared ~~as soon as practicable~~ and then posted on the members-only section of the NATCA web site within 14 days of the meeting. A quorum of the Executive Board shall be at least two-thirds of its members.

The National Executive Board may conduct business via teleconferences, provided these meet the minutes criteria of regularly scheduled meetings, but teleconferences do not satisfy the requirements of regularly scheduled meetings.

SRI-6 Minutes of Meetings

AMEND: The National Executive Board and all National committees shall publish minutes, including a record of how each member of the Committee or Board voted (in other than unanimous decisions). A copy of the published minutes and voting record shall be prepared ~~as soon as practicable~~ within 14 days of the meeting and then posted on the members-only section of the NATCA web site. There is not an expectation that an informal telcon or briefing requires minutes.

Rationale: The length of time it has taken for NEB meeting minutes to come out over the last year or so is unacceptable. In my Local constitution, our Eboard minutes are required to be published within seven days of the Eboard meeting and the Membership meeting minutes have the same requirement. Having the NEB publish minutes for the members to see within 14 days is not unreasonable in any way. If Article IV Section 8 is amended, SRI-6 will also require amendment.

Authors: Dan Leipold (CLE), Tyler Height (IND), Steve Castor (HUF), Dion Johnson (MBS), Nicholas Everett (ZOB), Andrew Gupko (CLE)

Passed
Defeated
Amended
Withdrawn

† This proposal combines **amendments** to the NATCA National Constitution as well as **resolutions** that are in the Standing Rules and Policy & Position Statements. This proposal shall require a 2/3 vote to pass in its entirety to satisfy the threshold for amendments to the NATCA National Constitution.

‡ This proposal impacts R25-35.

A25-13

ARTICLE IV: Organizational Structure and Officers, § 8

AMEND: Section 8. The National Executive Board shall have at least two regularly scheduled meetings every year at such times and places as shall be designated by the President. Advance notice of the meetings shall be published at least 30 days prior to the meeting unless the meeting is an emergency meeting. A copy of the minutes of all meetings shall be prepared as soon as practicable and then posted on the members-only section of the NATCA web site. In addition to the minutes, all meetings shall be recorded in audio or video format, and such recordings shall be made available to members through the same platform or a designated secure platform. The recordings, along with the minutes, shall serve as an official record of the meeting proceedings. Any member may request clarification or additional information related to the recorded proceedings and minutes, which shall be provided as necessary. A quorum of the Executive Board shall be at least two-thirds of its members.

(The rest of the section remains unchanged.)

Rationale: This will modernize the distribution and availability of NEB meetings, while providing direct transparency and ensuring members are able to hold their elected representatives accountable.

Author: Jason Makowski (ORD)

Passed
Defeated
Amended
Withdrawn

A25-14 **ARTICLE IV: Organizational Structure and Officers, § 8**

AMEND: Section 8. The National Executive Board shall have at least ~~two~~ ten (10) regularly scheduled meetings every year at such times and places as shall be ~~designated~~ proposed by the President and approved by majority vote of the National Executive Board. Advance notice of the meetings shall be published at least 30 days prior to the meeting unless the meeting is an emergency meeting. A copy of the minutes of all meetings shall be prepared as soon as practicable and then posted on the members-only section of the NATCA web site. A quorum of the Executive Board shall be at least two-thirds of its members.

The National Executive Board may conduct business via teleconferences, provided these meet the minutes criteria of regularly scheduled meetings, but teleconferences do not satisfy the requirements of regularly scheduled meetings.

Rationale: Two annual NEB meetings is not sufficient to govern the Union.

Authors: Cassie LaBelle (GEG), Kyle Thomas Szary (ZMA), Thomas Lefebvre (ZBW), Malcolm Latvala (BTV), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Andre Jean (A90), Jeff Carpentier (MHT), Dan Leipold (CLE), Aaron Wilt (ZDC), Matthew Reavis (D21)

Passed
Defeated
Amended
Withdrawn

A25-15 **ARTICLE IV: Organizational Structure and Officers**

ADD NEW: Section 9: Elected National Executive Board (NEB) members shall be the principal leads of all NATCA national negotiations and/or agreements with the Agency. By a vote of 2/3rds, the NEB may delegate the principal lead to an appointed representative(s).

Rationale: Over the past several years NATCA has seen drift away from elected representatives dealing with the Agency on most topics. This amendment is designed to require that the leads for NATCA engagement with the Agency is returned to elected leaders. The intent is not to move Article 114 roles and responsibilities from scoped appointed positions to elected positions, but to ensure elected leaders are the forward-facing leaders of the organization.

Authors: Cassie LaBelle (GEG), Kyle Thomas Szary (ZMA), Thomas Lefebvre (ZBW), Malcolm Latvala (BTV), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Rick McIntyre (ZBW), Ray Peters (GEG), Aaron Greenwood (SLC), Andre Jean (A90), Jeff Carpentier (MHT), Dan Leipold (CLE), Aaron Wilt (ZDC), Matthew Reavis (D21), Stuart Harman (ZLC), Garret Blank (BTV), Hanan Wiseman (A90), Bryan Wolcott (DEN), Kevin Coeyman (ZBW), Robert Riggs (ZDC), Michael Cook (BTV)

Passed
Defeated
Amended
Withdrawn

A25-16

ARTICLE V: National Standing Committees

AMEND: Section 1. There shall be maintained at all times a Constitution Committee, Finance Committee, Organizing Committee, Safety Committee, Air Traffic Training Committee and a Legislative Committee. The Constitution, Finance, and Legislative Committees shall be composed of one (1) active member in good standing from each Region. The President shall be a non-voting ex officio member of the Constitution, Safety, and Legislative Committees. The Executive Vice President shall be a non-voting ex officio member of the Finance and Organizing Committees.

ADD NEW, RENUMBER SUBSEQUENT SECTIONS: Section 9. The Air Traffic Training Committee shall be comprised of one (1) active member in good standing from every region and applicable national leads as determined by the National Executive Board. The Committee will be chaired by the National Training Representative.

AMEND: Section 10. If any Region has a regional Constitution, Finance, Air Traffic Training, or Legislative Committee coinciding with any National Standing Committee, the chair of that regional committee shall be that Region’s representative to the National Committee.

Rationale: With staffing reaching such concerning levels, training is more important now than ever. Over the past few years, we have seen significant and impactful changes to how facilities are expected to train. We seek to establish this committee to add the operational union members’ perspectives to the national training conversation, as well as other applicable national leads working on training-related projects. National committee members can bring regional operational perspectives, suggestions, concerns, issues, and solutions to be shared with other regions so that consistency can be maintained across the NAS. Regional representation will encourage workforce commitment and engagement while providing transparency.

Committee members would serve as a point of contact for their region for all things training– OJT, TRB, Refresher, Recurrent, and Supplemental. They would be a valuable go-between to connect union members with national leadership and could work with regional management counterparts.

Authors: Cat Davis (PCT), Nick Luce (ORD), Zac Ploch (DEN)

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| | Passed <input type="checkbox"/> |
| | Defeated <input type="checkbox"/> |
| | Amended <input type="checkbox"/> |
| | Withdrawn <input type="checkbox"/> |

A25-17

ARTICLE V: National Standing Committees, § 7

AMEND: Section 7. The Safety Committee shall be composed of active members in good standing selected for positions of expertise in the following areas:

- National Safety Representative
- Air Safety Investigation Committee Chair
- Service Area Safety Representative Lead
- Runway Safety Representative
- Aircraft Certification Representative
- Region X Representative
- Voluntary Safety Reporting Representative
- Pilot/Controller Liaison
- Human Performance Representative
- Safety Management Systems SMS Representative
- Partnership for Safety Representative

(The rest of the section remains unchanged.)

Rationale: The National Safety Representative and the Partnership for Safety Representative have long been approved members of the National Safety Committee. The National Safety Committee recommends adding both representatives as standing members of the committee.

Author: National Safety Committee

Passed
Defeated
Amended
Withdrawn

A25-18 **ARTICLE V: National Standing Committees, § 8**

AMEND: Section 8. The National Finance Committee shall review the financial reports and annual budget, as submitted by the Executive Vice President, and make recommendations for change as necessary.

The annual budget requires approval by a majority vote of the Finance Committee and a majority vote of the Regional Vice Presidents, ~~excluding the Executive Vice President~~, for passage.

Rationale: This clarifies and simplifies existing language.

Author: National Constitution Committee

Passed
Defeated
Amended
Withdrawn

A25-19 **ARTICLE VI: Rights and Responsibilities of Members, § 2**

AMEND: Section 2. Negotiated term agreements and proposed extensions thereof shall be sent to the affected membership for ratification. Ratification shall require a majority of the votes cast.

Rationale: This still allows the national president the flexibility to maneuver the Union into a position to be successful; at the same time, allowing the membership final approval.

Authors: Michael Deimert (ZAU), Toby Hauck (ZAU)

Passed
Defeated
Amended
Withdrawn

A25-20 **ARTICLE VI: Rights and Responsibilities of Members, § 4**

AMEND: Section 4. No officer, ~~or agent~~, or active member (excluding RNAV) in good standing of the Association shall have business or financial interests that conflict with their duties to the Association.

Rationale: The National Benefits Committee receives numerous requests for potential new benefit partners, including from current members and their personal businesses. Adding this language will clarify that an active member (not RNAV) in good standing cannot petition to be a "benefits partner" while also an active member of the Association. It creates a conflict of interest between the Association, who must represent the member in question, and the member's personal business if there was an issue to arise.

Author: National Benefits Committee

Passed
Defeated
Amended
Withdrawn

A25-21**ARTICLE VI: Rights and Responsibilities of Members, § 7**

AMEND: Section 7. If a member applies for or voluntarily accepts a supervisory or management position within the Agency/company ~~then;~~ they shall immediately vacate any elected/appointed Union position currently held, ~~and.~~ They shall not be eligible to run for office or be appointed to any position with the Union for a period of twelve (12) months after the closing date of the applicable bid. (if not selected) or twelve (12) months after Members returning to the bargaining unit from a supervisory or management position within the Agency/company shall not be eligible to hold office or an appointed position with the Union for twelve (12) months after returning to the bargaining unit. These provisions shall not apply in the case of an employee that is forced to work a supervisory or managerial position within the Agency/company.

Rationale: This fixes a run on sentence and makes it easier to read.

Author: National Constitution Committee

Passed
 Defeated
 Amended
 Withdrawn

A25-22**ARTICLE VII: Nomination and Election of Officers, § 1**

AMEND: Section 1. The President, the Executive Vice President, and the Regional Vice Presidents shall be elected once every three (3) years by a secret ballot vote utilizing preferential voting. All active members in good standing shall be eligible to vote for the President and the Executive Vice President, and all active members in good standing of each respective region shall be eligible to vote for the Regional Vice President of that region. The candidates for each office receiving a majority of the eligible votes actually cast shall be declared the winning candidate. In the event no candidate receives a majority of the votes cast, ~~a runoff election will be held between the two candidates receiving the most votes.~~ the candidate with the fewest votes will be eliminated and the votes will be transferred to their next available candidate until a majority is achieved.

Rationale: Due to the required use of mail-in ballots our current election process is unavoidably slow. When we have a runoff election that timeline is doubled, at least, as well as the expense. Making use of preferential voting also called Ranked Choice Voting (RCV) would eliminate that whole extra step while also saving money from only printing one set of ballots to achieve the same effect. Under an RCV system, each voter would rank the candidates in order of preference. All first choices are tallied and in the event no candidate has a majority, a series of runoffs are simulated by eliminating the candidate with the lowest tally and taking the next choice of those voters. This process repeats until a majority is achieved. RCV encourages more candidates to run since votes for them aren't "wasted" and can just be transferred to the next preferred candidate in the case they don't win. RCV also encourages more positive campaigns since candidates compete for second-choice support from their opponents' supporters. I believe all of these effects would benefit us and allow the Union to more quickly return to normal operations after election season.

Author: Kolby Clark (FCM)

Passed
 Defeated
 Amended
 Withdrawn

A25-23**ARTICLE VII: Nomination and Election of Officers, § 1**

AMEND: Section 1. The President, the Executive Vice President, and the Regional Vice Presidents shall be elected once every three (3) years by a secret ballot vote. All NATCA National elected positions, including

President, Executive Vice President, and Regional Vice Presidents, shall be limited to two (2) elected terms, for a maximum of six (6) years in office. All active members in good standing shall be eligible to vote for the President and the Executive Vice President, and all active members in good standing of each respective region shall be eligible to vote for the Regional Vice President of that region. The candidates for each office receiving a majority of the eligible votes actually cast shall be declared the winning candidate. In the event no candidate receives a majority of the votes cast, a runoff election will be held between the two candidates receiving the most votes.

Rationale: This change allows new members to fill leadership positions which fosters fresh ideas and ensures senior leadership is adherent to the wishes of the membership.

Author: Matthew Zizzo (DEN)

Passed
Defeated
Amended
Withdrawn

† If passed, this would take effect beginning with the next election cycle for officers currently serving who have met or exceeded this limit.

A25-24

ARTICLE VII: Nomination and Election of Officers, § 3

AMEND: Section 3. The National Election Committee shall designate the dates for nominations, acceptance of nominations and for the distribution and tabulation of ballots, and shall so notify the membership in a timely manner. The last date for acceptance for nominations shall be at least thirty (30) days before the distribution of the ballots. No announcement of intent to run for an office or campaigning shall occur until the nomination of a candidate has been made and accepted in the nomination period. No candidates for national office shall run a campaign as a pair. The last date for receiving and tabulating of ballots shall be at least thirty (30) days after the ballots are distributed.

Rationale: Announcing the intention of running for office prior to accepting a nomination gives an unfair advantage to anyone who has decided to run early as well as overwhelms the members with seemingly endless town halls, Facebook messages, YouTube videos, as well as distracts from day-to-day Union business outside of the nomination and election period. The election and nomination period have time parameters set by the NEC and there should be no campaigning outside of them. Additionally, each office is its own independent position, and a campaign should not be run as if two people are on the ballot together.

Authors: Dan Leipold (CLE), Tyler Height (IND), Dion Johnson (MBS), Nicholas Everett (ZOB)

Passed
Defeated
Amended
Withdrawn

A25-25

ARTICLE VII: Nomination and Election of Officers, § 7

AMEND: Section 7. ~~A National Officer may serve an unlimited amount of terms in the same office.~~ The President and Executive Vice President may serve a maximum of two (2) consecutive terms. The Regional Vice Presidents may serve a maximum of three (3) consecutive terms.

Vacancies occurring mid-term shall not count as a full term for the purposes of calculating consecutive terms if the service duration is less than half of the term length.

Rationale: This amendment seeks to promote leadership diversity within the union by establishing term limits for members of the National Executive Board, specifically the President, Vice President, and Regional Vice Presidents. It will prevent the concentration of power and distribute authority more equitably. Rotating leadership can strengthen accountability, by being more likely to critically evaluate and improve policies.

Passed
Defeated
Amended
Withdrawn

~ The NCC believes that this would only affect consecutive terms and would still allow for an unlimited number of non-consecutive terms.

A25-26

ARTICLE VII: Nomination and Election of Officers, § 7

AMEND: Section 7. A National Officer may serve ~~an unlimited amount of terms~~ no more than three terms (consecutive or non-consecutive) in the same office.

Rationale: These positions should not be seen as careers. They should be seen as a service to the membership. A continuous rotation of fresh ideas and leadership will strengthen our union. Too long in these positions creates a natural disconnect between our leadership and our members.

Authors: Anthony Conti (AZO), Timothy Jenkins (AZO), Jeremy Bolin (AZO), Nicholas Fisher (AZO)

Passed
Defeated
Amended
Withdrawn

A25-27

ARTICLE VII: Nomination and Election of Officers

ADD NEW: Section 12. If a local fails to conduct an officer election as required by its constitution and bylaws, the local shall be placed in trusteeship within 60 days upon the expiration of the current officers' terms and in accordance with Article XI. A special election for all local officer positions will be conducted promptly under the supervision of the National Office. Trusteeship will be lifted upon certification of the election results and in accordance with Article XI.

Rationale: This amendment aligns with the democratic principles of the Labor-Management Reporting and Disclosure Act (LMRDA), which mandates regular elections to ensure union accountability and member representation. When a local does not hold elections as required, trusteeship is a necessary measure to restore democratic processes and allow members to elect new leaders. By placing the local in trusteeship immediately after terms expire, this provision safeguards the continuity of governance and fulfills NATCA's commitment to fair representation. This approach ensures compliance with the LMRDA while respecting members' rights to participate in union elections.

Author: National Constitution Committee

Passed
Defeated
Amended
Withdrawn

A25-28

ARTICLE VIII: National Conventions, § 1

AMEND: Section 1. The Association shall meet in National Convention every ~~two (2) years~~ three (3) years at a location to be established by majority vote of the delegates at the Convention ~~four (4) years~~ six (6) years previous...

(The rest of the section remains unchanged.)

Rationale: With fewer and fewer amendments being offered every convention and less union business needing to be attended to, there is no need to meet biannually. With the cost of conventions approaching \$3,000,000

and the union's responsibility to be fiscally responsible to its members, changing the convention to every 3 years seems like a prudent choice.

Authors: Dion Johnson (MBS), Charles Howell (ZOA)

Passed
 Defeated
 Amended
 Withdrawn

† If passed, this would take effect after the 2027 National Convention.

A25-29 **ARTICLE VIII: National Conventions, § 5**

AMEND: Section 5. Each Local shall be entitled to the delegates as listed below:

| Member Count | Entitled Delegate(s) |
|--|----------------------|
| 1 to 149 <u>1 to 100 members</u> | 1 |
| 150 to 199 <u>101 to 200 members</u> | 2 |
| 200-249 <u>201 to 300 members</u> | 3 |
| 250-299 <u>301 to 400 members</u> | 4 |
| 300 to 349 <u>401 to 500 members</u> | 5 |
| 350 to 399 <u>501 or more members</u> | 6 |
| 400 to 449 members | 7 |
| 450 to 499 members | 8 |
| 500 to 549 members | 9 |
| 550 or more members | 10 |

(The rest of the section remains unchanged.)

Rationale: The current formula does not allow for equal representation. Saying 1 to 149 only get one delegate but then increasing the number by one for every 50 members thereafter is not equal representation amongst the members. In this new formula, the delegate count is equal representation per 100 members. Whether you are at a Center, a Tracon, or a Tower, all members' voices should carry the same weight reflected by the amount of delegates.

Authors: Dan Leipold (CLE), Ryan Herrick (M98)

Passed
 Defeated
 Amended
 Withdrawn

† If passed, this would take effect at the 2027 National Convention.

A25-30 **ARTICLE VIII: National Conventions**

ADD NEW: Section 8. The total money spent by the National Office on NATCA Convention expenses shall not exceed nine percent of the total yearly budget of the association.

Rationale: Convention costs have continued to spiral out of control since there are no checks and balances on what is spent. Contracts are signed before the Finance Committee can even budget for the event, so they are forced to cut from other budgets in order to meet whatever contractual obligations NATCA has. On a \$30 million budget, this would be \$2.7m for convention. The only additional costs are the ones incurred by the locals, travel, hotel rooms, etc.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Andrew Acerra (ZBW), Lanna Martin (ZBW), Christopher Corley (ZOA)

Passed
Defeated
Amended
Withdrawn

A25-31

ARTICLE VIII: National Conventions

ADD NEW: Section 9. A member of the National Finance Committee shall be appointed by the National Executive Board to be the liaison to the Convention Committee.

Rationale: There should be someone who is familiar with the finances of the Union involved with the single biggest expenditure we have. This liaison can make sure the convention committee is making financial decisions that are in the best interest of the Union.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Joseph Allen (ZBW), Malcolm Latvala (BTV), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Caitlyn Valeri (ZBW), Christopher Corley (ZOA), Lanna Martin (ZBW), Michael Phillips (ZOA), Andrew Acerra (ZBW)

Passed
Defeated
Amended
Withdrawn

A25-32

ARTICLE IX: Finances, § 6

AMEND: Section 6. Any changes to the national dues of all active members of the Association shall be proposed to the National Convention by the National Executive Board any member in good standing. After 120 days' notice to the membership, At the National Convention membership dues shall be set by a majority roll call vote at the Convention.

Rationale: Dues should be controlled by the convention body and all members of the Association. Our convention body needs to be able to set polices they see fit for our organization.

Authors: Jacob James (A80), Brett Denault (A80)

Passed
Defeated
Amended
Withdrawn

A25-33

ARTICLE IX: Finances, SRD-7 Dues Rebate, SRF-12 Reimbursement for Trainings/ Meetings

AMEND: ARTICLE IX, Section 9. A ~~D~~ues rebates in the minimum amount of ten (10) percent shall follow the standing rule for dues rebates be returned to the locals.

SRD-7 Dues Rebate

AMEND: Effective January 1, 2017, 2026, the National Office will rebate to the Locals, quarterly, the following percentages based on the number of members in good standing: 0-50: 25%, 51-100: 20%, and 101 and up: 10% ten (10) percent of the dues or \$750, whichever is greater. For Locals collectively paying less than \$4,000 3,000 in dues per year, the rebate shall equal the amount of dues paid.

SRF-12 Reimbursement for Trainings/Meetings

AMEND: For any local receiving \$6,000 4,500 or less in annual dues rebates, transportation and lodging expenses required to attend NATCA training courses or regional meetings will be paid by the region or

department hosting the event, in accordance with NATCA's expense reimbursement policy.

~~For any local receiving more than \$4,500, but less than \$6,000 in annual dues rebates, fifty percent (50%) of transportation and lodging expenses required to attend NATCA training courses or regional meetings will be paid by the region or department hosting the event, in accordance with NATCA's expense reimbursement policy.~~

All such expenses require pre-approval by the individual responsible for the budget before costs are incurred.

Rationale: Locals with smaller numbers of members who are outside the parameters of SRF-12 pay all their own costs associated with travel, training, internet, etc. This change in dues rebates based on number of members instead of a flat 10% across the board will greatly help Locals in their budgeting and bill paying. 10% is not the same value at all levels of Locals. Stronger locals with better financials only benefit the union as a whole and allow Locals more available funds for resources to complete the work of the Union. Amending SRD-7 would first require amending Article IX section 9. A possible side effect of the SRD-7 change may cause some SRF-12 Locals to leave the parameters of that standing rule hence the reason for the change to SRF-12.

Authors: Dan Leipold (CLE), Bob Kostilnik (CLE), Nate Jones (CLE), Tyler Height (IND), Matt Reavis (D21), Steven Castor (HUF), Anthony Politz (CMI), Mike Brennan (EWR), Jeremy Mixon (MGM), Mike Graff (YIP), Dion Johnson (MBS), Matt Ramer (PIT), Nicholas Everett (ZOB), Andrew Gupko (CLE)

Passed
Defeated
Amended
Withdrawn

† This proposal combines **amendments** to the NATCA National Constitution as well as **resolutions** that are in the Standing Rules. This proposal requires a 2/3 vote to pass in its entirety to satisfy the threshold for amendments to the NATCA National Constitution.

A25-34 **ARTICLE IX: Finances, § 9**

AMEND: Section 9. A dues rebate in the minimum amount of ~~ten (10)~~ fifteen (15) percent shall be returned to the locals.

Rationale: Locals need more cash flow to be able to attend training and other Union events. Rising cost throughout the country has hampered many locals from fully participating and/or limiting attendance to a single member. Training our members is critical to our future as a Union.

Authors: Jacob James (A80) Brett Denault (A80)

Passed
Defeated
Amended
Withdrawn

A25-35 **ARTICLE IX: Finances, § 9**

AMEND: Section 9. A dues rebate in the minimum amount of ~~11~~ ten (10) percent shall be returned to the locals.

Rationale: The cost of travel and holding events has increased for every facility, large and small. The cost of providing for our members has increased, and the locals could use help.

Authors: Thomas Lefebvre (ZBW), Joseph Allen (ZBW), Bill Cudney (ZBW), Matthew Morgan (BOS), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

A25-36**ARTICLE IX: Finances**

ADD NEW: Section 12. Union funds shall not be used to purchase, nor reimburse members, for purchases of goods or services from an active member in good standing, their spouse, children, or parents.

Rationale: Not having this limitation creates a conflict of interest between the use of Union Funds and the member's or member's family's personal business if there an issue were to arise. This new section prevents diverting funds directly to a member's (or member's family's) personal business and avoids the appearance of inappropriate use of Funds.

Authors: Brad Davidson (EGL), Ed Szczuka (ECE)

Passed
 Defeated
 Amended
 Withdrawn

A25-37**ARTICLE X: Locals, § 3**

AMEND: Section 3. Each Local shall have the following offices: President, Vice-President, Secretary, and Treasurer. Locals may provide in their constitution and bylaws for additional offices or for combining local offices into not less than one (1) position.

Rationale: This is a simple grammatical change. The term "Vice President" should not be hyphenated.

Author: National Constitution Committee

Passed
 Defeated
 Amended
 Withdrawn

A25-38**ADD NEW: ARTICLE XIII: Recall[†]**

Any nationally elected officer may be recalled. To Recall an elected officer, a petition will be submitted to NATCA's General Counsel. The petition must be signed by no less than 20% of eligible active members for the officer to be recalled. NATCA's General Counsel will have 30 days to validate that the 20% threshold was reached. Within the next 30 days, the recall will be conducted. A vote of 2/3rd of all eligible votes returned is required to recall an elected officer.

The National Election Committee will conduct the recall.

Rationale: The NATCA constitution includes provisions to impeach an officer for misconduct. However, misconduct should not be the only mechanism to change course of the Union if deemed appropriate by the membership. Recalls are a normal part of American democracy, and they exist, in some form or another, in 39 of 50 states. We should not restrict the membership ability hold elected leaders accountable via a recall provision. However, that threshold should be high, but it should be a process where the membership holds controls the decision.

Authors: Cassie LaBelle (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Matthew Morgan (BOS), Thomas Lefebvre (ZBW), Malcolm Latvala (BTV) Garret Blank (BTV), Hanan Wiseman (A90), Bryan Wolcott (DEN), Bill Cudney (ZBW), Jeff Carpentier (MHT), Ian LeBlanc (ZBW), Rick McIntyre (ZBW), Nicholas Everett (ZOB), Ray Peters (GEG), Cody Baker (BIL)

Passed
 Defeated
 Amended
 Withdrawn

[†] If passed, subsequent articles will be renumbered.

A25-39**ARTICLE XIII: Internal Grievances, § 4**

AMEND: Section 4. The National Executive Board shall consider the grievance and any reply as soon as possible, but no later than fourteen (14) days after: receipt of the accused member’s reply or the expiration of the thirty (30) day response period, whichever occurs first. The National Executive Board may dismiss the grievance or may refer it for hearing before a Trial Committee consisting of 3 active members in good standing appointed by the President. If, in submitting a reply, the accused admits to the charge, and, the accused waives their right to a hearing, the National Executive Board shall have the ability to sustain the grievance. In the event that the President is the accused party in a grievance, the President shall be recused from the grievance review process. The National Executive Board shall appoint an alternative member to oversee the grievance review and decision-making process to avoid any conflict of interest.

Rationale: This will ensure the integrity of the internal grievance process by eliminating a conflict of interest. If the president is the accused, then it creates a conflict of interest by having them being able to select their own trial committee. This amendment removes that right.

Author: Jason Makowski (ORD)

Passed
 Defeated
 Amended
 Withdrawn

A25-40**ARTICLE XIV: Interpretations and Amendments to the Constitution, § 3**

AMEND: Section 3. Adoption of proposed amendments to the Constitution shall require at least two-thirds (2/3) of the votes cast by the voting delegates in attendance at the Convention. Voting shall be conducted electronically. If the electronic method should fail, a manual method approved by the NEB shall be used.

Rationale: I believe NATCA should have a voting system that is fair and transparent. Our current system of voting by voice is easy sometimes but on complicated issues, pass or failure of an amendment could come down to who is louder. An electronic method would ensure that all votes are counted and transparent of the passage or failure of an amendment. This would also allow NATCA members watching the convention a transparent view.

Author: Mylan Watkins (ADW)

Passed
 Defeated
 Amended
 Withdrawn

A25-41**ARTICLE XV: Seniority, § 1**

AMEND: Section 1. The following shall be used to determine seniority for the National Air Traffic Controllers Association:

- a. Cumulative NATCA Bargaining Unit Time;
- b. First Tie Breaker: NATCA Bargaining Unit Time;
- c. Second Tie Breaker: EOD/FAA;
- d. Third Tie Breaker: SCD;
- e. Fourth Tie Breaker: Lottery. The lottery shall be determined at the local level.

For the purpose of facility release policies, seniority will be determined by facility time only as a bargaining unit member at that present facility.

Cumulative NATCA Bargaining Unit Time is derived by totaling all time ~~together~~ spent in each of the NATCA bargaining units. Time served at facilities when not represented by NATCA shall not be included in

this calculation. NATCA Bargaining Unit Time is defined as the total time in a given bargaining unit represented by NATCA and as defined by the petition for representation of that unit.

Rationale: The supreme body needs to address this problem. No member should retroactively receive seniority from a bargaining unit when they weren't represented by that bargaining unit. The supreme body has repeatedly denied credit for time served for prior military/veteran's seniority increase proposals. FCT employees should not receive this special treatment either.

This proposal is about making sure every NATCA member is treated with fairness and respect. Time served in non-NATCA bargaining unit facilities does not reflect the same commitment to building and strengthening our union. Counting only time within NATCA-represented units ensures that our seniority system reflects the work and dedication that go into making NATCA what it is today—a powerful voice for all NATCA-represented workers.

Authors: Sean Viets (T75), Heath Wilson (T75), Shawn Hamm (PVD)

Passed
Defeated
Amended
Withdrawn

A25-42

ARTICLE XV: Seniority, § 1

AMEND: Section 1. The following shall be used to determine seniority for the National Air Traffic Controllers Association:

- a. Cumulative NATCA Bargaining Unit Time + Time Area/Facility Certified at Current Facility;
- b. First Tie Breaker: NATCA Bargaining Unit Time;
- c. Second Tie Breaker: EOD/FAA;
- d. Third Tie Breaker: SCD;
- e. Fourth Tie Breaker: Lottery. The lottery shall be determined at the local level.

For the purpose of facility release policies, seniority will be determined by facility time only as a bargaining unit member at that present facility.

Cumulative NATCA Bargaining Unit Time is derived by totaling all time together spent in each of the NATCA bargaining units. NATCA Bargaining Unit Time is defined as the total time in a given bargaining unit represented by NATCA and as defined by the petition for representation of that unit. Time Area/ Facility Certified at Current Facility is derived as a numerical value representing the total number of days fully certified at the facility.

Rationale: Including a calculation for time certified at current facility discourages the practice of “facility hopping” while rewarding BUEs for their longevity at their current facility. Additionally, this may act to slow the flow of BUEs to managerial positions which provide boosted seniority calculations for time spent in those positions. Seniority would be represented by a numerical value representing the total number of days of seniority.

For example:

BUE entered NATCA position 01/01/2015.

BUE achieved Area/Facility certification in current facility on 01/01/2020.

Seniority Calculation Date: 12/31/2024.

Exact calculation of seniority can be easily accomplished with an excel formula by entering each of the three days: SENIORITY=DAYS(CALCDATE,NATCADATE)+DAYS(CALCDATE,FACCPDATE). Therefore, in the example, this BUE's seniority = 3652 days in NATCA position + 1826 days fully certified at current facility, resulting in a seniority of 5478 days on 12/31/2024.

Authors: Ryan Miller (PCT), Jonathan Drayer (PCT)

Passed
Defeated
Amended
Withdrawn

A25-43

ARTICLE XV: Seniority, § 3

AMEND: Section 3. Any bargaining unit member who ~~applies for accepted~~ a supervisor/management position after September 12, 2008 and returns to the bargaining unit will have their cumulative seniority date set to the day they return.

Rationale: This change will hopefully reduce the number of controllers who bid supervisor jobs and strengthen the controller work force.

Author: Anthony Quintana (ANC)

Passed
Defeated
Amended
Withdrawn

A25-44

ARTICLE XV: Seniority, § 3

DELETE: Section 3. ~~Any bargaining unit member who accepted a supervisor/management position after September 12, 2008 and returns to the bargaining unit will have their cumulative seniority date set to the day they return.~~

Rationale: Those individuals who have returned to the bargaining unit after taking a management position should have their seniority restored to their true, earned FAA 2152 time. If we continue to punish each other for stepping up or making a work/life balance decision, we will continue to breed bad managers.

CBA Article 4 Sec. 1 provides for union representation for BUEs who have chosen not to join the union, and they enjoy NATCA seniority time. Isn't someone who decides to return to NATCA exhibiting more solidarity than an employee who shuns the union by leaving or not joining at all? Punishing returning members will keep facilities from reaching 100% and sends the wrong message....that mistakes are not allowed. This is an old "rule" that repels collaboration and shows that we don't care about personal circumstances, and it's time to move into the future.

Authors: Kimberly Boyle (SFB), Michael Schwartz (ZOA)

Passed
Defeated
Amended
Withdrawn

A25-45

ARTICLE XV: Seniority

ADD NEW: Section 5. Beginning October 1, 2025, any bargaining unit employee who is actively engaged in the separation and control of air traffic working under an exemption as prescribed by the Secretary in 5 USC §8335(a) or 5 USC §8425(a) will have their seniority reset to zero.

Rationale: Each waiver puts early retirement at risk by showing the Agency and Congress that mandatory retirement is unnecessary. Now that nearly all NATCA members were born after 1970 (with an MRA of 57), we expect requests for waivers to increase. With every waiver granted, the argument that controllers are subject to greater mental and physical risks throughout their employment is weakened. It is crucial that we secure this fundamental privilege for the future of our union and ourselves.

Passing this amendment will send the message that safeguarding our pay, protections, and pension is our highest priority. We cannot ensure the safest airspace in the world when we waive the rules that protect it.

Waivers do nothing to benefit NATCA. The negative consequences of these waivers may result in the loss of our FERS (SSA) supplement and early retirement. The long-term impact of each waiver undermines our position that early retirement is crucial for our membership and the country. Early retirement is a privilege that we earn by

working one of the most stressful jobs in history. NATCA cannot afford to risk this privilege; do not waive our right to early retirement.

Authors: Erik Mandt (ZOA), Chris Adams, (BUR), Alexander Rop (ZTL), Barry Coates (I90), Ray Propst (DAB), Ryan Herrick (M98), Dan Leipold (CLE), Mark Dalforno (FAT), Brian Schmelzel (PCT), Robert Willers (C90), Jesse Randall (ZSE), Anthony Vargas (ZDV), Jeff Hewitt (ZOA), Jeremy Maytum (ZOA), Christopher Ebey (ZOA), Tecumseh Prietto (ZOA), Benjamin Vratil (ZOA), Stephen Currier (ZOA), Ian LeBlanc (ZBW), Josh Acosta (ZMA), Shaun Butch (ZOA), Shaun Pierce (ZOA), Ian Newell (ZOA), Raymond King (ZFW), John Cody (ZOA), Andrew Eakin (ZKC), Mike Phillips (CMH)

Passed
Defeated
Amended
Withdrawn

A25-46 **ARTICLE XV: Seniority**

ADD NEW: Section 5. Beginning August 1st 2025. Any bargaining unit member who fails to submit a dues payment or equivalent of a membership dues payment within one month of the due date, that is not the result of an organizational clerical error, will result in the members cumulative seniority date being reset to the date of the missed payment.

Rationale: Employees covered under the bargaining unit who are not dues paying members, reap all of the benefits of seniority. These members contribute far less than dues paying members and in many cases work to actively undermine the organization by convincing others to quit paying dues. This amendment is designed to reward loyal NATCA members.

This change would apply to ALL employees covered under the bargaining unit. Employees will not be required to join NATCA, or pay any dues to NATCA. However, failure to submit the equivalent of the amount of the standard NATCA dues per month (draft, mail, physically hand payment to a NATCA official) will result in reduction of seniority.

Authors: Brandon Lark (PCT), Craig Horne (PCT)

Passed
Defeated
Amended
Withdrawn

A25-47 **ARTICLE XV: Seniority**

ADD NEW: Section 5. Effective June 1st 2025, NATCA seniority will transfer from any FCT that votes to become NATCA but only if the person was at the FCT when its NATCA representation began.

Rationale: Many times, over the last several years, dues paying members have had their seniority jumped by others when an FCT they used to work at becomes NATCA. It makes no sense to have someone who has been paying dues for years suddenly fall behind someone who never paid any. Their seniority should only count if the person worked at the FCT when it was under NATCA. I recognize that not all who work at NATCA represented facilities are members, but this process seems broken, and a fix is needed.

Authors: Dan Leipold (CLE), Kelvin Mancebo (CLE)

Passed
Defeated
Amended
Withdrawn

A25-48

ARTICLE XV: Seniority

ADD NEW: Section 5. NATCA members that served Honorably in the Armed Forces shall have their Active Duty service counted towards seniority.

Rationale: 1. It IS government service. While other 18-22 year olds joined off the street or CTI, we signed our names to defend the country. 2. Even management counts military service towards seniority. 3. Military time counts towards retirement (with buy back). 4. Military time already counts towards Time in Service upgrades (Leave Earnings). 5. ATCs that worked at a contract tower 6-15 years ago are getting additional seniority as soon as that tower joins NATCA (while never having paid dues or being there as NATCA). Thank you for your time.

Authors: Joe Reilly (BOS), Michelle Reilly (A90), Carrie Blanda (BOS), David Westermayer (BOS), Leda Warner (ZAU), Nick Flickner (IAD), Eric Slater (CAE), Justin Trammell (AMA), Garth Romero (CMA), Salvatore Vicari III (SAN)

Passed
Defeated
Amended
Withdrawn

A25-49

ADD NEW: ARTICLE XVI: Collective Bargaining Agreements

Section 1. No collective bargaining agreement shall be ratified or extended by the National Executive Board without the approval of a majority vote of the membership.

The process for such a vote shall be as follows:

- a. Notice of the vote, including details of the proposed agreement or extension, shall be communicated to all members at least fourteen (14) days prior to the vote.**
- b. Voting shall be conducted in a manner ensuring the privacy and security of each member's vote, with options for both electronic and in-person voting where feasible.**
- c. The results of the vote shall be binding on the National Executive Board, and no agreement or extension shall be considered ratified unless it achieves a simple majority (>50%) in favor.**

Rationale: This amendment ensures that the power to approve or extend collective bargaining agreements remains with the membership, reflecting democratic principles within the organization.

Author: William Allen (OAJ)

Passed
Defeated
Amended
Withdrawn

RESOLUTIONS

In accordance with SRC-1, the following proposed resolutions are submitted for consideration. The proposed resolutions are listed in the order in which they appear in the NATCA Constitution and then the order they were received.

R25-01

AMEND: SRC-1 Constitutional Amendment Package

The ~~C~~onstitutional A~~a~~ amendment package shall ~~shall~~ may include a supporting argument of ~~200~~ 400 words or fewer from the author~~s~~s, if so submitted.

The number of authors for any constitutional amendment shall be limited to no more than 10. Any authors beyond the first 10 will not be included in the constitutional amendment package. The NCC will annotate when there are more than 10 submitted authors.

(The rest of the resolution remains unchanged.)

Rationale: We wholeheartedly encourage and welcome broad participation in the amendment process. However, allowing an unlimited number of coauthors places a significant administrative burden on the NCC. The NCC must verify the membership status, facility, and intent to submit for each author. This process can become particularly challenging when proposals are submitted close to the deadline, as members often have other pressing priorities, making timely responses difficult.

It's important to note that any proposal with two or more authors is already considered seconded. Additional coauthors, beyond what is necessary for a valid submission, often serve no practical purpose and can complicate the process unnecessarily. Limiting authors to ten strikes a balance between encouraging collaboration and ensuring the process remains efficient and manageable.

To further support robust participation, we propose increasing the word limit for supporting arguments from 200 to 400 words. This change provides authors with more space to articulate their supporting arguments clearly, fostering deeper and more meaningful discussions on proposed amendments. By adopting these measures, we aim to ensure a fair, efficient, and inclusive process that respects everyone's time while promoting thoughtful debate.

Author: National Constitution Committee

Passed
Defeated
Amended
Withdrawn

R25-02

DELETE: SRC-2 Past Presidents Attending Conventions

~~NATCA shall formally invite all past National Presidents and Executive Vice Presidents who remain members in good standing and their spouse/significant other to its National Conventions, and be responsible for all the financial arrangements associated with transportation, hotel, and meals. This standing rule does not include members who voluntarily accepted a supervisor/management position.~~

Rationale: As NATCA matures and the number of former Presidents and Executive Vice Presidents grows, the ceremonial attendance at the cost to the members is excessive and unnecessary. While the Body values their service and they are always welcome, the cost should no longer be the burden of an underpaid, over tasked workforce.

Authors: Cassie LaBelle (GEG), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Malcolm Latvala (BTV), Bryan Wolcott (DEN), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Rick McIntyre (ZBW), Brian Lee (CHS), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

R25-03 **DELETE: SRC-3 Convention Attendance**

~~The spouse/significant other of the current National President and Executive Vice President shall be invited to the National Convention. NATCA is responsible for financial arrangements with respect to transportation, hotel, and meals.~~

Rationale: The NATCA convention is work trip and the spouse/significant other of the Presidents and Executive Vice Presidents are no more important than any other delegate in attendance. While the Body values their service and they are always welcome, the cost should no longer be the burden of an underpaid, over tasked workforce.

Authors: Cassie LaBelle (GEG), Kyle Thomas Szary (ZMA), Malcom Latvala (BTV), Bryan Wolcott (DEN), Dan Leipold (CLE), Bill Cudney (ZBW), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW), Brian Lee (CHS), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Andre Jean (A90)

Passed
Defeated
Amended
Withdrawn

R25-04 **AMEND: SRD-1 Annual Membership Dues**

Effective ~~January 11, 2015~~ January 01, 2026, the annual dues of the membership in the Association is set at ~~1.4%~~ 1% of the members' ~~locality adjusted~~ basic salary.

Rationale: We used to pay 1% and it's time to return to that. Furthermore we see no reason we should pay extra for locality rates. This amendment creates a more accurate and standard rate for our membership throughout the country. We shouldn't have members in high locality districts pay more.

Authors: Jacob James (A80), Brett Denault (A80)

Passed
Defeated
Amended
Withdrawn

⚡ This resolution is in conflict with Article IX, Section 6 of the National Constitution, but may be Impacted by A25-33.

R25-05 **AMEND: SRD-1 Annual Membership Dues**


Effective January 11, 2015, the annual dues of the membership in the Association is set at 1.4% of the individual members' ~~locality adjusted salary~~. The membership dues of the Union shall be established at 0.4% of the base salary of each member, excluding locality pay, effective immediately until such time as a Collective Bargaining Agreement (CBA) or Pay Memorandum of Understanding (MOU) resulting in a cumulative pay increase of five percent (5%) or greater has been negotiated and ratified. Upon meeting this condition, dues shall revert to 1.4%.

Rationale: This amendment provides financial relief to NATCA members during periods when the Union has failed in its duty to negotiate a significant pay adjustment or new contract. Reducing dues ensures the financial burden on members is proportional to the representation outcomes, while still maintaining sufficient funding to support ongoing negotiations and Union activities. Additionally, a reduction in travel expenses, achieved through the increased use of virtual platforms such as Zoom or Teams for conventions and meetings, should help offset

the budgetary impact of this change. The reversion clause ensures the Union remains sustainable after significant compensation gains for members.

Author: Benjamin Black (ZME)

Passed
Defeated
Amended
Withdrawn

 This resolution is in conflict with Article IX, Section 6 of the National Constitution.

R25-06 **AMEND: SRD-7 Dues Rebate**

Effective ~~January 1, 2017,~~ December 14, 2025, the National Office will rebate to the Locals, quarterly, 11~~ten~~ (~~10~~) percent of the dues or \$750, whichever is greater. For Locals collectively paying less than \$3,000 in dues per year, the rebate shall equal the amount of dues paid.

Rationale: The cost of travel and holding events has increased for every facility, large and small. The cost of providing for our members has increased, and the locals could use help.

Authors: Thomas Lefebvre (ZBW), Joseph Allen (ZBW), Bill Cudney (ZBW), Matthew Morgan (BOS), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

R25-07 **AMEND: SRE-7 Terms and Conditions of Use For NATCA Databases, Web, and Social Media Sites**

NATCA shall maintain a policy establishing terms and conditions of use for NATCA's databases, web, and social media sites and shall list these terms and conditions on the NATCA web site. This policy shall be maintained under rules and regulations as promulgated by the National Executive Board.

Rationale: Fixes the typo where "term" is singular and should be plural.

Author: National Constitution Committee

Passed
Defeated
Amended
Withdrawn

R25-08 **DELETE: SRF-6 Establishment of Regional Offices**

~~Regional Vice Presidents are authorized to establish and maintain regional offices and to pay the reasonable expenses of setting up and operating such offices.~~

Rationale: With the increase in virtual meetings and mobile technology, regional offices are no longer necessary.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Christopher Corley (ZOA), Lanna Martin (ZBW), Ray Peters (GEG), Andrew Acerra (ZBW), Cody Baker (BIL), Joseph Allen (ZBW), Dan Leipold (CLE), Rick McIntyre (ZBW), Nic Everett (ZOB), Aaron Greenwood (SLC), Caitlyn Valeri (ZBW)

Passed
Defeated
Amended
Withdrawn

R25-09

DELETE: SRF-7 Regional Office Leases

~~Regional Vice Presidents may sign leases for office space whose terms extend past the expiration of their term of office only with prior approval of the National Executive Board.~~

Rationale: With the increase in virtual meetings and mobile technology, regional offices are no longer necessary.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Christopher Corley (ZOA), Andrew Acerra (ZBW), Aaron Greenwood (SLC), Lanna Martin (ZBW), Cody Baker (BIL), Caitlyn Valeri (ZBW), Ray Peters (GEG), Nicholas Everett (ZOB), Rick McIntyre (ZBW), Robert Riggs (ZDC), Dan Leipold (CLE), Joseph Allen (ZBW)

- Passed
- Defeated
- Amended
- Withdrawn

R25-10

AMEND: SRF-28 Expense Reimbursement Policy

NATCA shall maintain a policy regarding allowable and non-allowable expense reimbursements that shall apply to all activities funded through NATCA’s national budget (which includes the National Office, Regions, and Committees). This policy shall also contain guidelines NATCA locals shall follow for particular expense reimbursement processes applicable to all NATCA locals. This policy shall be maintained under rules and regulations as promulgated by the National Executive Board. The National Executive Board shall annually review and propose changes to the NATCA Expense Reimbursement Policy. Any changes to the Policy shall require a majority vote of the NEB to be adopted.

Rationale: The expense policy has been stagnant for a long time. The current per diem rates, while appropriate for some localities, are not enough in certain situations. Las Vegas and Washington DC are two examples of localities where the per-diem rates are not enough and should be reviewed.

The National Executive Board shall convene a co-meeting of the NEB and the National Finance Committee to conduct a re-write of the NATCA Expense Reimbursement Policy within 90 days of adoption of this standing rule. This meeting can occur virtually if necessary. Topics to be considered at that meeting include, but are not limited to: a reevaluation of the per-diem limits with possible exploration of a locality dependent per-diem amount and limiting the amount or cost spent on alcoholic drinks. Any proposed changes shall be adopted if approved by a majority vote of the NEB.

Authors: Joseph Allen (ZBW), Ray Peters (GEG), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW)

- Passed
- Defeated
- Amended
- Withdrawn

R25-11

AMEND: SRF-28 Expense Reimbursement Policy

NATCA shall maintain a policy regarding allowable and non-allowable expense reimbursements that shall apply to all activities funded through NATCA’s national budget (which includes the National Office, Regions, and Committees). This policy shall also contain guidelines NATCA locals shall follow for particular expense reimbursement processes applicable to all NATCA locals. This policy shall be maintained under rules and regulations as promulgated by the National Executive Board.

No member shall submit a voucher for food if they are collecting Per Diem pay from their employer for the same time period. This policy shall apply to all members and union officers.

Rationale: There are currently two tiers for expenses, members and officers. If the amounts listed within the policy need to be adjusted to current prices, then that amount should apply to all members on travel for our

union. Additionally, no member or appointed representative should be requesting reimbursement if the FAA is already paying for their meals.

Authors: Thomas Lefebvre (ZBW), Joseph Allen (ZBW), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Rick McIntyre (ZBW), Brian Lee (CHS), Ray Peters (GEG), Cody Baker (BIL), Caitlyn Valeri (ZBW)

Passed
Defeated
Amended
Withdrawn

R25-12 **ADD NEW: SRF-XX Regional Vice President (RVP) Travel**

NATCA funded RVP travel shall be limited to the RVPs region of record with the following exceptions:

- A. National Convention
- B. NATCA in Washington (NIW)
- C. Communicating for Safety (CFS)
- D. Activism and Training Expo (ATX)
- E. National Executive Board meetings
- F. The RVP is requested at the National Office
- G. Joint Regional meeting (i.e. pre-convention)

Any travel outside of an RVP's region that is not part of the exceptions will require approval or denial from the EVP. The request, approval/denial, and justification for deviating from this rule will be annotated in the meeting minutes of the next NEB meeting.

Rationale: Throughout the years we have been in NATCA, many members have seen numerous RVPs in Las Vegas hanging out and interacting with training classes. In today's technological age, if an RVP wants to check in on a class that they have members in or give them a brief statement, we can use teams, zoom, etc. Many facilities are struggling with staffing problems, time on position problems, and countless others. RVPs need to be in their region representing their members and not out being part of what has been nicknamed "The NATCA Travel Club".

Authors: Dan Leipold (CLE), Tyler Height (IND), Nicholas Everett (ZOB), Dion Johnson (MBS)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-13 **ADD NEW: SRF-XX Post-Retirement Consulting/Advisory Compensation**

No former member of the union, upon retirement, shall be eligible to receive compensation for consulting or advisory services provided to the union beyond a period of two (2) years following their official retirement date.

"Consulting and Advisory services" are defined to include any contractual or ad hoc advisory, training, strategic planning, or project-based services provided to the Association.

Limited Exceptions: Services beyond two (2) years may be permitted only under exceptional circumstances, as approved by a two-thirds (2/3) majority vote of the National Executive Board and with explicit written justification entered into the meeting minutes.

Transitional Support: Former members may receive temporary contracts during the two-year period to assist in knowledge transfer or training of successors, provided such contracts are fully disclosed to the membership.

Enforcement and Oversight: Any violations of this rule shall be subject to disciplinary action, including but not limited to, restitution of improperly disbursed funds. The Finance Committee shall be responsible for auditing compliance with this rule on an annual basis, with findings reported to the membership.

Rationale: To ensure fairness, transparency, and integrity, and prevent cronyism in the use of union funds by restricting post-retirement consulting arrangements for former members.

Author: Jason Makowski (ORD)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number and Section to the resolution.

R25-14 **ADD NEW: SRF-XX Alcohol at Union Events**

NATCA shall not provide more than two alcoholic drinks per day to any Member/Guest at National/Regional events hosted by the Union.

Rationale: Alcohol is a very expensive product at restaurants/bars. When added with unlimited open bar tab, it becomes a large fraction of the costs to host said events. While, most are not completely against drinking, and recognizing the benefits of relaxation and social aspects, most dues paying members are not in agreement of spending such a large sum. These dues can be spent on a more beneficial aspect to further improve the mission. A simple two ticket system per participant, and then to a cash bar, I feel would be a nice median to bridge open bar, and completely eliminating NATCA purchasing alcohol.

Authors: Daniel Favio (DAB), Raymond Propst (DAB), Joshua Langlais (DAB)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-15 **ADD NEW: SRF-XX Alcoholic Beverages**

NATCA shall provide no more than two alcoholic drinks per day to any member or guest at an event hosted by the union.

Rationale: Inflation has raised costs for all of our events. This is a simple way for NATCA to save a little money here and there. Allowing for some alcohol purchases, but limiting it to two drinks makes us all better stewards of our members' dues.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Malcolm Latvala (BTV), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Christopher Corley (ZOA), Lanna Martin (ZBW), Michael Phillips (ZOA)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-16 **ADD NEW: SRF-XX Defined Budget Lines and Responsibilities**

All nationally elected NATCA offices shall have a defined yearly budget line.
Once 80% of an allocated budget line is spent, the Executive Vice President shall be consulted to discuss the plan for remaining 20% to avoid exceeding allocated budget line.

Budget lines may exceed allocated amount by 10% with approval of Executive Vice President. Budget lines may exceed allocated amount by more than 10% with a majority vote of the National Executive Board.

Rationale: The board needs a process to ensure that budget lines are maintained.

Authors: Cassie LaBelle (GEG), Stuart Harman (ZLC), Matthew Morgan (BOS), Shannon Lyman (ZBW), Thomas Lefebvre (ZBW), Andre Jean (A90), Kyle Thomas Szary (ZMA) Bryan Wolcott (DEN), Dan Leipold (CLE), Bill Cudney (ZBW), Jeff Carpentier (MHT), Malcolm Latvala (BTV), Ian LeBlanc (ZBW), Robert Riggs (ZDC), Rick McIntyre (ZBW), Nicholas Everett (ZOB), Aaron Wilt (ZDC), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-17 **ADD NEW: SRF-XX Per Diem Deviations**

All requests to deviate for per diem amounts stated in the NATCA Financial Policy shall be made to the Executive Vice President (EVP). The EVP may only approve a deviation from the per diem amounts listed in the financial policy on individual basis and only during the events of Communicating for Safety, NATCA in Washington and the National Convention.

Rationale: Currently the President or EVP can authorize deviations from the policy. However, the President is not responsible for monitoring budgetary expenses. Also, there are far too many deviations to the policy and the practice has become unreasonable and overly burdensome on an underpaid, over tasked workforce.

Authors: Cassie LaBelle (GEG), Aaron Wilt (ZDC), Ray Peters (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Matthew Morgan (BOS), Thomas Lefebvre (ZBW), Malcolm Latvala (BTV), Garret Blank (BTV), Bryan Wolcott (DEN), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Robert Riggs (ZDC), Rick McIntyre (ZBW), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-18 **ADD NEW: SRF-XX Restriction on Use of NATCA Funds for Employer Meals**

At no time will NATCA funds be spent on supplying meals for any employer officials. This includes Membership Dues, PAC contributions and any other revenue stream.

Rationale: The Body is aware of NATCA National representatives paying for members of management's meals or paying for a lunch through catering services at meetings and/or events. While cost sharing with the Agency is acceptable for things like meeting room space, it is not appropriate for meals and/or dinners. In many instances, the FAA managers are in a travel status and therefore on per diem for the FAA and at no time can the FAA reciprocate the generosity. As an example, if the FAA COO and the NATCA President go out to dinner and the COO picks up the bill, it is paid for by him personally. However, if the NATCA President picks up the bill, it is vouchered to the NATCA membership. This uneven balance is not a practice that should continue.

Authors: Cassie LaBelle (GEG), Robert Riggs (ZDC), Rick McIntyre (ZBW), Michael Cook (BTV), Ray Peters (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Garret Blank (BTV) Ian LeBlanc (ZBW), Cody Baker (BIL), Matthew Morgan (BOS)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-19 **ADD NEW: SRF-XX Voucher Restriction on Cellphone and Internet Purchases**

No NATCA member or representative may voucher a cell phone. If the member or representative does not have a cell phone and one is required by their position, NATCA will provide one for official business. No

NATCA member or representative may voucher home internet.

Rationale: The vouchering of telecommunications has been overtaken by technology and the method of billing in the industry. The origin of this type of vouchers was beepers. This matured into cell phone charges when it was billed by the minute, then data when it wasn't unlimited, for phones and home internet. We expected a higher level of accessibility and reachability than normal, thus the vouchers were warranted. Those days are long gone. However, we have many NATCA representatives billing the organization for services they would keep if they left their position. While the Body values the service of the representative, the cost of their private phone and home internet should no longer be the burden of an underpaid, over tasked workforce.

Authors: Cassie LaBelle (GEG), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Matthew Morgan (BOS), Andre Jean (A90), Malcolm Latvala (BTV), Garret Blank (BTV), Bryan Wolcott (DEN), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Rick McIntyre (ZBW), Nicholas Everett (ZOB), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

- Passed
- Defeated
- Amended
- Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-20

ADD NEW: SRF-XX Prohibition on Double Meal Vouchering

Any NATCA Member who is on Per Diem with the FAA may not submit a voucher for meals with NATCA.

Rationale: The Body has become aware that NATCA Representatives who are on full time details in Washington DC and receive long term Per Diem from the FAA (to cover lodging, meals and incidentals at the TDY location) have vouchered meals to NATCA. This type of double voucher should not occur but is not banned by our constitution or financial policy.

Authors: Cassie LaBelle (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Matthew Morgan (BOS), Malcom Latvala (BTV), Garret Blank (BTV), Bryan Wolcott (DEN), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Robert Riggs (ZDC), Rick McIntyre (ZBW), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Caitlyn Valeri (ZBW)

- Passed
- Defeated
- Amended
- Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-21

ADD NEW: SRF-XX National Executive Board Expense Reporting

Expense reports for the National Executive Board members shall be published on the members portal of the NATCA website within 30 days of the filing date of the report.

Rationale: The finances of NATCA are too much of a mystery to our members. Members want transparency. Members want to know where their dues money is going. While publishing every expense report would be unrealistic, NATCA can start with transparency on the NEB level.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Michael Phillips (ZOA), Lanna Martin (ZBW), Christopher Corley (ZOA), Andrew Acerra (ZBW), Joseph Allen (ZBW), Dan Leipold (CLE), Malcolm Latvala (BTV), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

- Passed
- Defeated
- Amended
- Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-22

ADD NEW: SRF-XX AFL-CIO Affiliation Reimbursement

NATCA National will reimburse locals 100% of the costs to affiliate with the AFL-CIO at the state level.
Rationale: Solidarity is not limited to one union. Affiliation with the AFL-CIO at the state level facilitates the sharing of information for such things as airport and facility construction, legislative and political events, local labor concerns, events held by other unions, and state legislation that could concern NATCA. We're potentially looking at a tough road ahead, and strengthening the bonds with other unions at a time when we will likely need help is wise.

Authors: Matt Scala (D01), Kyle Beamsderfer (BJC)

Passed
 Defeated
 Amended
 Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-23

AMEND: SRG-8 NATCA Endorsement Policy

Endorsement Criteria

NATCA may publicly endorses candidates for public office only in the following circumstances:

- a. Candidates for the office of the President of the United States.
- b. Individuals with records of extraordinary support for NATCA's positions on legislative and policy issues within Congress or relevant federal agencies.
- c. Individuals who have performed extraordinary service on behalf of NATCA and its members.

Endorsement Process

The following process shall be followed when a NATCA endorsement ~~has been requested:~~ is being considered:

- a. ~~When considering each endorsement request, the National Executive Board may seek comments and input from the National Legislative Committee, NATCA Government Affairs Department, and/or any entity deemed necessary to make an informed decision. When considering an endorsement for President of the United States, the National Executive Board shall seek input from the membership. Each RVP shall send out a survey to the members in their respective region. An endorsement for President will require 66% of the survey responses to be in favor of endorsing the Presidential candidate. If this threshold is not met, no endorsement will be made by NATCA for President of the United States.~~
- b. ~~A NATCA public endorsement of the requesting candidate shall be made only after a majority of National Executive Board members vote in the affirmative. A NATCA public endorsement of any other candidate shall be made only after input from the National Legislative Committee, NATCA Government Affairs Department, and after the majority of National Executive Board members vote in the affirmative.~~

Rationale: In recent years, the political climate, particularly in Presidential races, has been very volatile. Many members have concerns that Presidential endorsements without member support should not occur and members should have the opportunity to decide if our Union endorses.

Authors: Dan Leipold (CLE), Dion Johnson (MBS), Nicholas Everett (ZOB)

Passed
 Defeated
 Amended
 Withdrawn

R25-24

AMEND: SRG-8 NATCA Endorsement Policy

Endorsement Criteria

NATCA publicly endorses candidates for public office only in the following circumstances:

- ~~a. Candidates for the office of the President of the United States.~~
- ~~b. a. Individual with records of extraordinary support for NATCA's positions on legislative and policy issues within Congress or relevant federal agencies.~~
- ~~c. b. Individuals who have performed extraordinary service on behalf of NATCA and its members...~~

(The rest of the section remains unchanged.)

Rationale: The NEB should not have the ability to endorse a presidential candidate without the consent of the membership. It divides and creates hostility between members that do not agree with the NEB. This last election we endorsed not 1 but 2 presidential candidates that either dropped out or hugely lost the election. This hinders our ability to make progress with the winning party. While we need to support those that support us, we also need to not make our job harder when working with less friendly administrations. Taking a look at our past endorsement winning percentages should be a wakeup call to stop this practice and use our strength in other avenues that yield better results.

Author: Kevin Horace (ZJX)

Passed
Defeated
Amended
Withdrawn

R25-25

ADD NEW: SRG-XX Protections from Sexual Harassment

Any individual engaged in sexual harassment will be subject to disciplinary action, which may include exclusion from events or meetings, up to and including termination of employment, or expulsion from NATCA, as appropriate.

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of either gender toward a person of the same or opposite gender and can occur at any place.

NATCA will not tolerate retaliation against any individual who complains of unacceptable behavior under this Standing Rule. NATCA will take any steps necessary and appropriate to ensure that retaliation does not occur and, if there is reason to believe that retaliation has occurred, NATCA will immediately take all necessary and appropriate action to stop the retaliation.

Any complaint brought to a NATCA member will be treated confidentially to the extent that it is possible to do so while properly assessing the situation. NATCA will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior. NATCA shall thoroughly investigate any allegations or complaints of discriminatory conduct, including sexual harassment, when properly notified and shall take corrective action to stop any and all such conduct found to be occurring.

Immediately following an investigation, if an individual in an elected or appointed position within NATCA is found to have engaged in sexual harassment or retaliation, the individual shall be removed from all positions. They will be prohibited from holding any elected or appointed position for a minimum of four years from the time of removal, in addition to facing any other consequences deemed appropriate.

Rationale: While there are some members that have always stood against harassment in all its forms; for far too long, many in our union have been at best willfully ignorant, or at worst complicit in the sexual harassment of its members—perpetuated by both fellow members and NATCA leadership. This issue is especially prevalent during national events, where members, seeking to improve their chances of securing a transfer, attempt to network with local union representatives, only to be subjected to harassment.

Authors: Adam Bishop (CDW), Jennifer Humphries (ZDC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.
↪ This may be in conflict with SRG-11 Code of Conduct.

R25-26 **ADD NEW: SRG-XX Communicating for Safety Frequency**

Communicating for Safety shall be held biennially on years opposite of Convention.

Rationale: CFS is an important event. We should place it in opposite years of convention so that NATCA can focus on having one signature event every year. CFS costs NATCA over \$1 million dollars, we can save the union money, but also maintain CFS as a premier aviation safety event by holding it biennially. NATCA will have to pay any cancellation penalty on the current CFS contract with Caesar's to implement this new policy.

Authors: Bill Cudney (ZBW), Ian LeBlanc (ZBW), Christopher Corley (ZOA), Lanna Martin (ZBW), Andrew Acerra (ZBW), Cody Baker (BIL), Ray Peters (GEG), Michael Cook (BTV), Rick McIntyre (ZBW), Matthew Morgan (BOS), Malcolm Latvala (BTV), Dan Leipold (CLE)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-27 **AMEND: SRH-2 Selection of Liaisons, Technical Representatives, and Workgroup Members**

All appointments to and extensions of liaisons, technical representatives and workgroup members require the approval of the National Executive Board and require release through the National Centralized ERR Process Team (NCEPT) and associated National Centralized ERR Placement Process Standard Operating Procedures (SOP) and a National Release Policy.

(The rest of the rule remains unchanged.)

Rationale: We have seen far too many controllers leave the operation never to return. Fatigue and staffing issues plague our facilities. Controller burnout, substance abuse, suicide, eating disorders, night shift syndrome, and sleep apnea are just a few examples we in the operation are left to deal with. We need controllers in our facilities to run the day-to-day operation.

Authors: Jacob James (A80), Brett Denault (A80)

Passed
Defeated
Amended
Withdrawn

R25-28 **AMEND: SRH-14 Collective Bargaining Agreement Unit Representatives**

The principal facility representative, also known as the local bargaining unit representative within a NATCA Local, must be elected by the respective bargaining unit membership of the Local. Once elected, the representative's name must be submitted to the appropriate Regional Vice President for recognition, as determined by the National Executive Board. Unless otherwise provided for in the National Constitution, Standing Rules, or Policy & Position Statements, any appointment to serve in a representative position as recognized by Collective Bargaining Agreements shall require the approval of the National Executive Board. The National President may remove a representative for cause or to protect the interest of the Union. In

such case, a majority vote of the NEB is necessary to confirm the removal and a replacement will be found as soon as possible.

Rationale: There is currently a lack of clear and consistent guidance within SRH-14 on the process for selecting local unit representatives as indicated in each CBA and within their respective Union Local. These representatives are referred to variably as the “principal facility representative” in the Slate Book and as the “local bargaining unit representative” in the Light Blue Book and the Purple Book. Historically, the election of CBA unit representatives has been managed by the local union; however, the absence of standardized procedures in SRH-14 creates ambiguity and potential inconsistencies in how these roles are filled. This proposal documents the relationship between election as a FacRep and being designated as a Union Representative.

Author: Ryan Feil (EAL)

Passed
Defeated
Amended
Withdrawn

R25-29 **ADD NEW: SRH-XX Mentor/Mentee Program for Outgoing Committee Members**

NATCA National will budget \$2500 for a one-year transition period for each committee that needs to replace a current committee member, aka the mentor. This budget will pay for the costs for the replacement committee member, aka the mentee, to attend committee meetings during the transition period. This will ensure a successful hand-off of duties from the mentor to the mentee at the end of the transition process.

Rationale: There is currently no guidance within the NATCA Constitution to support a mentor/mentee program to ensure a smooth transition from an existing committee member to a replacement committee member. The expectation is that the replacement committee member would be brought on board roughly 1 year prior to the hand-off.

Author: Ryan Feil (EAL)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-30 **ADD NEW: SRH-XX Leadership Position Limitations**

Any member shall be limited to holding no more than three (3) high-level leadership positions at one time. These positions include: Alternate Regional Vice President (ARVP), Principal Facility Representative, Appointed Technical Representative (full or part-time), Committee member (standing or ad hoc), and Planning Committee member.

If a member is selected for a fourth leadership position, they shall step down from one of their other leadership positions within sixty (60) days.

A member shall not hold the title of chair, vice-chair, or co-chair of more than one committee.

Regional Vice Presidents shall not be the chair of a committee.

Principal Facility Representatives shall not hold a full-time Appointed Technical Representative position.

Rationale: 1. Stretched too thin– If you hold too many roles, the benefit you provide to the members is degraded. We want our leaders to excel in their roles and holding too many positions does not allow that.

2. Discouragement– NATCA has many Members who want to get involved. Seeing the same individuals repeatedly picked for multiple leadership roles discourages members causing them to stop raising their hands. This is a union of WE.

3. Diversity– Having a diverse set of leaders across our union makes us stronger. Having more members in leadership positions brings more ideas to the table, gives us unique viewpoints on tackling problems, and ultimately, benefits our members (which is the point of all this work!).

4. Mental health– There are members who don't know how to say "no" (we've all been there). Our members should be given the opportunity to serve this union while not being overloaded. The union should focus on the wellbeing of members, and allowing members to take on too many positions or projects can be detrimental to one's mental health.

Authors: Shannon Lyman (ZBW), Jennifer Humphries (ZDC), James Basford (A90), Cassie LaBelle (GEG), Caitlyn Valeri (ZBW), Michael Brennan (EWR), William Cudney (ZBW)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-31 **ADD NEW: SRH-XX Federal Contract Tower Committee**

Whereas, we are wanting to create a committee specifically for contract towers and the FCT program that would only handle contract tower issues in their region;

Whereas, we feel contract towers are under-represented at the national level with the current structure of the RVP's representing contract towers and our FAA counterparts at the same time;

Whereas, the FCT program will have a Nationally standing representative to represent FCT employees with the union (147 Towers); and

Whereas, the FCT program is only getting bigger with new additions each year, we feel this is the most logical next step;

Therefore, be it resolved that The Federal Contract Tower (FCT) Committee is established to represent the Association members that work at these facilities. The committee shall be composed of one active member in good standing from each FCT operator. (E.G. Midwest, RVA/Ci2, SERCO Inc.). The chair shall be chosen by vote of the committee and be designated as the National FCT Representative for the Association. The National FCT Representative shall only be filled by a member who is currently working for an FCT company. The Committee, alongside the Organizing Committee, will work towards representing more FCTs in the NAS.

Authors: Andrew Fowler (OSU), Rick Cali (FTY), Brian Serafin (DTS), Evan McGrew (LEE), Ron Bittner (CGF)

Passed
Defeated
Amended
Withdrawn

† Only the language following "resolved that" would become the resolution.

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-32 **ADD NEW: SRH-XX Appointed Representatives**

Members from the Air Traffic Control, Traffic Management Coordinators/specialist and U.S. NOTAM Office (USNOF) specialist bargaining units may not serve in a full time NATCA Appointed position if their cumulative full-time appointments exceed their cumulative time served as a CPC actively maintaining currency.

Rationale: NATCA appointed positions like the National Safety Chair, National PMO Rep, National Training Rep, or any national program like STARS, ERAM or ABACUS require the appointees to be Subject Matter Experts (SMEs). The representatives in these positions need to have intimate knowledge of field facilities. Having more time away from the facility, disconnected from the operation than they do in the facility does not put the representative in the best place to make good decisions on behalf of the membership.

Authors: Cassie LaBelle (GEG), Malcolm Latvala (BTV), Garret Blank (BTV), Hanan Wiseman (A90), Bryan Wolcott (DEN), Andre Jean (A90), Kyle Thomas Szary (ZMA), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Rick McIntyre (ZBW), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-33 **ADD NEW: SRH-XX Elected Leadership in Agency Negotiations**

Elected National Executive Board (NEB) members shall be the principal leads of all NATCA national negotiations and/or agreements with the Agency. By a vote of 2/3rds, the NEB may delegate the principal lead to an appointed representative(s).

Rationale: Over the past several years NATCA has seen drift away from elected representatives dealing with the Agency on most topics. This amendment is designed to require that the leads for NATCA engagement with the Agency is returned to elected leaders. The intent is not to move Article 114 roles and responsibilities from scoped appointed positions to elected positions. But to ensure elected leaders are the forward-facing leaders of the organization.

Authors: Cassie LaBelle (GEG), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Matthew Reavis (D21), Robert Riggs (ZDC), Rick McIntyre (ZBW), Dan Leipold (CLE), Bill Cudney (ZBW), Jeff Carpentier (MHT), Malcom Latvala (BTV), Ian LeBlanc (ZBW), Bryan Wolcott (DEN), Thomas Lefebvre (ZBW), Garret Blank (BTV), Kevin Coeyman (ZBW), Andre Jean (A90), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC), Matthew Morgan (BOS)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-34 **ADD NEW: SRH-XX National Election Committee Timeline and Candidate Voter Information Access**

The National Election Committee shall establish an election period that is not less than 6 months in addition to a one-month nomination period and a one-month nomination acceptance period for national and regional elections. The final day of the 6-month election period will be the day ballots are mailed to the membership.

On the last day of the nomination acceptance period, all candidates who have accepted the nomination shall receive a membership list of all-eligible voters in their elections. The list shall include the members full name, physical mailing address, email and phone number.

Rationale: The last election cycle exposed holes in our election process. The nomination period was unnecessarily long and the election period was unnecessarily short. And the Election Committee changed the rules on providing membership lists to the candidate's mid cycle. The intent to standardize the rule and create a reasonable election period ensuring our democratic process is sound.

Authors: Cassie LaBelle (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Matthew Morgan (BOS), Malcom Latvala (BTV), Bill Cudney (ZBW), Malcom Latvala (BTV), Ian LeBlanc (ZBW), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-35**ADD NEW: SRH-XX National Election Runoff Window**

The National Election Committee shall establish election dates that allow for all offices to take office on September 1st should a runoff occur.

Rationale: Our current process creates chaos post-election if a runoff is required.

Authors: Cassie LaBelle (GEG), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Bill Cudney (ZBW), Malcom Latvala (BTV), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Robert Riggs (ZDC), Rick McIntyre (ZBW), Andre Jean (A90), Kyle Thomas Szary (ZMA), Stuart Harman (ZLC)

Passed
 Defeated
 Amended
 Withdrawn

→ If adopted, the Constitution Committee will assign a number and Section to the resolution.

R25-36**ADD NEW: SRH-XX Flight Surgeon Representative**

The NEB will designate a representative to ensure fair and equitable treatment by flight surgeons across the FAA Service Areas within 180 days of the conclusion of this convention. Among the concerns that this representative should address and monitor are:

- Decisions to remove members from safety-related duties, while other members with like conditions or medications are cleared to work by a different flight surgeon
- Requests for additional medical data and appointments that come at the member's expense
- Criteria for permitting special dispensations
- Criteria for returning to safety related duties
- Timelines for determinations to return to safety related duties
- Addressing issues in a timely manner as the member waits to return to safety-related duties

This representative should gather data on the differences between the service areas and work with the FAA to reduce disparate treatment. Within one year of their appointment, the representative will report on their findings to the membership through the NATCA website and email distribution.

Rationale: The flight surgeons each seem to have their own ideas about what should DQ a member from safety related duties, and how they should treat it. It's frustrating when a mild condition takes you from doing the job you love, while another member with a similar condition that has been reported to the flight surgeon is still able to work. There is seemingly no standard, or the standards are fluid enough to be meaningless and unfair. This should be remedied.

Authors: Matt Scala (D01), Kyle Beamsderfer (BJC)

Passed
 Defeated
 Amended
 Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-37**AMEND: SRI-6 Minutes of Meetings**

The National Executive Board and all National committees shall publish minutes, including a record of how each member of the Committee or Board voted (in other than unanimous decisions). A copy of the published minutes and voting record shall be prepared as soon as practicable and then posted on the members-only section of the NATCA web site within 21 calendar days. There is not an expectation that an informal telcon or briefing requires minutes.

Rationale: The membership deserves the right to know, in a timely fashion, what is occurring during the elected representatives National Executive Board meetings. It is unacceptable for the members to be left in the dark and not be able to receive information from members of the NEB on occurrences at previous meetings.

Author: Andrew Eakin (ZKC)

Passed
Defeated
Amended
Withdrawn

† This proposal is impacted by A25-12.

R25-38 **ADD NEW: SRI-XX CBA Extension Voting Rights**

Extensions to the Collective Bargaining Agreement (CBA) shall be sent to the membership to be voted upon. An extension passes if it receives a majority of the votes cast.

Rationale: National leadership, on multiple occasions, has made clear their contempt for the membership's right to self-determination by withholding the ability to vote on contract extensions. Through the exploitation of a loophole in our national constitution, we are denied the ability to vote on what should be the most basic and inalienable right available to a bargaining unit member. Other major aerospace unions, including ALPA, UAW, and IAM— encompassing over 1 million bargaining unit members— are afforded the right to vote on contract extensions, and yet we have been held hostage by multiple NATCA presidents who have taken it upon themselves to make such a decision unilaterally, forcing many members to spend what will likely be the majority of their careers under the same contract. This resolution seeks to right this injustice and give the power back to the dues-paying membership.

Authors: Colin Kumor (PHL), Justin Dailey (A90), Mike Haskell (JFK), Beau Seabourn (ABI), Hanan Wiseman (A90), Rex Cayer (C90), Nicole Paider (C90), Cody McCloud (HPN), Scott Wallace (HPN), Jason Dunaway (I90), Anthony Caratozzolo (JFK), Erick Carlo (JFK), Nick Johnson (JFK), Ryan Kaye (JFK), Albert Magbiro (JFK), Marcos Martinez (JFK), Joe Morin (JFK), Eileen Tsai (JFK), Lukasz Wasiaak (JFK), Joseph Cardenas (MIA), Kyrandgel Rios (MIA), Monica Rodriguez (MIA), Will Gallo (N90), Bob Smolen (N90), Jean-Luc Allegar (PHL), Marcelino Ayala (PHL), Brian Bernhardt (PHL), Bill Bupp (PHL), Gaetano Chetta (PHL), Matt Colburn (PHL), Andy Derecola (PHL), Adam Drelich (PHL), Dave Dreyer (PHL), Dave Giberson (PHL), Alexej Gil (PHL), Jesse Gonzales (PHL), Bob Goodman (PHL), John Holcepl (PHL), Dan Johnson (PHL), Eric Kirner (PHL), Rob Krah (PHL), Kyle Laird (PHL), Jesse LeBlanc (PHL), Aaron Leffard (PHL), Joe Mann (PHL), Chris McDeavitt (PHL), Ryan Noone (PHL), Kevin O'Connor (PHL), Bob Pakosinski (PHL), Frankie Perez (PHL), Drew Rand (PHL), Bryan Redner (PHL), Samed Rizvi (PHL), Onja Rizvi (PHL), Zach Scheeler (PHL), Andy Scherer (PHL), Sammy Schriver (PHL), Bill Snyder (PHL), Paul Stein (PHL), Eva Stoneback (PHL), Ryan Stribble (PHL), Adam Szablowski (PHL), Jeff Turner (PHL), Joe Wagner (PHL), Jason Wilson (PHL), Thomas Woodyard (PHL), John Lombardi (RDU), Harrison Bedell (ZAN), Roger Lee (ZBW), Zachary Clark (ZDC), Chris Groves (ZDC), Josh Martz (ZDC), Christopher Cappo (ZJX), Reid Hanson (ZJX), Alexander Benson (ZTL), Shane Buffalini (ZTL), Adam Davenport (ZTL), Ryan Green (ZTL), Mason Marelia (ZTL), Dylan Stadter (ZTL)

Passed
Defeated
Amended
Withdrawn

‡ If adopted, the Constitution Committee will assign a number to the resolution.

R25-39 **ADD NEW: SRI-XX CBA Extension Vote Requirement**

Prior to any member of the National Executive Board (NEB), or any employee, consultant, or other individual acting on behalf of NATCA or the NEB, enter into negotiations for, or enter into an agreement to extend the Collective Bargaining Agreement (CBA), a vote shall be held by all affected members. The authority to seek an extension shall be granted only if the result of the vote receives a majority of the votes cast. Absent a majority of votes, no member of the NEB, or any employee, consultant, or other individual acting on behalf of NATCA or the NEB, may initiate or engage in negotiations for an extension of any such CBA. The results of the vote shall be binding for a period of one year following the counting of the votes. This provision may be superseded by a new vote if there is a significant change in circumstances that

materially alters the conditions under which the original vote was conducted. A new vote, if conducted, shall nullify the results of the previous vote.

Rationale: The membership shall not be denied the right to vote on CBA extensions. The members of this great Union deserve the right to determine the path that the elected representatives move forward with in regards to the foundation of our pay, benefits, and working conditions.

Author: Andrew Eakin (ZKC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-40

ADD NEW: SRI-XX CBA Extension Vote

The President must seek a majority vote from the NEB prior to agreeing to amend the duration of any collective bargaining agreement.

Rationale: This provides a check and balance of power to the office of President to listen to the voices of each RVP and the members who elected them.

Author: Andy Segura (MDT)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-41

ADD NEW: SRI-XX Automatic Renewal of Agreements

1. Voting Requirement: Any proposed extension, amendment, or ratification of a collective bargaining agreement must be submitted to the union membership for a vote. No contract or extension shall take effect without the approval of a majority of voting members.
2. Notice of Vote:
 - a. Members must be provided with at least 10 days notice of the voting process.
 - b. The notice must include a summary of the proposed changes, the full text of the proposed agreement, and any relevant details regarding voting procedures.
3. Voting Process:
 - a. The voting process shall ensure accessibility and transparency for all members, utilizing methods such as in-person voting, mail-in ballots, or secure electronic voting systems.
 - b. Votes must be conducted under the supervision of a neutral party to ensure fairness and accuracy.
4. Quorum and Majority:
 - a. A quorum of 60% eligible members must participate for the vote to be valid.
 - b. A simple majority ([50% + 1 vote]) of those voting shall determine the outcome.

Rationale: This amendment ensures transparency, member involvement, and accountability in the decision-making process regarding contract extensions and ratifications. It ensures that all contract extensions or ratifications are subject to approval by a majority vote of the union membership, thereby upholding democratic principles within the union. By requiring a membership vote, this amendment strengthens the democratic foundation of our union and empowers members to have a direct say in agreements that impact their livelihoods.

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-42 **ADD NEW: SRI-XX NEB Approval for CBA Extensions**

Before negotiating or collaborating on any extension with any bargaining unit’s employer for a Collective Bargaining Agreement, a vote by the National Executive Board is required. If a vote of 2/3rds majority is not reached, the CBA shall not be extended.

Rationale: The President should not have the ability to unilaterally negotiate a CBA extension. Before the President approaches the agency the NEB should be briefed, have discussions, and finally vote.

Authors: Thomas Lefebvre (ZBW), Bill Cudney (ZBW), Malcom Latvala (BTV), Ian LeBlanc (ZBW), Matt Morgan (BOS), Rick McIntyre (ZBW), Nicholas Everett (ZOB), Brian Lee (CHS), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-43 **ADD NEW: SRI-XX Restrictions on Endorsements Using NATCA Titles or Locals**

In an endorsement of any candidate for office, there shall not be a reference to any NATCA position (appointed or elected) or any local.

Rationale: All NATCA members have a right to support any candidate they choose. However, they do not get the right to amplify their support for a candidate by tying that endorsement to the organization.

Authors: Cassie LaBelle (GEG), Michael Cook (BTV), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC), Rick McIntyre (ZBW), Matthew Morgan (BOS), Ian LeBlanc (ZBW), Bryan Wolcott, (DEN), Shannon Lyman (ZBW), Andre Jean (A90), Kyle Thomas Szary (ZMA)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-44 **ADD NEW: SRI-XX Live Broadcast of NEB Meetings**

All National Executive Board meetings shall be broadcast online for members to watch live. During executive sessions the broadcast will be paused and resumed after ending the executive session.

Rationale: We are at a crossroads within NATCA, and every effort to build trust between membership and leadership should be taken. Transparency should be of the utmost importance for this union. This does not create the expectation for online member participation during NEB meetings. If you wish to discuss a matter with the NEB you must appear in person.

Authors: Thomas Lefebvre (ZBW), Joseph Allen (ZBW), Bill Cudney (ZBW), Matthew Morgan (BOS), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Caitlyn Valeri (ZBW)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-45 **ADD NEW: SRI-XX Recording of NEB Meetings**

All National Executive Board meetings shall be recorded and available on the members side of the NATCA website. Executive sessions during any NEB meeting will be excluded from the published recording.

Rationale: We are at a crossroads within NATCA, and every effort to build trust between membership and leadership should be taken. Transparency should be of the utmost importance for this union.

Authors: Thomas Lefebvre (ZBW), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Matthew Morgan (BOS), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Robert Riggs (ZDC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-46 **ADD NEW: SRI-XX EEO Complaint Assistance**

NATCA shall create and maintain the infrastructure necessary to assist members who file Equal Employment Opportunity Complaints against members of management in bringing their cases to a satisfactory conclusion.

NATCA will make resources available to members who file Equal Employment Opportunity Complaints against members of management to:

- Assist in management of EEO Timelines
- Provide guidance on applicable FAA and DOT orders and federal laws including:
 - Accountability Board representation
 - Requests for Reasonable Accommodations
 - Hotline Complaints
 - Freedom of Information Act Requests
- Thoroughly explain the member's rights
- Thoroughly explain what the Union can and can't do in support of an EEO Complaint
- Access non-NATCA resources that can assist the member in navigating the EEO process
- Any other measure that will assist complainants

This can be done by creating a new position, a NATCA team, a Collaborative Work Group, retaining specialized counsel, partnering with other labor organizations to share resources, or any other effective means. The NEB will appoint a lead to identify areas where NATCA can improve its capacity to represent EEO Complainants and suggest actions to be taken within 180 days of the conclusion of this convention.

The lead will present a completed report within one year of the conclusion of this convention. The report will be published on the NATCA website and be distributed to the membership via email. The NEB will have until the commencement of the Chicago convention to address the content of the report and will report to the membership at that convention which actions in the report are being undertaken.

Rationale: When a member is victimized by management and appropriately files an EEO complaint, the Union must be pretty much hands-off because NATCA lacks the infrastructure to handle these complaints. This means a member must either navigate this process by themselves, or spend large sums of money to retain counsel without knowing how long you'll need to pay a retainer or if your case will succeed. This is an onerous burden for one person to carry alone, but we're talking about a member of a labor union. A body that uses its collective strength and resources to protect its members. We, the Union, are currently failing in this regard. This language

will open the door for NATCA to begin to address the needs of its members who are mistreated in the worst ways by their employer. That is exactly what a union is for.

Authors: Matt Scala (D01), Kyle Beamsderfer (BJC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-47 **AMEND: SRL-8 Negotiability Appeals**

When a Facility Representative or ~~his/her~~ their designee intends to request a formal declaration of non-negotiability from the agency or file a negotiability appeal with the Federal Labor Relations Authority (FLRA), ~~he or she~~ the Facility Representative must first consult with their Regional Vice President (RVP). When an RVP or ~~his/her~~ their designee determines, or after consultation with a Facility Representative makes a determination, that a request for a formal declaration of non-negotiability from the agency or filing a negotiability appeal with the FLRA is warranted, the RVP shall gather the relevant facts and refer the matter to the NATCA Director of Labor Relations for further review and consideration...

(The rest of the section remains unchanged.)

Rationale: This is gender-neutral language to match the rest of the document.

Author: National Constitution Committee

Passed
Defeated
Amended
Withdrawn

R25-48 **AMEND: SRN-1 National Officer Salaries**

The NATCA National President shall be compensated with an annual base salary of 1.85 times the amount of the FAA ATSP Pay Band maximum for an ATC Level 12 Facility with no locality pay; the National Executive Vice President shall be compensated with an annual base salary of \$5,000 less than the National President's salary.

Additionally, the NATCA National President and Executive Vice President shall receive a bonus for each hour that a controller's normal work week is reduced by, without a reduction in the controller's annual base pay. The bonus shall be calculated based on the total reduction in the work week and method of change, as follows:

| | <u>Contractual Changes</u> | <u>Legislative Changes</u> |
|-----------------------------------|----------------------------|----------------------------|
| <u>Per hour (1-7 hours)</u> | <u>2.5%</u> | <u>3.0%</u> |
| <u>Per hour (8 hours or more)</u> | <u>2.75%</u> | <u>3.25%</u> |

Rationale: As evident by the FAA's own internal findings, excessive controller fatigue is rampant and widespread. This proposed change in SRN-1 creates an incentive for NATCA leadership to fight for a reduced work week in the interest of the flying public and the controllers' personal health. A 32-hour work week has been discussed many times both within this career field and others as being beneficial to the output and quality of work performed. There is no need to wait for widespread changes to federal employee work rules for us to achieve this benefit as it is well understood that we are not average federal employees.

Passed
Defeated
Amended
Withdrawn

R25-49 **AMEND: SRN-1 National Officer Salaries**

The NATCA National President shall be compensated with an annual base salary of ~~1.85 times equal to the~~ amount of the FAA ATSP Pay Band maximum for an ATC Level 12 Facility with ~~no DC~~ locality pay; the National Executive Vice President shall be compensated with an annual base salary of ~~\$5,000 less than the~~ same as the National President's salary.

Rationale: It has recently been briefed by our union leadership, we have received wonderful pay raises in the last decade, therefore we see no need for 1.85%. President and EVP work as equals no need for pay disparity. With the guarantees our CBA provides we no longer need elevated pay levels to accomplish simplified roles through collaborative means.

Authors: Jacob James (A80), Brett Denault (A80)

Passed
Defeated
Amended
Withdrawn

R25-50 **DELETE: SRN-6 Regional Vice President Differential**

~~NATCA's Regional Vice Presidents shall receive a monthly differential allowance in the amount of \$2,000.~~

Rationale: NATCA leadership has briefed our members that we have gotten wonderful pay raises; therefore, we see no need for this pay. RVPs can stay current with a valid medical clearance. There is plenty of OT to go around with the lack of staffing. We are sure their facility of record would love to see them on a regular basis to create solidarity amongst the workforces. The savings of \$24k per year per RVP are very significant, and those funds can be used for other Union educational programs for example. Our RVPS have a very lucrative budget to use in their regions, so it would seem additional funds are not needed.

Authors: Jacob James (A80), Brett Denault (A80)

Passed
Defeated
Amended
Withdrawn

R25-51 **ADD NEW: SRN-XX Prohibition on Employee Involvement in NATCA Elections**

It is grounds for removal for any NATCA employee to involve themselves in any NATCA election by support any specific candidate.

Rationale: I don't think this needs one.

Authors: Cassie LaBelle (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Matthew Morgan (BOS), Kyle Thomas Szary (ZMA), Malcom Latvala (BTV), Bryan Wolcott (DEN), Bill Cudney (ZBW), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-52 **AMEND: PSA-5 Alternative Funding Stream**

The National Air Traffic Controllers Association supports the exploration of the following concepts:

- a. Creating a sustainable financial future. It is critical to establish a funding system that provides dedicated and sufficient revenues to pay for obligations.
- ~~b. Separating the operations and support functions from the regulatory functions of the Federal Aviation Administration (FAA). Potential areas of exploration could include the creation of two separate government agencies or the formation of a quasi-governmental corporation~~
- ~~c. b.~~ Reforming existing statutes, regulations, and policies.
- ~~d. c.~~ Reviewing the current mix of Airport and Airway Trust Fund taxes and fees and considering alternative sources that provide sufficient funding for services such as air traffic control and aircraft certification. Ensuring the safety of the National Airspace System should be in the forefront of any initiatives to reform FAA funding streams and governance. Any support by NATCA must ensure the following:
 - a. NATCA, as a stakeholder, must be included throughout the process, from inception to implementation. Further, any effort must be supported by NATCA's National Executive Board.
 - b. Retention of Union recognition, representational status, and continuation of collective bargaining rights. This is achieved through the retention of 5 United States Code Chapter 71, however other similar legal frameworks may be considered.
 - c. Protection of membership pay and benefits including, but not limited to, retirement and health care.
 - ~~d. NATCA must be included as a voting member of any governing board or body.~~
- ~~e. d.~~ Indemnification for employees from individual tort liability for acts within the scope of employment.

Rationale: This outdated language was added almost a decade ago because of H.R. 4441, the AIRR Bill, which was a complete failure in Congress. It was known early on this bill had little or no chance of becoming law, yet there was pressure from NATCA National at the time to include this language in our Constitution. Since then, both sides of the aisle have controlled all of Congress and the White House, Government shutdowns/threats of shutdowns as well as debt ceiling disputes in Congress have all come and gone, and this language has never helped. Regardless of which party controls Congress, there is little to no support in removing Air Traffic Control from the Federal Aviation Administration (FAA). As such, this language should be removed. NATCA should strive in aiding and supporting bipartisan legislation in Congress, that does not include privatization, making passage of a bill more likely. Doing so will help achieve, not hinder, a stable and predictable funding stream. Other countries in privatized systems have had funding issues, most recently due to monetary shortfalls from Covid-19. In America, we have seen terrible privatized systems including the United States Postal Service and Flight Service. NATCA should avoid being open to privatization.

Author: Joseph Alvarado (LGB)

Passed
Defeated
Amended
Withdrawn

R25-53 **ADD NEW: PSA-XX Use of Electronic Polling to Inform NEB Decision-Making**

NATCA finds that electronic polling its members provides important insight into the desires of the membership. Polling data should be used by the National Executive Board (NEB) to make informed decisions when determining the positions and the direction of the organization.

Rationale: With the advancement of technology, the ability to measure the current state of affairs in field facilities is easily obtainable. While polling data should not be used as a “must do” mandate to the NEB, it is a data set that should be used to ensure the NEB understands the issues the membership faces.

Authors: Cassie LaBelle (GEG), Andre Jean (A90), Kyle Thomas Szary (ZMA), Matthew Morgan (BOS), Shannon Lyman (ZBW), Thomas Lefebvre (ZBW), Malcom Latvala (BTV), Garret Blank (BTV), Hanan Wiseman (A90), Dan Leipold (CLE), Bill Cudney (ZBW), Ian LeBlanc (ZBW), Robert Riggs (ZDC), Rick McIntyre (ZBW), Ray Peters (GEG), Cody Baker (BIL), Aaron Greenwood (SLC)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-54 **ADD NEW: PSA-XX Increased Use of Electronic Meetings and Training**

NATCA will strive to increase the number of electronic meetings and training classes.

Rationale: With the increasing travel costs we’ve over the past few years, sending Members to meetings such as Large Tracon Group or NATCA Academy classes has caused a strain on local budgets. Shifting more of these in-person meetings to electronic means will not only save locals money, but likely increase participation. We understand that many things are better in-person, but many could be shifted to electronic with no major downsides.

Authors: Nick Doheny (DAB), Josh Langlais (DAB), Joseph Koziuk (DAB)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-55 **ADD NEW: PSA-XX Vaccine Mandates**

NATCA shall not collaborate or conspire with the FAA, or anyone else, to take part in any future vaccine mandates. Furthermore they shall oppose them, and protect the membership from future vaccine mandates to the best of our ability.

Rationale: Individuals should have the choice as to what to put in their body, and health choices should be theirs alone. National leadership left numerous members feeling unseen, unprotected, and abandoned which began the division in NATCA that we experience today. In hindsight, it’s obvious that these decisions were made from a position of fear and ignorance. By approving this, we are effectively issuing an apology, from the supreme body, to the BUEs that were disenfranchised. Together, we will build a stronger, more resilient union for generations to come.

Author: Barry Coates (I90)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-56 **AMEND: PSC-2 Contracting Facilities**

The National Office shall spare no reasonable expense in the protection, continuation, and growth of all bargaining unit positions, and shall offer all lawful resistance to out-sourcing, ~~or~~ contracting out, or to form

a quasi-governmental corporation, including any exploration of separating Air Traffic Control from the Federal Aviation Administration (FAA), whether it be for profit or non-profit.

In the event of imminent or impending reform or restructuring of the Air Traffic Organization, including privatization, the National Executive Board shall spare no reasonable expense to protect every interest of the Union including, but not limited to: pay, benefits, and working conditions.

Rationale: H.R. 4441, the AIRR Bill, was introduced in Congress almost a decade ago and was a complete failure, from its inception to its final defeat. Regardless of which party controls Congress, there is little to no support in removing Air Traffic Control from the Federal Aviation Administration (FAA). As such, this language should be added in order to avoid making this mistake again. NATCA should avoid being open to privatizing or contracting out the National Airspace System to a private corporation. Instead, NATCA should strive in working with Congress on bipartisan legislation that provides a stable and predictable funding stream without removing Air Traffic Control from the FAA.

Author: Joseph Alvarado (LGB)

Passed
Defeated
Amended
Withdrawn

R25-57

ADD NEW: PSC-XX Official Time for FCT National Representative

NATCA will spare no expense to pursue official time in the Federal Contract Tower contracts for FCT Representatives.

Rationale: In the FCT world, FCT facility representatives, in our current CBAs do not have official Article 2 time, whereas FAA Facility Representatives get official Article 2 time in their respective CBAs.

Authors: Andrew Fowler (OSU), Rick Cali (FTY), Brian Serafin (DTS), Evan McGrew (LEE), Ron Bittner (CGF)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-58

DELETE: ~~PSD-3 Windfall Elimination Provision/Government Pension Offset~~

~~NATCA shall pursue legislation to rescind the Windfall Elimination Provision/Government Pension Offset.~~

Rationale: Through NATCA's legislative efforts, PSD-3 has been codified into law.

Author: National Legislative Committee

Passed
Defeated
Amended
Withdrawn

R25-59

ADD NEW: PSD-XX Congressional Advocacy for NATCA-Represented Employees' Pay

NATCA shall prioritize the use of all legislative resources to address the negative effects of the Federal Employees Pay Comparability Act (FEPCA) and other statutory frameworks that impact compensation for NATCA-represented employees. This includes advocating for the elimination of the President's discretionary authority to determine or alter cost-of-living adjustments (COLA). Additionally, NATCA will seek to either

raise the federal pay cap or secure an exemption for NATCA-represented employees to ensure their compensation reflects the critical nature of their work and responsibilities.

Rationale: The Federal Employees Pay Comparability Act (FEPCA) imposes significant limitations on achieving fair and equitable compensation for NATCA-represented employees. The President's discretionary authority to alter cost-of-living adjustments (COLA) introduces uncertainty and often results in insufficient pay increases, leaving federal employees vulnerable to economic fluctuations and inflation. The federal pay cap further restricts compensation, preventing NATCA-represented employees from receiving pay that reflects the critical responsibilities they shoulder in maintaining the safety and efficiency of the National Airspace System.

By addressing these statutory barriers, NATCA can ensure that compensation frameworks are more stable and equitable, reflecting the importance of its members' work. Eliminating discretionary authority over COLA would provide predictability and fairness in annual pay adjustments, while raising or securing an exemption from the federal pay cap would allow NATCA-represented employees to earn salaries commensurate with their responsibilities. These changes would empower NATCA to negotiate for meaningful compensation improvements within a stronger and more equitable legislative framework, helping to recruit and retain the highly skilled professionals essential to the success of the federal workforce.

Authors: Devin Carlisto (ZSE), Dontae Siders (DAL)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-60

ADD NEW: PSD-XX Inclusion of Overtime in Retirement Calculation

NATCA shall pursue legislation to allow retirement calculations to include Overtime hours work and potential premiums (average high three of actual salaries earned), similar to how Federal Law Enforcement Officers were able to introduce "LEO Fair Retirement Act."

Rationale: Our special FERS retirement doesn't allow for premiums and OT to be included in the retirement calculations. The Federal LEO's Unions have been able to mitigate this by advocating and successfully introducing legislation (LEO Fair Retirement Act) since 2014. Although the bill has not been made into law, this is a huge step in letting us get full credit for the hard work we do.

Authors: Richard Yao (ZNY), Isaiah Warren (ZNY)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-61

ADD NEW: PSD-XX Congressional Pay Cap Increase/Revocation

NATCA shall pursue legislation to increase or remove the congressional pay band maximum.

Rationale: Our current pay band salaries are tied to Senior Executive Service Level II (which allows for our salaries to be congressionally capped). NATCA should seek mitigation by advocating for legislation to remove our pay band cap, or, alternatively, have it tied to SES Level I (which allows for a significantly higher cap).

Authors: Richard Yao (ZNY), Isaiah Warren (ZNY)

Passed
Defeated
Amended
Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-62**AMEND: PSF-3 Career Progression**

We pride ourselves in working to ensure the American taxpayers reap maximum benefit from the dollars they spend in training air traffic controllers. In recognition of this duty, and to enhance safety, efficiency, and morale, NATCA will seek to ensure the FAA makes every effort to fill vacancies with Certified Professional Controllers who meet the qualifications, are fully certified at their current facility for 12 months, and who express a desire to relocate to areas where vacancies exist. This policy also ensures the greatest return on investment possible for newly hired air traffic controllers who will, as a consequence, generally be placed in lower level ATC facilities where they have a greater opportunity to be successful.

Rationale: We believe the added wording enhances the theme of “ensures the greatest return on investment possible.” Requiring a CPC to be certified for 12 months at their current facility before being eligible to transfer to a new facility allows the CPC to further develop skills, proficiency, and confidence in their job, which in turn will make them more likely to be successful at their future facility. It also allows the CPC to be eligible for OJTI, allowing them to help train their replacement. This maximizes the investment of the losing facility and consequently makes the CPC more immediately valuable to the gaining facility once certified. Additionally, the wording prohibits trainees from the transfer process, allowing them to focus on training and certifying at their current facility.

Author: Merrick Timbers (MSN)

Passed
 Defeated
 Amended
 Withdrawn

R25-63**AMEND: PSF-3 Career Progression**

We pride ourselves in working to ensure the American taxpayers reap maximum benefit from the dollars they spend in training air traffic controllers. In recognition of this duty, and to enhance safety, efficiency, and morale, NATCA will seek to ensure the FAA makes every effort to fill vacancies with Certified Professional Controllers who meet the qualifications and who express a desire to relocate to areas where vacancies exist. This policy also ensures the greatest return on investment possible for newly hired air traffic controllers who will, as a consequence, generally be placed in lower level ATC facilities where they have a greater opportunity to be successful. To help achieve these goals NATCA should withdraw from NCEPT as soon as possible.

Rationale: NCEPT hasn't worked. If we would have stopped the date shopping and generally limited the number of levels you could go up, maximum hiring would fix the staffing problem quicker.

Author: Barry Coates (I90)

Passed
 Defeated
 Amended
 Withdrawn

R25-64**AMEND: PSF-8 Policy on Age 56 Waivers**

~~Numerous studies have suggested an increase to health risks and stress levels associated with the age of air traffic controllers.~~

~~The cumulative stress of the job has resulted in controller “burn out” thus increasing risk and lost proficiency with age, thereby increasing risks to the safety of flight.~~

~~Studies have shown a close correlation between ages, years of experience and emotional, mental, and physical exhaustion. Researchers have consistently found a negative relationship between the age of air-~~

~~traffic controllers and both training success and rating of job performance. Many studies have shown age-related decline in cognitive abilities that are most important to performance as an air traffic controller.~~

~~The staffing crisis the FAA is experiencing has been predicted by the National Air Traffic Controllers Association for decades. Age waivers are not the safe solution. The FAA must hire and train hundreds of new controllers with a steady stream of newly trained controllers replacing the retiring controllers. This is critical to ensuring the system capacity can grow and meet the safety needs of our nation's air traffic control system.~~

~~The risks of stress levels, potential health problems, and declining cognitive abilities are the same today that led Congress to set retirement mandates for controllers over thirty (30) years ago. Air traffic projections and FAA goals, however, are more demanding than ever. Now is not the time to jeopardize the most productive, efficient system in the world with short term, dangerous solutions. We acknowledge the temptation of keeping controllers beyond current retirement ages but we decry this as a solution.~~

~~While we admire the capable workforce that makes today's system a global standard of excellence, we must now make investments for tomorrow.~~

~~The National Air Traffic Controllers Association does not support waivers to the age 56 Law. NATCA shall pursue legislation to change our mandatory retirement age from 56 to 57.~~

Rationale: After Vision-100, air traffic controllers are eligible for enhanced retirement calculations when meeting the minimum retirement age (MRA) and have 30 or more years of Federal Service. This is an extremely beneficial calculation for everyone eligible which cannot be achieved without an extension or moving positions. Most of the current bargaining unit members MRA is 57. Air traffic controllers are the only outlier within the special FERS retirement category that still has a mandatory retirement age of 56. All other occupations, which include federal law enforcement officers, firefighters and military technicians are at age 57. This is a change of only one year but will have massive benefits for all.

Authors: Richard Yao (ZNY), Isaiah Warren (ZNY)

Passed
Defeated
Amended
Withdrawn

R25-65

ADD NEW: PSF-XX Military Excused Absence for Official Orders

Whereas, many controllers served their country with honor and continue to do so in the Reserves of the Armed Forces or a member of the National Guard;

Whereas, under 5 USC 6323 reserve or national guard members are only afforded 15 days on military leave for active duty, inactive-duty training, funeral honors duty, or engaging in field or coast defense training;

Whereas, our union members routinely use all available military leave quickly and have to use their annual or sick leave to cover the remaining days to serve their duties;

Whereas, many members resort to earning credit leave to supplement the military leave which requires more time away from their families;

Whereas, working extra hours for credit and the ever prevalent overtime creates a not well rested BUE and servant of the country in the reserves; and

Whereas, annual leave should be used not for military actives but for vacation, relaxation, family time etc.;

Therefore, be it resolved that The association will strive for members, who continue to serve in the Reserves of the Armed Forces or National Guard, be afforded additional military leave above and beyond what is already stated in federal law when presented with proper orders by their armed services branch.

Be it further resolved that The Association will not allow this additional excused absence to affect the member seniority, leave, pay or benefits while serving their country after active duty.

Author: Kyle Krick (RFD)

Passed
Defeated
Amended
Withdrawn

† Only the language following “resolved that” would become the resolution.

‡ If adopted, the Constitution Committee will assign a number to the resolution.

R25-66

ADD NEW: PSF-XX Resolution to Prioritize Negotiating a Change to the language of the CBA Article 124. Priority Placement

Whereas, members who have served as a CPC in a facility for fifteen (15) years have done a great service to the Agency, NATCA and the NAS;

Whereas, we recognize the value of all members and their contributions to our profession and the NAS, regardless of Facility Pay Level; and

Whereas, any employee who has served as a CPC in the same facility for fifteen consecutive years has earned the right to seek transfer and be released;

Therefore, be it resolved that NATCA will make it a priority to ensure that members who have a minimum of fifteen (15) consecutive years as a CPC at their current facility will attain priority placement status for interfacility in-grade/downgrade bargaining unit vacancies/positions.

Authors: Michael Mangan (DAB), Oscar Ortiz (F11), Michael Driscoll (DAB)

Passed
Defeated
Amended
Withdrawn

† Only the language following “resolved that” would become the resolution.

‡ If adopted, the Constitution Committee will assign a number to the resolution.

R25-67

ADD NEW: PSF-XX Insourcing Flight Service

NATCA will make a determined effort to insource contracted Flight Service back into the FAA.

Rationale: This proposal seeks to return Flight Service operations to the FAA, moving away from privatized contractors such as Leidos. The goal is to enhance safety, operational efficiency, and NATCA’s mission of advocating for its members, while simultaneously expanding the Flight Service bargaining unit.

By insourcing Flight Service, we will restore a focus on public service, accountability, and safety. FAA employees are directly accountable to the government and benefit from strong oversight, comprehensive training, and quality standards that prioritize safety. In contrast, private contractors often prioritize profit over mission-critical operations, which can compromise safety.

Currently, a large portion of the Flight Service workforce is employed by private contractors, leaving them outside of NATCA’s collective bargaining process. Bringing these workers into the fold will significantly strengthen NATCA by increasing our bargaining power and fostering greater solidarity among FAA employees. This will improve working conditions, job security, and professional development opportunities for Flight Service personnel. Moreover, aligning more FAA employees with our shared mission will ensure a stronger, unified voice for aviation workers, protecting and advancing labor rights across the board.

Authors: Bobby Scurlock (FSS), Andrew Myers (FSS)

Passed
Defeated
Amended
Withdrawn

‡ If adopted, the Constitution Committee will assign a number to the resolution.

R25-68

ADD NEW: PSF-XX Complexity Formula for Pay Setting

NATCA must use all avenues to review and update the traffic complexity formulas and ensure they are applied to all facilities. This must include automation to the counting process and evaluating complexity factors due to facility consolidations and new entrants in the NAS.

Rationale: Appendix A of the 2016 CBA was agreed to in a time when technology limited the ability to accurately and routinely count traffic. Complexity factors have changed greatly in recent years and now can be reliably counted. When the Agency engages us to negotiate any changes to our traffic counting process, we cannot miss the opportunity to secure appropriate pay levels for all facilities based on their actual traffic volume and complexity. Additionally, many changes have occurred in the NAS since appendix A was written. 804 consolidations have created an entirely new type of facility with complexities that were not considered in the complexity formulas. We also have new entrants in the NAS, new technologies, and new streams of data we are responsible to manage daily.

Authors: Benjamin Hudak (CMH), Jeremy Bolin (AZO), Daniel Leipold (CLE), Cassie LaBelle (GEG), Tyler Height (IND), Philip Gesumaria (MDT)

- Passed
- Defeated
- Amended
- Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-69

ADD NEW: PSG-XX Compensating Facilities for Traffic Worked

Until such time ABACUS comes online and is implemented, the National Executive Board must prioritize the pursuit of, sparing no expense or resource, exploring all avenues to bridge the gap to ABACUS to compensate facilities for traffic complexities and volume worked.

If an agreement with the Agency is reached, or at such time ABACUS comes online and is implemented, the NEB will pursue backpay for any facilities negatively impacted by ABACUS being repeatedly delayed.

Rationale: In 2016, NATCA and FAA agreed to pursue a means to update traffic count as defined in Appendix A of the CBA. Appendix A states that due to changes in difficulty and complexity of air traffic control work, the continued validity of the linkage between conceptual descriptions of the various facility pay setting levels with their associated index ranges will be regularly assessed by NATCA and FAA. However, it has been over 20 years since the last time Center traffic was validated and verified. Our members deserve to be compensated fairly and accurately for the work performed.

Authors: Trevor Thompson (ZJX), Anthony West (ZJX), James Knight (ZJX), Mark Sellek (ZJX), Sean Roberts (ZJX), Jonathan Seibert (ZJX), Adam Finch (ZJX), Thomas Tribou (ZJX), Jeremy Myers (ZJX), Cory Warters (ZJX), Helen Johnson (ZJX), Wade Andree (ZJX), Abel Aran (ZJX), Chris Cappo (ZJX), Edward Zappola (ZJX), Kevin Vaughn (ZJX), Lindsey Knox (ZJX), Daniel Garcia-Barbon (ZMA), Brandon Bonfanti (ZMA), Ryan Geckler (ZMA), Chris Herbert (ZMA), Greg Sherven (ZMA), Stephen Fisher (ZMA), Luis Rodriguez (ZMA), Anthony Rodriguez (ZMA), Tom Flanary (ZMA), Javier Betancourt (ZMA), Mark Mihalaki (ZMA), Evan Munro (ZMA), Brittany Nortmann (ZMA), Eric Steele (ZMA), Guillermo Gaitan (ZMA), Kyle Collins (ZMA), David Salapata (ZHU), Nicholas Pachuca (ZHU), Jason Giles (ZDV), Vanesa Hess (ZDV), Larry Treat (DCC), Susan Oliver (DCC), Daniel Kerr (DCC), Kelli Valentine (DCC), Matt DuFour (DCC)

- Passed
- Defeated
- Amended
- Withdrawn

→ If adopted, the Constitution Committee will assign a number to the resolution.

R25-70

ADD NEW: PSG-XX Traffic Complexity Multipliers

NATCA shall pursue all reasonable efforts to codify new multipliers for the Traffic Complexity Index including but not limited to Class Delta airspace, closely spaced parallel runways, and training facilities.

Rationale: The Traffic Complexity Index no longer accurately captures the way air traffic has changed at many facilities and how controllers work. This index should take all factors into consideration cumulatively to set facility pay. Additionally, in many areas, cost of living increases have caused controllers to be left behind with regards to pay. Adding the additional multipliers to accurately represent the work being done may be enough to give several facilities an upgrade which will give our Members the ability to provide a better life for them and their families.

Authors: Molly Hurst (PDK), Miguel Lluch (SFO)

Passed
Defeated
Amended
Withdrawn

† If adopted, the Constitution Committee will assign a number to the resolution.

R25-71

ADD NEW: PSH-XX Trish Gilbert Vice President Emeritus

Whereas, she joined the FAA in 1988 and started working airplanes at Houston ARTCC;
Whereas, she served as the Principal Facility Representative for 3 terms at Houston ARTCC;
Whereas, she served on the National Legislative Committee first as the representative for the Southwest Region and then moved into the Committee Chair;
Whereas, she served on the National Organizing Committee as Committee Chair;
Whereas, she served on the NATCA Charitable Foundation, leading the foundation as its President, and;
Whereas, she served as NATCA's Executive Vice President for a historic four terms, and;
Whereas, moving NATCA out of the White Book into a fair Collective Bargaining Agreement;
Whereas, leading the charge to fix Title 49 so NATCA will no longer be able to have work rules imposed upon them; and,
Whereas, throughout her entire career, she was a unifying presence for NATCA, a fierce NATCA leader, fighting for NATCA, with NATCA, while bringing NATCA together as sisters and brothers;
Therefore, be it resolved that NATCA's seventh Executive Vice President Patricia "Trish" Gilbert shall be bestowed with the title of Executive Vice President Emeritus.

Authors: Allison Schwaegel (STL), Cynthia Lauren Sneve (CLT), Karena Marinas (ZLA), Kristen McTee (DEN), Jenny Benjamin (ZDV), Lisa Cunningham (MCI), Samantha Navarro (SEA), Saja Cox (OKC), Lydia Baune (GEG), Jamie Green (PVD), Jamie Sanders (APA), Sarah Grampp (ZKC), Corrie Conrad (PDX), Trisha Pesiri-Dybvik (SBA), Elena Nash (Retired), Samantha Giberson (ENM), Dawn Johnson (ZTL), Elizabeth Beaumont (ZFW)

Passed
Defeated
Amended
Withdrawn

† Only the language following "resolved that" would become the resolution.

† If adopted, the Constitution Committee will assign a number to the resolution.