

NATCA National Executive Board Meeting
Juneau, AK
June 16-17, 2026

The meeting of the National Executive Board was held on June 16-17, 2026, beginning at 9:15 am AKST at the Four Points by Sheraton, Juneau, Alaska. President Nick Daniels and Executive Vice President Mick Devine were present.

Attendees

Nick Daniels, President
Mick Devine, Executive Vice President
Clint Lancaster, Alaskan Regional Vice President
Aaron Merrick, Central Regional Vice President
Dean Von Almen, Great Lakes Regional Vice President
Dan McCabe, Southern Regional Vice President
Joel Ortiz, Western Pacific Regional Vice President
Stephanie Winder, Northwest Mountain Regional Vice President
Kevin Curtiss, New England Regional Vice President
Mark Rausch, Region X Vice President
Mike Christine, Eastern Regional Vice President
John Bratcher, Southwest Regional Vice President
Dean Iacopelli, NATCA Chief of Staff
Olivia Hughes, Executive Administrative Assistant

The meeting was called to order on June 16, 2026, at 9:15am AKST.

Briefings

Schedules

Chief of Staff Iacopelli, RVP Bratcher and RVP Ortiz discussed conversations had with the FAA in the SOG revolving around the upcoming schedule and leave negotiations.

Public Relations Campaign

Deputy Director of Public Affairs Galen Monroe briefed the NEB on the ongoing public relations campaign which included data comparisons from before our relationship with the PR firm including deliveries, impressions and clickthrough rates.

LM2 Reporting

NATCA Comptroller Preet Virk briefed the NEB on significant changes to the LM2 reporting.

Federal Contract Tower Group

Andrew Fowler (OSU) briefed the NEB on the status of both the FCT program and the FCT Facrep group.

SRI-5

Tara Zeck (DWH) addressed the NEB in accordance with SRI-5 of the NATCA Constitution.

PAC Strategy

President Daniels briefed the NEB on the ongoing PAC strategy as well as the new PAC strategy and plan moving forward.

Training Great Challenges Facilities

President Daniels briefed the NEB on the list of facilities on the Great Challenge list.

Article VI, Section 2

President Daniels informed the NEB of the Presidential Constitutional interpretation requested by Stephen Brown (ZKC). See appendix A

ITC

ITC Chair, Jason Doss (ZJX) briefed the NEB on the ongoing projects of the ITC including GATS replacement, BID and the NATCA.org transition.

Flight Deck Training

Chief of Staff Iacopelli briefed the NEB on the status of flight deck training.

Campaign 2026

Campaign 2026 lead, Noel Kingston (RNAV) briefed the NEB on the status of Campaign 2026 and the plans going forward.

Boots on the Ground

RNAV Chair, Tom Thompson (RNAV) briefed the NEB on the 2026 Boots on the Ground campaign.

Proposals

Runway Incursion Device (RID)

President Daniels proposed Lisa Cunningham (MCI) be named as the RID National Rep and Jerry O’Gorman (FAT) be named as the alternate rep. This proposal passed in closed session.

FDIO / Electronic Flight Strip Transfer Panel (EFSTS)

President Daniels proposed Jasmine Scott (IAH) be named as the EFSTS National Rep and Anthony Conti (AZO) be named as the alternate rep. This proposal passed in closed session.

IFATCA Speak English Program

President Daniels proposed that Karena Marinas (ZLA) and Jamie Sanders (APA) work on behalf of NATCA with the IFATCA Speak English program. This proposal passed in closed session.

Logos

RVP Von Almen proposed three logos for the CMI local.

RVP Von Almen proposed three logos for the M98 local.

RVP Von Almen proposed a convention logo for the 2027 NATCA Convention.

RVP Bratcher proposed two logos for the AEG local.

RVP Christine proposed a logo for the ZDC local.

RVP Rausch proposed a logo for the Historical Committee.

All logo proposals above were passed unanimously.

SRF-14

President Daniels, in accordance with SRF-14 proposed the tuition reimbursement of Jeff Little (SFB) for \$5,000 and Shawn Dillimone (STB) for \$1,500. This proposal passed unanimously.

TAMR STARS SME

President Daniels proposed the following be named as TAMR STARS SMEs:

Primary: Alan Smiley (A90), Tyler Lutz (D01), Matt Sells (L30), Ricky Brown (AVL), Brian Dolson (CLE), Leon Montroy (MYR)

Alternate: Jeff Walker (PHL), Luke Ray (MCI), Jason Vasey (ABQ)

This proposal passed in closed session.

TAMR System Engineering Lead

President Daniels proposed that Nic Stolarczyk (C90) be named the TAMR System Engineering Lead and Jeff Bishop (A80) be named as the alternate. This proposal passed in closed session.

Recurrent Instructor led Training Cadre Facilitators

President Daniels proposed the following be named as Recurrent Instructor Led Training Cadre facilitators:

Tolanda Bracey (ZLA), Robert Zabel (P80), Madeline Bostic (ILM), Kristen Ord (ZHU), Antonio Sasmitamanggala (ORD).

This proposal passed in closed session.

CI^2 Accident Checklist

President Daniels proposed the NEB approve the CI^2 ASI accident checklist. This proposal passed unanimously.

NEA GRT Member

RVP Christine proposed that Brandon Miller (PCT) be named as the new NEA GRT Member. This proposal passed unanimously.

ITC Members

President Daniels proposed that Alex Handsaker (ZFW), Steve Leininger (RDG) and Shawn Lemke (ZID) be named to the ITC. This proposal passed unanimously.

Deputy Director of Safety and Technology

President Daniels proposed that James Dykeman (N90) be named as the Deputy Director of Safety and Technology. This proposal passed unanimously via telcon on 6/3/26.

Meeting adjourned at 4:45pm AKST, June 17, 2026.



Mick Devine
Executive Vice President

Appendix A



NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION NATIONAL CONSTITUTION COMMITTEE

I N T E R P R E T A T I O N

DATE: October 31, 2025

RE: Contract Ratification

The Constitution Committee received an interpretation request in accordance with Article XIV, Section 4 of the National Constitution from Stephen Brown (ZKC). Stephen requested an interpretation of Article VI, Section 2 of the National Constitution. The following is the email transcript from Stephen:

"Negotiated term agreements shall be sent to the affected membership for ratification. Ratification shall require a majority of the votes cast."

I understand this to read that any new CBA - or contract extension - must be sent to membership for ratification.

The Question:

The committee framed the interpretation request into a question:

Does any new CBA or contract extension need to be sent out to the membership for ratification?

Our Response:

To properly answer the question, we need to recognize definitions of several terms and the historical context which is relevant to Article VI, Section 2 and the question posed.

Negotiated term agreements are formal, binding contracts between an employer and a labor union that result from term negotiations.

The FLRA Office of General Counsel Unfair Labor Practice Case Law Outline defines term negotiations with the following:

Section 7114(a)(4) of the Statute states that both parties shall meet and negotiate in good faith for the purpose of arriving at a collective bargaining agreement. Bargaining for an initial or successor contract is referred to as term negotiations.
[https://www.flra.gov/system/files/webfm/OGC/ULP%20Case%20Law%20Outline/08.15.17%20Updated%20ULP%20Case%20Law%20Outline%20\(Bookmarked\).pdf](https://www.flra.gov/system/files/webfm/OGC/ULP%20Case%20Law%20Outline/08.15.17%20Updated%20ULP%20Case%20Law%20Outline%20(Bookmarked).pdf)

The phrase “term agreement” is synonymous with “Collective Bargaining Agreement (CBA).” The phrases are used interchangeably in FLRA Authority Decisions, Administrative Law Judge (ALJ) decisions, as well as CBAs throughout the private and public sectors.

Negotiations which take place during the term of an executed term agreement are referred to as “mid-term negotiations” or “mid-term bargaining.” Both terms, mid-term negotiations and mid-term bargaining, are found in the FLRA Office of General Counsel Unfair Labor Practice Case Law Outline document as well as many FLRA Authority and ALJ decisions. Mid-term bargaining pertaining to items covered and not covered by the Slate Book term agreement is discussed in Article 7 of the Slate Book.

NATCA has historical precedent of extending existing collective bargaining agreements in both the public and private sectors. Since 2001, when President John Carr extended the 1998 Green Book and amended the Green Book to cover the TMC/S and US NOTAM Office Bargaining Units, NATCA has mid-term bargained to reach agreements to extend the end date of contracts 17 times (See Appendix 1). There have been 10 instances of public sectors CBAs being extended and 7 instances of private sector CBAs being extended. To the knowledge of the Committee, none of the previous CBA extensions have been sent to the affected bargaining unit for ratification.

There is ample evidence provided by the FLRA, administrative law judges, and other private and public sector Union CBAs which demonstrate that term agreements and mid-term agreements are two separate and distinct negotiations and agreements. The 2024 extension of the Slate Book was completed via a mid-term MOU agreement (See Appendix 2) and thus does not execute a new term agreement. There is also the historical precedent of NATCA not invoking Article VI Section 2 of the National Constitution for the ratification of mid-term bargained CBA extensions.

The Committee is in consensus that the National NATCA Constitution only requires a ratification vote for term agreements. There is no provision in the National NATCA Constitution for the ratification of mid-term agreements.

Respectfully submitted,

National Constitution Committee

Appendix 1

Jan 2001 – President John Carr signs an extension of the 1998 Green Book adding TMC/S and US NOTAM Office Bargaining Units to the already covered Air Traffic Bargaining Unit.

Sept 2003 – President John Carr signs a 2 year extension of the 1998 Green Book.

Mar 2012 – President Paul Rinaldi signs a 4 year extension of the 2009 Red Book.

Aug 2014 – President Paul Rinaldi signs a 3 year extension of the 2011 Light Blue Book (Multi-Unit CBA).

April 2017 – President Paul Rinaldi signs a 4 year extension of the 2013 Purple Book (Staff/E&A/ATSS CBA) and a 3 year extension of the 2011 Light Blue Book (Multi-Unit CBA).

Mar 2020 – President Paul Rinaldi signs a 2 year extension of the 2016 Midwest ATC Service, Inc. CBA.

Feb 2021 - President Paul Rinaldi signs a 10 month extension of the 2016 Robinson Aviation, Inc CBA.

Mar 2021 – President Paul Rinaldi signs a 3 year extension of the 2013 Purple Book (Staff/E&A/ATSS CBA) and the 2011 Light Blue Book (Multi-Unit CBA).

May 2021 – President Paul Rinaldi signs a 5 year extension of the 2016 Slate Book.

Jan 2022 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Jan 2022 – President Rich Santa signs a 5 year extension of the 2016 Midwest ATC Service, Inc. CBA.

Jan 2023 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Jan 2024 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Dec 2024 – President Nick Daniels signs a 5 year extension of the 2016 Slate Book.

Jan 2025 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Appendix 2

MEMORANDUM OF UNDERSTANDING BETWEEN THE NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION AND THE FEDERAL AVIATION ADMINISTRATION

This Memorandum of Understanding ("MOU" or "Agreement") is made by and between the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "the Union") and the Federal Aviation Administration, U.S. Department of Transportation ("FAA" or "the Agency"), collectively known as "the Parties."

This Agreement represents the complete understanding of the Parties at the national level concerning the extension of the Collective Bargaining Agreement that became effective July 24, 2016, and as renewed by the parties through a Memorandum of Understanding dated May 3, 2021 ("2016 CBA" commonly referred to as the "Slate Book").

Section 1. Effective with the signing of this Agreement, Article 106 Section 1 of the 2016 CBA shall be amended to adjust the duration of the CBA to remain in effect until August 1, 2029.

Section 2. All local, regional and national agreements/past practices reached since the effective date of the 2016 CBA shall remain in full force and effect for the duration of the extension to the CBA or until the specific expiration date identified in any particular agreement. The Parties at the national level by mutual agreement may jointly elect to amend the 2016 CBA.

Section 3. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation or contract on behalf of either Party.

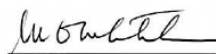
Signed this 18th day of December 2024.

For the Union:

For the Agency:



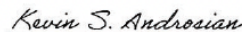
Nick Daniels
President



Michael G. Whitaker
Administrator



Nicole Vitale
Director of Labor Relations



Kevin Androsian
Executive Director, Labor and Employee
Relations



MEMORANDUM

FROM: Nick Daniels, President

DATE: June 15, 2026

RE: Interpretation of Article VI, Section 2 of the NATCA National Constitution

Background:

On September 23, 2025, NATCA Local ZKC member Stephen M. Brown submitted a request to NATCA Executive Vice President Mick Devine for an official interpretation of Article VI, Section 2 of the NATCA National Constitution. This request was submitted pursuant to the process for obtaining an interpretation of the Constitution contained in Article XIV, Section 4 of the Constitution.

Article VI, Section 2 of the Constitution provides that “[n]egotiated term agreements shall be sent to the affected membership for ratification. Ratification shall require a majority of the votes cast.”

In his request for an official interpretation, Mr. Brown asserted his belief that Article VI, Section 2 requires that any contract extension, as well as any new collective bargaining agreement, be sent to the membership for ratification.

Executive Vice President Devine forwarded the request for a constitutional interpretation to the Constitution Committee. On October 31, 2025, the Constitution Committee issued its interpretation holding that contract extensions are the result of mid-term negotiations and, as such, are not subject to the membership ratification requirement for “term agreements” in Article VI, Section 2.

In support of its holding, the Constitution Committee relied on established practice and precedent of the Federal Labor Relations Authority in distinguishing between negotiation of term agreements for initial or successor contracts and negotiation of mid-term changes to such agreements during their terms. The Constitution Committee also identified seventeen previous instances of mid-term



contract extensions covering NATCA-represented bargaining units which were accomplished by memoranda of understanding and were not sent for membership ratification.

On November 28, 2025, NATCA Local ZKC member Stephen M. Brown submitted a challenge to the Constitution Committee's interpretation to the NATCA President in which he reasserted his belief that, despite the Constitution Committee's holding, contract extensions are subject to the membership ratification requirement of Article VI, Section 2.

Decision:

Any request for a constitutional interpretation requires an examination of the language of the constitutional provision at issue, its historical origin and evolution, the *de facto* application of the provision, the consistency of that application, and the application's comportment with applicable federal laws and administrative practice.

NATCA provided for membership ratification of term agreements in its first Constitution. The 1988 Constitution provided in Article V, Section 2 that "the National Agreement negotiated between the Association and the FAA shall be sent to the membership for ratification. Ratification shall require a majority of the votes cast." That provision was moved to Article VI, Section 2 in the 1990 Constitution.

Delegates to the 2008 Convention changed the provision to its current language that "[n]egotiated term agreements shall be sent to the affected membership for ratification. Ratification shall require a majority of the votes cast." This change was sent to the membership in advance of the 2008 Convention as proposed amendment A08-05, was moved and seconded on the second day of the 2008 Convention, and was adopted on a voice vote without debate. Adoption of the change was a recognition that, since adoption of the original language, NATCA had grown to represent federal-sector and private-sector bargaining units other than the original FAA air traffic control bargaining unit.

As noted by the Constitution Committee, NATCA has a longstanding history of differentiating between new and successor term agreements sent to the membership for ratification and mid-term changes to those agreements accomplished through mid-term negotiations and execution of memoranda of understanding. New and successor term agreements involve lengthy negotiations between labor and management over multiple and various terms and conditions of employment, require a tremendous expenditure of union resources and assets in the establishing of a union negotiating team and the team's preparations for those negotiations, result in a final agreement that is the product of good faith bargaining and compromise by both parties, and are sent to the membership for their ultimate approval. Mid-term changes to those agreements, however, are generally limited to particular provisions which require updating due to changing circumstances

during the term of the agreement, are accomplished relatively quickly by staff or member subject matter experts, and are finalized through memoranda of understanding signed by the union's national officers and/or senior staff.

The Constitution Committee's holding on the differentiation between initial and successor term agreements and mid-term changes to those agreements is correct and relevant to resolution of this challenge. The committee's holding, and the Federal Labor Relations Authority practice and precedent it relies on, recognizes the inherent differences between term agreements and mid-term changes. An interpretation of Article VI, Section 2 that would require NATCA to send a mid-term change to the membership for ratification, whether that mid-term change be an extension of the duration term of the contract or a change to any other provision of the term agreement, would result in an illogical logistical and financial burden on the operation of the Union, severely handicap the Union's ability to respond to changing circumstances during the term of an agreement, and undermine the stability of those term agreements previously ratified by the membership.

Moreover, the federal courts have long held "that courts typically defer to a union's interpretation of its own Constitution and will not override that interpretation unless it is 'patently unreasonable' . . . [a] standard [that] is undeniably a high one." *Executive Bd. of Transport Workers Union of Philadelphia, Local 234 v. Transport Workers Union of America, AFL-CIO*, 338 F.3d 166, 170 (3rd Cir. 2003). In addition, the federal courts will uphold a union's interpretation of its own constitution as reasonable even when there could be one or more alternative reasonable interpretations as well. When application of an interpretation has been consistent, as with the seventeen previous extensions noted by the Constitution Committee, courts have no grounds on which to reject a union's longstanding interpretation and application of its own constitution.

In light of the above, I uphold the interpretation of the Constitution Committee finding that Article VI, Section 2 of the NATCA National Constitution, in its current wording, only requires that new and successor term agreements be sent to the membership for ratification and does not require NATCA to submit contract extensions to the membership for ratification.

Pursuant to Article XIV, Section 4 of the Constitution, the interpretation rendered by the Constitution Committee and this decision on the challenge to that interpretation will be included in the next published National Executive Board minutes. Article XIV, Section 4 also provides that "[a]ny party aggrieved by a decision of the President may petition the next National Convention for relief, but the filing of such petition shall not stay the effectiveness of the decision of the President."