

Proposed Amendments and Resolutions



**18th Biennial Convention
Houston, Texas
August 10-12, 2021**

REPORT OF THE NATIONAL CONSTITUTION COMMITTEE

This package contains proposed amendments as written to include the author's editorial concerning motive, rationale, and argument. The Committee studied each proposed amendment and resolution to identify conflicts with existing contract provisions, constitutional language, current NATCA bylaws, and federal labor law or regulations. Footnotes have occasionally been added by the Committee to mitigate potential concerns. This report represents the Committee's findings in accordance with the NATCA Constitution.

The proposed amendments are listed in the order in which the Article appears in the NATCA Constitution and then the order they were received. Proposed amendments are numbered for identification purposes only. Text that has been proposed for deletion has been marked in "strikeout" format (~~this is an example of "strikeout" format~~). Proposed additions are shown in an "underline" format (this is an example of "underline" format).

The Committee also reviewed all resolutions received prior to the original January 28th deadline, as well as April 12th due to the Convention being rescheduled. 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 17.

Even the most spirited defenders of the NATCA Constitution and bylaws understand that these documents are not perfect. It is the intent that these documents will continue to evolve and meet the maturing needs of this Union. Amendments, deletions, and additions to NATCA's constitution and bylaws are not casual or without effort. Mechanisms exist to ensure that we, as individual members and as a union, have the opportunity to amend and improve the documents that define NATCA's framework and provide guidance to our elected leadership. Any changes to these important documents require our careful consideration and study.

It is the position of this Committee that all concerned should be commended for the thought reflected in their proposals. The Committee acknowledges and appreciates the time, effort, and energy that individuals have devoted to this Union and to their proposals. We recognize that these ideas were submitted with a sincere and earnest desire to improve and promote our organization.

Respectfully submitted by the National Constitution Committee:

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

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.

A21-01 Preamble, Article III, IV, VI, VII, VIII, IX, XII, XIII, XV, SRB-4, SRF-13, SRF-17, SRH-2, SRH-4, SRH-9, SRH-15, SRI-5, SRI-9, SRL-1, SRL-2, SRL-7, SRM-7, SRN-5, SRN-7, SRN-9[†]

AMEND: Preamble

As the working ~~men and women professionals~~ who make up our nation's air traffic control system, we play a critical role in the provision of safe and efficient air transportation in the United States...

AMEND: Article III: Membership

Section 3. A member shall be considered in good standing if:

- a. The payment of ~~his/her~~ their dues is not more than forty-five (45) days in arrears; and
- b. ~~His/Her~~ Their membership has not been otherwise modified by disciplinary action imposed in accordance with this Constitution...

Section 4. ...It shall be the responsibility of each member to keep ~~his/her~~ their facility representative informed of ~~his/her~~ their status under the provisions of this section.

Section 5. Should a member in good standing be terminated from ~~his/her~~ their bargaining unit position for any reason, ~~he/she~~ they shall be considered an active member as long as ~~his/her~~ their case is under appeal by the Association and shall be entitled to all privileges and benefits of membership except the right to vote and hold office.

Section 6. When a member of the bargaining unit is reassigned by the Agency to a position outside of the bargaining unit, the Union considers the status of a bargaining unit member terminated. ~~He/She~~ They shall not be entitled to representation as a matter of right or be granted access to the negotiated grievance procedure and/or the collective bargaining agreement. If such an employee is an active NATCA member, ~~he/she~~ they shall be divested of all rights, powers, privileges, immunities and responsibilities granted to the Union, including the right to vote and hold office.

Section 7. A member shall stand automatically expelled if ~~his/her~~ their unpaid dues are not paid within thirty (30) days after receipt of written notification that ~~his/her~~ their dues are forty-five (45) days in arrears.

Section 8. ...A Lifetime Retired Member who subsequently becomes eligible for active membership shall have ~~his/her~~ their retired membership fee refunded.

Any bargaining unit member who was a member in good standing for the twelve (12) months immediately preceding ~~his/her~~ 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.

AMEND: Article IV: Organizational Structure and Officers

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.

~~He or she~~ They, subject to the authority of the National Executive Board, shall be empowered to employ any person or organization ~~he or she~~ they deems necessary and to direct, manage and supervise any affairs of the Association.

~~He or she~~ They 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.

Section 7. In the event the Executive Vice President or a Regional Vice President is unable to complete ~~his or her~~ 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 ~~he or she~~ they had been elected to the position.

AMEND: Article VI: Rights and Responsibilities of Members

Section 3. It shall be the responsibility of each member to comply with the Constitution, Standing Rules, Policy and Position Statements and all duly established policies of the Association. Subject to the procedures of Article XIII a member may be expelled or suspended for any breach of ~~his or her~~ their responsibilities to the Association.

Section 4. No officer or agent of the Association shall have business or financial interests that conflict with ~~his or her~~ their duties to the Association.

Section 5. No person shall be discriminated against by the Association or any of its members on account of race, color, sex, creed, national origin, age, handicap, ~~or sexual orientation,~~ or gender identity.

Section 7. If a member applies for or voluntarily accepts a supervisory or management position within the Agency/company then; ~~he/she~~ they shall immediately vacate any elected/appointed Union position currently held, and 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 returning to the bargaining unit from a supervisory or management position within the Agency/company. 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.

AMEND: Article VII: Nomination and Election of Officers

Section 2. To have ~~his or her~~ their name placed on the ballot, a candidate for National Office must be nominated by an active member in good standing and must accept the nomination...

AMEND: Article VIII: National Conventions

Section 5. ...Each delegate shall be entitled to cast a number of votes equal to the number of active members in good standing in ~~his or her~~ their Local thirty (30) days in advance of the opening of the Convention, divided by the number of delegates representing the Local properly registered and credentialed at the time of the vote.

AMEND: Article IX: Finances

Section 4. Any officer or employee of the Association may sign on its behalf: bills, notes, checks, negotiable instruments, or other evidences of obligation only when ~~he/she~~ they ~~has~~ have been authorized to do so by the National Executive Board within limitations determined by the Board and described in writing to be signed and issued by the President...

Section 6. The Association may pay the expenses of any National Officer, Voting Delegate, and National Committee Member whose duties require ~~his/her~~ their attendance at a convention.

AMEND: Article XII: Impeachment

Section 2. ...Within (30) days after receiving the complaint and response, each delegate shall advise the National Executive Board, in writing, whether ~~he or she~~ they recommends continuing the impeachment process.

Section 3. If continuation of the impeachment process is recommended by a majority of the delegates responding, a committee consisting of seven (7) active members in good standing, who are neither National Officers nor delegates, shall be appointed to conduct an impeachment hearing. Six of the members of the hearing committee (including the ~~Chairman~~) shall be appointed by the National Executive Board; the remaining member shall be appointed by the accused.

The hearing committee shall provide the accused with at least twenty-one (21) days written notice of the date, time, and place of hearing. Such hearing shall be conducted no earlier than thirty (30) days and no later than forty-five (45) days after the appointment of the hearing committee. The accused shall have the right to question all witnesses who may testify against ~~him~~ them, to call witnesses and present evidence in ~~his~~ their defense, and to be represented by a member in good standing...

AMEND: Article XIII: Internal Grievances

Section 1. Should any active member have any grievance or complaint concerning the actions of the Association, its officers or any fellow member, excluding a protest concerning the conduct of an election (which shall be decided in accordance with Article VII) or impeachment (which shall be decided in accordance with Article XII), ~~he or she~~ they shall raise that grievance under the provision of this Article and shall not resort to any outside forum for resolution of ~~his or her~~ their grievance.

Section 4. ...If, in submitting a reply, the accused admits to the charge, and, the accused waives ~~his/her~~ their right to a hearing, the National Executive Board shall have the ability to sustain the grievance.

AMEND: Article XV: Seniority

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

AMEND: SRB-4 Platinum Lifetime Retired Membership

Any bargaining unit member who was an active member in good standing for 20 continuous years immediately preceding ~~his or her~~ their retirement or was a charter member that was a continuous member up to and immediately preceding ~~his or her~~ their retirements shall be eligible for a lifetime retired member status at no further cost to the member. In units certified subsequent to initial NATCA recognition, this membership type is open to any bargaining unit member who became an active

NATCA member within 6 months of the respective unit certification and remained so up to and immediately preceding ~~his or her~~their retirement.

AMEND: SRF-13 Outstanding Cash Advances and Expenses

...If no such accounting is accomplished, the NATCA Comptroller shall send a certified letter to the individual involved stating the amount due and requesting the individual contact ~~his/her~~their office to make acceptable arrangements for repayment within 21 days; failure to do so will automatically result in referral to a collection agency to recoup the amount of the indebtedness...

AMEND: SRF-17 Training or Meeting Cancellation Costs

Any expenses incurred as a result of an individual's cancellation/no-show at a NATCA training course or meeting that ~~he/she~~they ~~is/are~~ scheduled to attend on behalf of ~~his/her~~their local (except for legitimate circumstances, as determined by the National Executive Board) will be borne by the respective local.

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

...(Note: The President can obtain information from any source ~~he/she~~they deems appropriate prior to making a selection for a position, i.e.; Director of Safety and Technology, National Safety Chair, Director of Labor Relations, etc.)...

...Any national liaison/technical representative/work group member who is unable or unwilling to complete ~~his/her~~their term will be asked to provide at least a 120-day notification to the President of ~~his/her~~their intentions...

AMEND: SRH-4 NTSB Representative/Contract Committee Member Selection Policy

The professional competence (knowledge of subject matter, interpersonal and work group skills) of the member serving on a committee is the primary prerequisite for ~~his/her~~their selection...

AMEND: SRH-9 IFATCA & Meeting Reports

...Any member who serves as a standing committee member, ~~chairman~~ chairperson, or elected official of IFATCA shall submit a written report to the NEB outlining proposals, decisions, or potential issues within the scope of their particular positions...

AMEND: SRH-15 Conflicts of Interest for Nationally Appointed NATCA Representatives, Committee Chairpersons, and National Executive Board

1. ...(c) a member of the NATCA National Executive Board shall sign an Agreement pledging to prevent a conflict of interest by refraining from seeking or accepting employment with an aviation industry organization with which that member interacts on behalf of NATCA (including, but not limited to, aviation-related corporations, nonprofit associations, and policy groups) for a period not to exceed twelve (12) months from the immediate conclusion of ~~his or her~~their NATCA position.

2. The Agreement provided for in Section 1 shall include remedial provisions for violations of the Agreement requiring repayment of any funds, as determined by NATCA, paid and/or reimbursed by NATCA for travel, lodging, meals, and other related expenses during the twelve (12) months immediately preceding the conclusion of ~~his or her~~their NATCA position...

3. ...No member of the committee may consider an appeal that ~~he or she~~they submitted on ~~his or her~~their own behalf...

AMEND: SRI-5 NEB Meeting Attendance by Members

...Such members will be limited to five minutes, unless time is extended by the ~~Chairman~~.
If more than twelve members wish to speak, the Chair may, at ~~his/her~~their option, allow additional time, allocate specific time to certain topics of common interest, or devise another equitable method to accommodate the members...

AMEND: SRI-9 Official Management Development Programs

In the event any bargaining unit member applies for or is selected for an official management development program (i.e. ATLDP, PEL, etc.), ~~he/she~~they shall immediately vacate any presently held elected/appointed Union position. ~~He/she~~They shall not be eligible to run for or hold office, or be appointed to any position within the Union for a period of twelve (12) months after their application or completion/termination of an above-mentioned program whichever occurs later.

AMEND: SRL-1 Arbitration Policy

When a Regional Vice President or ~~his/her~~their designee decides to pursue arbitration of a grievance, ~~he/she~~they will ensure the completed grievance file has been properly uploaded into the NATCA Grievance Tracking System (GATS) and elevated to the arbitration level no later than fourteen (14) days after the receipt of management's step 2 response, or as appropriate. The grievance file should include, at a minimum, a copy of the grievance, management responses (if any), copy of any local MOU(s) relied upon, copies of any laws, Agency Orders, rules, or regulations violated, SF-50s, pay records, witness statements and all other evidence. In addition, accompanying the grievance file, the Regional Vice President or ~~his/her~~their

designee will upload a grievance evaluation, which will include the facts of the case, a summary of the evidence, strengths and weaknesses of the grievance, and a recommendation for moving forward.

Upon receipt of the arbitration request and case file, the Director of Labor Relations may conduct a follow-up with the Regional Vice President or ~~his/her~~their designee to discuss the strengths and weaknesses of the case...

AMEND: SRL-2 Use of Outside Counsel

...Where an attorney is available and upon such a request, the General Counsel shall contact the proposed attorney or other competent attorney versed in the appropriate field of law, check and verify ~~his/her~~their credentials, and negotiate the appropriate rate of charge or retainer fee...

AMEND: SRL-7 Unfair Labor Practice Charges

When a Facility Representative seeks to file a ULP with the FLRA or NLRB, ~~he or she~~they should consult with the Regional Vice President before filing...

...When a Regional Vice President or ~~his/her~~their designee decides to pursue a ULP, they should forward the complete case file to their Labor Relations Strategy Group designee who will share the file with the Labor Relations Strategy Group...

AMEND: SRM-7 Layoffs in Federal Contract Towers

If, as a result of a closure, a member is laid off, ~~he/she~~they shall be considered to be an active member of the Association for as long as ~~he/she~~they remains in a layoff status...

AMEND: SRN-5 Paid Moves for National Officers

...NATCA will pay to move the outgoing President or the outgoing Vice President to their former place of residence or a distance equal from the National Office to ~~his/her~~their formal residence if the outgoing President or outgoing Vice President decide to relocate to an area different than their former place of residence...

AMEND: SRN-7 Authority to Hire/Fire Employees

NATCA's President must receive majority approval of the NEB prior to the hiring or removal of any NATCA employee from ~~his or her~~their employment status with NATCA.

AMEND: SRN-9 Nepotism

NATCA may consider relatives of employees or officers for employment if the applicant meets the requirements of the position for which ~~he/she~~they ~~is~~are applying...

Rationale: As NATCA continues our commitment to diversity, equity, and inclusion, we must respect experiences different than our own. In the spirit of solidarity, we will only continue to grow as an organization and progress with the professional world around us if we continue to learn from our colleagues. By adding "gender identity" to Article VI, Section 5 and replacing gender-specific pronouns throughout our constitution, we are reflecting our own core values more completely. Embracing this movement will welcome new talent and open our organization to a portion of the membership who may have felt excluded in the past. Most importantly, we're showing all NATCA members we are front and center in the fight for equity and all members have a place in this Union.

Authors: Christina Munro (SCT), Leslie Schultze (ZOA), Lindsey Knox (ZJX), Sara George (SCT), Therese Aspillaga (SCT), Johnny Sanders (PCT), Andrew Roberts (SAN)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] This proposal combines **amendments** to 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.

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

- a. To preserve, promote and improve the ~~working conditions of air traffic controllers and other aviation safety related employees~~ safety of air traffic within the United States, its territories and possessions;
- b. To preserve, promote and improve the ~~safety of air traffic within the United States, its territories and possessions~~ working conditions of air traffic controllers and other aviation-safety-related employees;
- c. To preserve, promote and improve the professionalism and competence of air traffic controllers and other aviation-safety-related employees;
- d. To preserve, promote and maintain the best interests of the United States of America and particularly her leadership role in the aviation community; and
- 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

Rationale: At this point in our history, NATCA has achieved considerable influence on the entire National Airspace System. Because of our critical position within the trenches of the system, and with the FAA's questionable dedication to a true "Safety Culture", we must demand of ourselves a true safety culture.

Our constitution declares our foundational principles but it is also symbolic of who we are. By the order of our objectives we reveal symbolically what we are all about as controllers. This proposed change allows us to passionately and honestly declare "safety first" with a foundational document that supports our words.

Historic contract negotiations are in the near future. We must enshrine our position as the ones dedicated to excellence. When we demonstrate through words and actions our commitment to the flying public, it will ensure that NATCA will be recognized as the leader in air traffic services and inextricable from the safety of the entire NAS. This further ensures the subsequent objectives of working conditions, professionalism, and rights will fall neatly into place.

Therefore, it is our contention that we make the proposed change, and rededicate ourselves to preserving, promoting, and improving the safest and best airspace system on earth.

Authors: Chris Weldy (ZAN), Zach Johnson (ZAN), Michael Cordy (ZAN)

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

AMEND: Section 1. Any employee employed in a bargaining unit represented by the Association shall be eligible for active membership in 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.~~

Article VII: Nomination and Election of Officers, § 2

AMEND: Section 2. To have his or her name placed on the ballot, a candidate for National Office must be nominated by an active member in good standing, must be able to complete the full term of office as an active member, and must accept the nomination. Nominations must be in writing and must be delivered via certified mail to: National Election Committee at the Association's headquarters. All candidates for office must be active members in good standing for at least one year prior to the close of nominations.

Rationale: NATCA represents bargaining unit employees as defined in certifications issued by the Federal Labor Relations Authority and the National Labor Relations Board. Any employee employed in a bargaining unit represented by the Association shall be eligible for active membership in the Association. NATCA represented air traffic control specialists and traffic management coordinators and specialists are subject to mandatory separation in accordance with 5 United States Code § 8335(a). When a NATCA member retires from employment they are no longer considered a bargaining unit employee.

NATCA elected officers have always been employees from the bargaining units we represent. The National Executive Board maintains that the intent of the Constitution is to permit only bargaining unit employees to hold elected positions.

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

A21-04

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 ~~sent to all facility representatives within two weeks and made available for review by any member in good standing~~ 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: The NEB strives to have its meeting minutes prepared and available for members to review as soon as possible, but the two-week period is sometimes an unworkable amount of time for the NEB to conduct its internal review of the draft minutes for accuracy and obtain copies of presentations or other materials provided to the NEB for attachment to the minutes.

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

A21-05

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-East: Federal Contract Towers east of the Mississippi River[†]

FCT-West: Federal Contract Towers west of the Mississippi River[†]

Rationale: We are wanting to create an RVP position specifically for contract towers and the FCT program that would only handle contract tower issues in their said region. We feel contract towers are under-represented at the national level with

the current structure of the RVPs representing contract towers and our FAA counter parts at the same time. With the FCT program only getting bigger with new additions each year, we feel this is the most logical next step.

Author: William Russell (MQY)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] Dashed underline styling is being used to indicate FCT-East & FCT-West is new language and will be underlined similar to the other Regions.

A21-06

Article V: National Standing Committees, §§ 1 & 12

AMEND: Section 1. There shall be maintained at all times a Constitution Committee, a Finance Committee, an Organizing Committee, a Safety Committee, ~~and a Legislative Committee,~~ and a Convention 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, Convention, and Organizing Committees.

ADD NEW: Section 12. The Convention Committee shall be comprised of NATCA members and staff as appointed by the National Executive Board. When the host city is known, the Convention Committee shall include two members from the hosting Local(s) or designated Region and the Regional Vice President from the hosting region. This committee will forward all plans and provisions to the National Executive Board for approval.

Article VIII: National Conventions, §§ 1, 6 & 8

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

~~In order to be considered as a host city for a National Convention, each proposed city must meet reasonable logistical and financial criteria to be established by the National Executive Board (NEB). These criteria shall be set and available to parties interested in submitting a bid to host the Convention no later than one (1) year prior to the Convention where the proposals will be heard.~~

~~In the absence of a proposed city that meets the criteria outlined by the NEB, Las Vegas will be the default city for the Convention being considered. The Region with the fewest previously hosted conventions will be offered the opportunity to act as the hosting Region of conventions held in Las Vegas. In the event a region passes on the opportunity to host the Convention, the Region with the next fewest hosted Conventions would be offered the opportunity. In the event of a tie, the Region with the greatest duration of time since last hosting shall be offered the opportunity to host.~~

A Special Convention may be called by the President upon sixty (60) days' notice to the membership.

AMEND: Section 6. ~~At least one year prior to any scheduled Convention, the President shall ensure the establishment of a Convention Committee, which shall be comprised of NATCA staff and other designees as appointed by the President and approved by the National Executive Board. At a minimum, appointments shall include two members from the hosting Local(s) or designated Region and the Regional Vice President from the hosting region. This committee will forward all plans and provisions to the National Executive Board for approval.~~

The President shall appoint a Credentials Committee for each National Convention. The Credentials Committee shall be composed of at least three (3) active members in good standing, among whom no two (2) members may be from the same NATCA Region. Prior to the start of the Convention, the Credentials Committee shall meet and issue a report listing the names of all eligible delegates and their alternates and the number of votes that each delegate is entitled to cast.

The Constitution Committee shall be the Rules Committee for each National Convention.

Other committees shall be established as deemed necessary by the President or by the voting delegates at the National Convention.

ADD NEW: Section 8. In order to be considered as a host city for a National Convention, each proposed city must meet reasonable logistical and financial criteria to be established by the Convention Committee and approved by National Executive Board (NEB). These criteria shall be set and available to parties interested in submitting a bid to host the Convention no later than one (1) year prior to the Convention where the proposals will be heard. In the absence of a proposed

city that meets the criteria outlined by the NEB, the Convention Committee shall propose a city in accordance with Section 1 of this Article.

Rationale: Due to the increasing cost and complexity of the National Convention, this amendment creates a standing Convention Committee.

This new Convention Committee will establish reasonable financial and logistical criteria for future conventions and propose a convention location in the absence of a member proposed city that meets those criteria. The proposed location will be voted on during the National Convention four (4) years prior.

A standing committee has the additional benefits of being able to plan in advance for Special Conventions as called by the President, and acting as a resource for members who are interested in proposing a city location.

The new Convention Committee will represent the hosting local(s) and region by including members from the hosting local(s) and Regional Vice President from the hosting region.

Authors: Christopher Powell (SAN) & Sharon Williams (SAN)

Passed☐

Defeated☐

Amended☐

Withdrawn☐

A21-07

Article V: National Standing Committees, § 5

AMEND: Section 5. If any Region has a regional Constitution, Finance, 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. ~~The National Office shall publish the names and addresses of all standing committee members in the first monthly newsletter after September 1 of each year.~~

Rationale: The National Office has shifted its member communications to materials delivered via electronic mail, text message, the internet, and social media sites. The NEB is submitting a resolution to create a Standing Rule in Section H to provide that the National Office shall publish the names and email addresses of all standing committee members on the members-only section of the NATCA web site.[†]

Author(s): National Executive Board

Passed☐

Defeated☐

Amended☐

Withdrawn☐

[†] The rationale references R21-16

A21-08

Article V: National Standing Committee, §§ 1-12[†]

AMEND & ADD NEW SECTION:

Section 1. There shall be maintained at all times a Constitution Committee, Election Committee, ~~a~~ Finance Committee, ~~an~~ Organizing Committee, ~~a~~ Safety 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.

8→**Section 2.** There shall be maintained a charter for each Standing Committee. This charter will clearly delineate the roles and responsibilities for each Standing Committee.

9→**Section 3.** Charters for all NATCA Committees (including non-standing committees) shall require majority approval of the National Executive Board and shall be maintained by the respective committee chair. Charters for all NATCA Committees shall be kept on file at the National Office and available to the membership through online resources.

10→**Section 4.** All meetings of any NATCA standing committee are open to any member in good standing.

11→**Section 5.** National committee members (including members of non-standing committees) may attend meetings

- electronically. Procedures for conducting electronic meetings shall be established by each committee. Electronic meetings shall not satisfy the requirements for regular meetings as required within respective committee charters
- 2→ **Section 6.** The Organizing Committee shall be comprised of NATCA members and staff as appointed by the National Executive Board. The NEB shall appoint one of the Committee members as Chairperson. The representative makeup of the Committee shall be reviewed annually to ensure its alignment with current organizing goals and strategies.
- Section 7.** The Election Committee shall be comprised of five (5) active members, in good standing as appointed by the President. The National Executive Board shall appoint a member of the National Office legal staff as a non-voting ex-officio member. The President shall appoint one of the Committee members as Chairperson. No Election Committee member may be a candidate for office in any national or regional election. The Committee is charged with conducting national and regional elections, adjudication of all election protests, election education, and ensuring compliance of elections within the organization with all applicable law.
- 3→ **Section 8.** The Safety Committee shall be composed of active members in good standing selected for positions of expertise in the following areas:
- 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
 - SMS Representative
- Ad Hoc members may be appointed by the President and confirmed by the National Executive Board.
- Vacancy will be advertised to all active members and selection(s) will be made by the NATCA President and confirmed by the National Executive Board. When there is a vacancy on the National Safety Committee that leaves a region unrepresented, a representative from that region shall be given priority during the selection process.
- 6→ **Section 9.** 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 Vice Presidents, excluding the Executive Vice President, for passage.
- 4→ **Section 10.** Except as otherwise provided for in Sections 2, 6 and 7 above, the National Chair of all standing committees shall be elected by the members of each respective committee. Each standing committee shall establish its own election procedures and the length of term to be served, not to exceed three years. There is no limit to the number of terms served.
- In the event of a National Standing Committee Chair vacancy, the President shall select, subject to the approval of the National Executive Board, an acting chair until the next scheduled meeting, when a new National Chair will be elected.
- 5→ **Section 11.** If any Region has a regional Constitution, Finance, 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.
- ~~The National Office shall publish the names and addresses of all standing committee members in the first monthly newsletter after September 1 of each year.[‡]~~
- 7→ **Section 12.** When a regional member of the Constitution, Finance, or Legislative committee is elected to a National Chair, the Regional Vice President may select an additional committee member to fill the regional position vacated by the National Committee Chair. Vacancies on the Organizing or Safety Committee will be filled in accordance with Sections 2 and 3 above, respectively. The Chair of the National Standing Committees will report to the President.

Article VII: Nomination and Election of Officers, § 4

AMEND: Section 4. ~~The President shall appoint a five person National Election Committee at least one year prior to the close of nominations. Members of the National Election Committee shall be active members in good standing, but no candidate for office may serve as a member of the National Election Committee. The National Election Committee shall oversee the tabulation of all valid ballots. Only the ballots of active members in good standing shall be counted. After tabulating the ballots, the National Election Committee shall announce the winning candidates.~~

Rationale: This amendment is the conversion of National Election Committee to a standing committee and quantifies the evolution of the additional duties they serve. The committee currently is only convened at the direction of the President (Article VII) but has duties that morphed the committee into a year-round necessity for protest adjudication of all elections within the organization and as an additional knowledge base for Locals for all matters related to elections. Clarifies the intent of the original language to include NEC members from running in regional elections for Regional Vice President as well as the national elections of President and Executive Vice President

Author(s): National Election Committee

NCC Comment: The National Constitution Committee worked with the National Election Committee to formulate this proposal. The Article's Sections have been moved to have a better flow of the information within them. The general rules are now on the first few sections and then the information on the standing committees is grouped together. The final 3 sections deal directly with the standing committees and fit better after the committee explanations. This organizes the article into a more logical state than where it currently is at. As mentioned in the footnote, for clarity the numbers in the margin represent the original Section number in Article V.

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] Numbers in the margin represent the original Section number in Article V.

[‡] The deletion of language in Article V Section 5 (changing to Section 11) is based on the NEB submissions A21-07 & R21-16.

A21-09

Article VII: Nomination and Election of Officers, § 8

AMEND: Section 8. Any member seeking election to a union office or position may not accept a nomination for more than one elected position concurrently, ~~during any single election.~~

Rationale: The constitution currently does not address the issue of a member running for both a national and local election at the same time. If this were to happen and the member won both elections the members who voted for him or her would be disenfranchised if the member decided to not accept one of the positions. It would also cost the local and or the national undue money to redo an election.

Author: Bob Obma (ZID)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

A21-10

Article VII: Nominations and Election of Officers, § 6

AMEND: Section 6. A National Officer may not be elected to serve more than two (2) ~~an unlimited amount of~~ terms in the same office.

Rationale: Not to slight the current members of the National Executive Board on their third term, but I think our union would benefit from new blood in our elected positions.

Authors: Ron McAuley (Retired) & Joe Mahoney (NCT)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

A21-11

Article VII: Nomination and Election of Officers, § 4

ADD NEW: Section 4. At the conclusion of the Nomination period and prior to the ballots being distributed, the candidates for President and Executive Vice President will be afforded the opportunity to appear together at a minimum of three (3) times in candidate forums. These forums will be recorded and made available on the Association website and related social media platforms. The National Executive Board, after consulting with the Election Committee, will be responsible for scheduling a mutually agreed upon time, arranging a location, moderator, and a timekeeper. If the election is unopposed, candidates will still be afforded the opportunity to appear in at least two (2) candidate forums to discuss their agendas and address questions and concerns from the membership.[†]

Rationale: As leadership turns over and the next generation of leaders start to assume roles in our Union, the membership deserves an opportunity to hear the ideas, platforms and debates of those running for office.

Authors: Toby Hauck (ZAU) & Bob Mendenhall (ZAU)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] The intent of this amendment is to add a new Section 4 and then renumber the original Section 4 and subsequent Sections.

A21-12

Article IX: Finances, § 5

DELETE: Section 5. ~~The National Finance Committee shall review the salaries of the National Officers annually. The voting delegates shall act upon the committee's recommendation at the National Convention.~~

Rationale: The National Finance Committee submitted a resolution that would establish an annual adjustment to the salaries of the NATCA National President and Executive Vice President that is equivalent to that provided to federal employees under the General Schedule (GS) increase and is consistent with language in the collective bargaining agreements for NATCA-represented FAA bargaining units. Adoption of that resolution would allow for these salaries to remain reflective of general pay increases without the need for the National Finance Committee and the delegates to review and address salary considerations for these positions at each National Convention.[†]

Author(s): National Executive Board & National Finance Committee

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] The rationale references R21-21

A21-13

Article XIV: Interpretation and Amendments to the Constitution, § 6

AMEND: Section 6. Amendments and ratifications to local constitutions shall be made in accordance with the provisions of this Article:

- a. All proposed amendments to a local constitution shall be submitted to the local executive board at least thirty (30) days prior to the meeting during which they will be discussed and voted upon; and
- b. All proposed amendments shall be posted at least twenty-one (21) days prior to the meeting during which they will be discussed and voted upon; and
- c. Adoption of proposed amendments to the Local Constitution shall require at least two-thirds (2/3) of the votes cast by the members present at the meeting or the voting members as defined by the Local Constitution.

Proposed amendments to local constitutions shall be heard at the next general membership meeting, or the next appropriate meeting for amendments as designated by the Local Constitution. Proposed amendments to local constitutions shall be heard at least once annually.

Interpretations to local constitutions shall be made by the Local President. Any challenges to interpretations of local constitutions shall be accomplished utilizing the provisions of Section 4 above.

Rationale: Many Local Constitutions rely on Article XIV to define their amendment process. Article XIV allows locals to define their voting members. When not defined, Robert’s Rules of Order defaults to those members present at the meeting. This amendment would remove ambiguity and specifically identify the voting members when not defined at the local level.

Author(s): National Constitution Committee

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

A21-14

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 his/her cumulative seniority date set to the day they return.~~

Rationale: Total time within the bargaining unit should be counted towards total seniority. Section 3 is a rule that was created as punishment or a way to divide the workforce during a turbulent time between the FAA and NATCA. That period of time has passed and the present and future is collaboration. Section 3 negatively effects many of NATCA’s own current members that are in good standing.

Author: James Pensis (ZLC)

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

A21-15

Article XV: Seniority, § 2

~~**DELETE: Section 2.** Re-employed annuitant NATCA bargaining unit employees shall have their initial seniority dates adjusted to reflect the date they rehire into any FAA NATCA bargaining unit.~~

Rationale: This section is no longer necessary because we have a negotiated contract and work rules. This section was added during the imposed work and pay rules of the “White Book”. The purpose of the original amendment in 2008 was to ensure we wouldn’t be complicit in helping the Agency harm the bargaining unit. Additionally, we were trying to discourage controllers from taking the staffing pressure off of the Agency and hurting NATCA’s bargaining position in achieving a negotiated contract and pay scale.

Authors: Ronnie Williams (ZOA), Amanda Schofield (ZOA), Janice Sykes (FS4)

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

A21-16

Article XV: Seniority, § 3

AMEND: Section 3. Any bargaining unit member who accepted a supervisor/management position ~~after~~ between September 12, 2008 and September 30, 2009 ~~returns to the bargaining unit~~ will have his/her cumulative seniority date set to the day they return to the bargaining unit.

Rationale: Members who return to the bargaining unit should only lose time outside the bargaining unit.

- *Section 3 was added in 2008 after the White Book was imposed in 2006. An end date of imposed work rules was unknown and thus not included. It was intended to punish those who exempted themselves from the imposed work rules. It was not allowed to be retroactive so the group who fled NATCA **prior** to September 2008 have **kept** their seniority.*
- *Without an end date we impose this punishment on an undeserving group (while the intended have kept their seniority).*
- *The group being stripped of their seniority are bargaining unit members. These are members of NATCA that are being unfairly denied the protection and fair treatment NATCA fights to ensure. How dare we impose what we fight so hard against?*
- *Is the time these members spent in the bargaining unit less valuable than anyone else's?*
- *Adding an end date would preserve the original intent and confine the loss of seniority to those it was intended for.*
- *Former management (prior to 2008) and Region X do not reset seniority to zero, this amendment would include those after 2009.*
- *Time earned should never be erased.*

Authors: Heather Bantz (ICT) & Sean Howard (PCT)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

A21-17

Article XV: Seniority, § 1

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

- Cumulative NATCA Bargaining Unit Time;
- First Tie Breaker: NATCA Bargaining Unit Time;
- ~~e. Second Tie Breaker: EOD/FAA;~~
- ~~ca.~~ Third Tie Breaker: SCD;
- ~~de.~~ 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.

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 plus any time spent employed by the Federal Aviation Administration as a student at The Mike Monroney Aeronautical Center prior to joining a NATCA represented bargaining unit. Cumulative NATCA Bargaining Unit Time is derived by totaling all time together spent in each of the NATCA bargaining units and any time employed by the Federal Aviation Administration as a student at The Mike Monroney Aeronautical Center prior to joining a NATCA represented bargaining unit.

Rationale: The following change to seniority would standardize the process across the board. Essentially it makes EOD plus Previous NATCA time outside the FAA your seniority date. The current system has controllers who were at the academy longer than others lower in seniority regardless of possibly arriving first. Also, VRA seniority starts day one of academy, if their facilities required it, which a lot did. Whether you're En Route or Terminal, you shouldn't be punished by a lower seniority date because of your school length. If you're receiving a paycheck from the government, your seniority should reflect it. EOD solves these issues.

Author: Trevor Horton (BNA)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

A21-18

Article XV: Seniority, § 4

ADD NEW: Section 4. Any bargaining unit member who has served in the United States Armed Forces as an Air Traffic Controller (as reflected in their DD-214) will have their NATCA Cumulative Bargaining Unit time reflect 1 month of seniority for each 180 days served as an active duty air traffic controller in the United States Armed Forces and upon completion of their basic air traffic control instruction. This only applies to service members who have served and completed basic air traffic control instruction as an active duty member in their respective branches.

Rationale: This amendment will allow veterans of the United States Armed Forces, who put their lives at risk, to be recognized and rewarded for their sacrifice while serving in the capacity of an air traffic controller and being part of the National Airspace System. In the past, having previous service members get credit for their full time spent in the military has been controversial; this, however, only rewards veteran air traffic controllers. They too have spent numerous weekends and holidays working air traffic as we do for the FAA. In addition, most previous service members stay in for a couple of years and ultimately would only get a few months of seniority reducing the impact of major seniority changes.

Author: Hector Sánchez (ZLA)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

A21-19

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;~~ Air Traffic Control Series 2152 time, excluding time spent in management;
- 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.

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. ~~Cumulative NATCA Bargaining Unit Time is derived by totaling all time together spent in each of the NATCA bargaining units.~~

Rationale: The following change would standardize seniority for all civil service 2152 Controllers within our union. To be clear, this is not an amendment seeking military service to count towards seniority. Civil service 2152 Controllers from the DoD are held to the same standards as NATCA FAA controllers. These controllers maintain the same medical clearances, FAA qualifications, apply the same safety standards, and have the same benefit and retirement system as NATCA controllers. In all cases, except for 5 DOD facilities, non-FAA civil service 2152 controllers were not afforded the opportunity to join NATCA, but were members of AFGE. Our constitution's seniority standards prohibit these controllers from benefitting from their years of quality 2152 ATC service. The knowledge and expertise brought to our great Union from these controllers should be rewarded by allowing them to maintain their seniority from the date they began 2152 air traffic control service. Additionally, this amendment would change all FAA controller's seniority to the date they were designated a 2152 controller instead of when they were allowed to join NATCA. This change would remove seniority inconsistencies that result from some being sent to their facility prior to the academy, then joining NATCA before their contemporaries.

Authors: Jason Gray (A80), Arlington Terry (A80), Robert Langford (A80), Patrick Kearney (A80), Andrew Casanova (A80), Alicia Brooks (A80), Ryan Robinson (A80), Jacob Kubnick (ZTL), Anthony Bovo (ZOB), Christopher Joynt (N90), Michael Bates (GSO), Gabriel Ramirez (A80), Matthew Lopiparo (A80), David Zahn (SAV), Corey Wood (D01)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

Whereas the Constitution has been amended throughout the history of the Association without deference to the naming conventions established within the Bylaws;

Whereas the need for consistency should be a driving force within the Association's governing documents;

Whereas this amendment will correct the inadequacies and remove multiple naming conventions which are now present in this document for the same group or groups;

Whereas this amendment is only for stylizing and editing the Bylaws;

Therefore, be it resolved that The Constitution, Standing Rules, and Policy & Positions Statements will be modified with the following naming conventions:

Where applicable, the terms "NATCA," "National Air Traffic Controllers Association," "National Union," or "Union" shall be referred to as "[the] Association,"

Where applicable, the terms "NEB," "Executive Board," or "NATCA's Executive Board" shall be referred to as "[the] National Executive Board,"

Where applicable, the term "Convention" shall be referred to as "[the] National Convention,"

Where applicable, the term "National President" shall be referred to as "[the] President,"

Where applicable, the term "National Executive Vice President" shall be referred to as "[the] Executive Vice President,"

Where applicable, bullet format will be lower case letters and sub-bullet format will be numbers.

Where applicable, numerals shall be written in both number and spelled out format for clarification, for example: six (6).

Author(s): National Constitution Committee

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

None of the wording contained in this amendment will be memorialized within the bylaws. These naming conventions will be maintained by the National Constitution Committee and be enacted after each Convention when the National Constitution, Standing Rules, and Policy & Positions Statements are updated. This proposal would require a 2/3 vote to satisfy the threshold needed for a constitutional amendment.

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.

R21-01

DELETE: ~~SRC 6 Use of NATCA Logo~~

~~All items bearing the NATCA name or logo that will be sold at a NATCA convention must be union made or, at a minimum, American made; no foreign made products may be sold.~~

Rationale: This provision is obsolete and unnecessary given that it is wholly covered by the broader provisions of SRG-2 (Use of NATCA Logo).

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

R21-02

DELETE: ~~SRE 2 NATCA BBS Policy~~ [†]

~~The NATCA bulletin board system (BBS) is an online system aimed at a general membership audience. Its purpose is to exchange messages and information with other members.~~

~~Criticizing ideas and opinions is a normal process of debate and each member should expect to have ideas challenged. However, personal attacks such as denigration of another person's character or value do not serve the interests of the Union.~~

~~To post on the NATCA BBS, participants must agree to the following:~~

- ~~a. Postings by NATCA BBS participants are recognized as the sentiments of the individual NATCA BBS participant and, unless expressly identified as such by an officer or other agent with authority for making the attribution, not those of NATCA.~~
- ~~b. NATCA BBS participants may not post messages or other material which NATCA determines is discriminatory, offensive, obscene, libelous, threatening, harassing, or intimidating.~~
- ~~c. NATCA BBS participants must respect another person or entity's copyrights, including but not limited to other web sites, media, etc. NATCA will not indemnify or hold harmless any BBS participant for copyright infringement.~~
- ~~d. NATCA BBS participants may not forward or disseminate postings on the NATCA BBS unless they:~~
 - ~~1. are a Facility Representative disseminating information directly from a national officer or the national office to NATCA members within their Local;~~
 - ~~2. are a national committee member or NATCA employee disseminating information to other committee members, national officers, or NATCA employees if forwarding that post will promote the mission of the committee or department; or~~
 - ~~3. receive approval from the National Executive Board (NEB) or each author within a post. At no time may NATCA BBS participants remove the BBS disclaimer when forwarding any emails received via the BBS.~~
- ~~e. NATCA, acting through the Information Technology Committee and BBS moderators, retains the right to remove any post which the organization determines to be discriminatory, offensive, obscene, libelous, threatening, harassing, intimidating, spam, or a violation of copyright protections.~~
- ~~f. Failure to comply with any of the provisions outlined herein will lead to a warning by email and potential revocation of privileges.~~
- ~~g. NATCA BBS participants warned for a second and third offense shall have their NATCA BBS privileges revoked for seven (7) and thirty (30) days respectively. A NATCA BBS participant's NATCA BBS privileges shall be permanently revoked upon the fourth violation of the NATCA BBS policy.~~

~~NATCA BBS participants may appeal any determination by a BBS moderator to remove a post to the Information Technology Committee which must render a determination within seven (7) days of the appeal. NATCA members may appeal any revocation of NATCA BBS privileges for thirty (30) days or more to the NEB through the member's Regional Vice President.~~

~~NATCA members whose NATCA BBS privileges were permanently revoked may, after one year, apply to the NEB for reinstatement to the NATCA BBS through the member's respective Regional Vice President. Posting to the NATCA BBS after March 1, 2007 constitutes your agreement to comply with all provisions contained herein.~~

Rationale: The NATCA Bulletin Board System (BBS) currently has extremely few users due to the popularity and use of other communications and social media sites. Resources spent maintaining the BBS would be better utilized supporting these other resources that are much more widely used by NATCA members.

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] The passage of this proposal impacts R21-04

R21-03

AMEND: SRE-4 Removal from NATCA Communications Vehicles

NATCA members who accept non-bargaining unit, supervisory or management positions may experience a conflict of interest between the union's goals and the FAA's goals. As a result, the following procedure is implemented for discontinuing access to the union's communications vehicles for members who accept non-unit, supervisory or management positions during the period between their acceptance of the position and their departure from the unit:

- a. Removed immediately: Listserv owner, ~~GATS access, BBS account, grievance tracking software access,~~ Website administrator (local/regional/private member website, etc.), NATCA voice mail account, ~~UnionWare membership database administrator.~~
- b. Removed at discretion of listserv owner: Listserv participant.
- c. Removed when status changes to terminated member: mGATS access, members-only website access, NATCA email address, member portal access, NATCA ~~Insider publications~~ recipient; members-only social media account access.

Rationale: NATCA's communications vehicles change over time. This proposed resolution identifies the generic communications vehicles without being limited to specific providers of those services (e.g., "grievance tracking software" instead of "GATS" and "membership database" instead of "UnionWare"). In addition, this proposed resolution anticipates adoption of the NEB resolution concerning the abolishment of the BBS.[†]

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] The rationale references R21-02

R21-04

DELETE: ~~SRE-6 Reinstatement to the BBS~~

~~When a person is reinstated with BBS privileges they are returned to their last warning level.~~

Rationale: The NEB is submitting a proposed resolution for the abolishment of the BBS which would make this provision unnecessary.[†]

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] The rationale references R21-02

R21-05**ADD NEW: SRE-XX 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: Promulgation of terms and conditions of use applicable to NATCA's databases, web, and social media sites will allow NATCA to effectively monitor and control access to these sites and content on these sites. Terms and conditions of use for databases, web, and social media sites are essential to maintaining the integrity of NATCA's sites as well as limiting potential legal liabilities related to such sites.

Author(s): National Executive Board

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

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

R21-06**AMEND: SRF-4 Local Audits**

The financial records of every NATCA Local must be audited at least once every three calendar years to ensure compliance with all Department of Labor, Internal Revenue Service, and NATCA financial provisions. Audit reports shall be issued to a Local's President ~~and Treasurer~~ and copied to the NATCA Executive Vice President and appropriate Regional Vice President within thirty (30) days of the completion of the audit. The President shall identify a person employed by NATCA to ensure full compliance with the proceeding provisions. The National Executive Board may withhold dues rebates for any Local failing to demonstrate remedy for any violation of Department of Labor, Internal Revenue Service, or NATCA financial provisions within ninety (90) days of receiving the report identifying violation(s).

Rationale: This amendment changes the wording to better reflect the logistics of how the NFC performs audits.

Author(s): National Finance Committee

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

R21-07**AMEND & RENAME: SRF-21 Local ~~Expense~~ Vouchers**

All NATCA Locals shall use vouchers to account for their bank transactions.~~expenses.~~ NATCA Locals with two or more officers are required to have dual signatures on checks and vouchers.

Rationale: Changing the wording would require Locals to track and document all activity that occurs on a bank statement, improving awareness of activity on the Local's bank account. This would apply to all accounts held by the local. This practice is already taught in Secretary/Treasurer Training and encouraged by the NFC. Dual signatures on vouchers are intended to ensure that non-check transactions (Debit cards and EFTs) have dual officer approval.

Author(s): National Finance Committee

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

R21-08**AMEND: SRF-9 F&E Purchases**

All national ~~or regional~~ F&E (furniture and equipment) purchases in excess of ~~\$600~~ \$1,500 must be approved in advance by the Executive Vice President. ~~Any budgeted entity cannot use their budgeted funds for furniture and equipment purchases without prior approval of the Executive Vice President.~~

Rationale: The regional budgets are a component of the national budget, so there does not need to be a distinction between national and regional purchases. The \$600 threshold for approval by the Executive Vice President is low considering the current cost of computers and other necessary equipment, so the \$1,500 threshold for review is more compatible with current costs. The last sentence is obsolete and unnecessary.

Author(s): National Executive Board

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

R21-09**AMEND: SRF-14 NATCA Education Reimbursement Fund**

An education reimbursement fund, not to exceed \$50,000 per year, is established for the purpose of assisting active members in good standing to obtain a Bachelor of Labor Studies degree or any other educational course or certificate as deemed appropriate and approved by the National Executive Board from any NATCA-approved institution or program. Upon completion of the course or program, members may apply for a portion of the fund, not to exceed ~~\$2,500~~ \$5,000 per calendar year.

Should the solvency of the fund face a potential shortage due to usage in a given year, the National Executive Board may appropriate an additional amount to the fund, equal only to any appropriate and approved requests that would have been otherwise granted, had a shortage not existed.

This program shall be implemented under rules and regulations as established by the National Executive Board and may be modified or canceled at any time without prior notice. Members who terminate active membership in good standing within two years after receiving reimbursement from the Educational Reimbursement Fund must repay said reimbursement to the Union.

Rationale: In 2002, the average cost of tuition at a public 4-year institution was approx. \$13,000. The average tuition cost at a private 4-year institution was approx. \$32,000. In 2020, the approx. annual tuition cost to a public institution was approx. \$21,000, and approx. \$46,000 for a private institution. That amounts to a 60% increase for a public school, and an approx. 43% increase for a private institution. This increase will allow for more members to seek reimbursement than what he limits are today. An educated membership is the foundation of a stronger, more knowledgeable union. This increase to the annual education reimbursement amount will provide members the opportunity and ability to complete their program of study more expeditiously.

Authors: Ronny Shonk (ZOB) & Micah Maziar (TOL)

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

R21-10**DELETE: ~~SRF-15 Contingency Fund Usage~~**

~~All transfers from the Contingency Fund must be approved by the National Executive Board.~~

Rationale: This provision is obsolete and unnecessary given that NATCA has not maintained a specific Contingency Fund account for many years.

Author(s): National Executive Board

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

R21-11**AMEND: SRF-20 Expense Voucher Timelines**

Vouchers for expenses should be submitted as soon possible after the expense is incurred. Requests for reimbursement submitted more than 180 days after the date of the expense, or 360 days for local internet reimbursement, are considered untimely expenses of the Association and will not be processed for payment. However, there may be occasions when requests for reimbursement cannot be made within the 180-day time frame. Any member seeking reimbursement beyond 180 days shall be allowed to make a written request to the National Executive Board for approval. All such requests shall be through the office of the Executive Vice President and must include written justification for the delay. Approval shall be on a case-by-case basis.

Author(s): National Executive Board

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

† No rationale was submitted

R21-12**AMEND: SRF-22 Internet for Smaller Locals**

NATCA shall reimburse up to \$50 per month for internet access to Locals covered by SRF-12, and individual Alaskan Flight Service Stations, for internet access. Wireless cards, hot spots, and internet in the facility are reimbursable, home service is not. †

Author(s): National Executive Board

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

† No rationale was submitted

R21-13**ADD NEW: SRF-XX National Convention Lodging→**

No later than 180 days prior to the National Convention, the NATCA National Executive Board (NEB) shall determine whether to issue or amend a National Convention lodging policy. A National Convention lodging policy, if issued, shall provide that, one (1) NATCA delegate per Local that is eligible for reimbursement under SRF-12, the lodging costs for one (1) night prior and all three (3) nights of the convention are covered if a NATCA member rooms with another NATCA member, or half of the lodging costs if a member elects to have a single room.

Rationale: This will link it to SRF-12 without naming specific amounts. It also adds the higher level facilities.

Authors: Benjamin Kaufman (MDT) & Phil Gesumaria (MDT)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

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

R21-14

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. Individual 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:

- a. ~~With the exception of the office of the President of the United States, candidates seeking a NATCA public endorsement shall submit such request in writing to the NATCA legislative chair in their particular state. Such requests shall be immediately forwarded to the NATCA National Legislative Committee with comments and recommendations on the request. 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.~~
- b. ~~In considering each endorsement request, the National Legislative Committee shall seek comments and input from the NATCA Government Affairs Department and any political or legislative consultants retained by NATCA. A NATCA public endorsement of the requesting candidate shall be made only after a majority of National Executive Board members vote in the affirmative.~~
- c. ~~A vote of the entire National Legislative Committee shall be taken for each endorsement. This vote may be taken in a physical meeting of the National Legislative Committee, on a teleconference, or via written or electronic roll call between meetings.~~
- d. ~~Any endorsement request that receives four or more National Legislative Committee votes in favor of endorsement shall be forwarded to the National Executive Board for an endorsement vote.~~
- e. ~~A NATCA public endorsement of the requesting candidates shall be made after a vote in which eight or more National Executive Board members vote in the affirmative. This vote may be taken in a physical meeting of the National Executive Board, on a teleconference, or via written or electronic roll call between meetings.~~

Authors: National Executive Board & National Legislative Committee

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

† No rationale was submitted

R21-15

DELETE: SRH-4 NTSB Representative/Contract Committee Member Selection Policy

~~The professional competence (knowledge of subject matter, interpersonal and work group skills) of the member serving on a committee is the primary prerequisite for his/her selection.~~

~~Balance in selection, as it relates to region and option will be pursued but is subordinate to professional competence. Review of past practice in selection activities shall be accomplished no more frequently than once every year to determine if there is a trend towards an imbalance. This will permit the large number of committees and work groups to be considered as a whole. While serving on a National Committee, the member will convey and represent the national interests of the Union, unless specifically authorized otherwise by the National Office.~~

~~It is the policy of NATCA to provide exposure to committee activities for the purpose of developing the skills of its members whenever possible. The use of "internships" or observers at committee proceedings are options to be considered.~~

~~NATCA's EEO policy will be used as it relates to non-discriminatory committee selections. Further, it will encourage participation of all groups on committees through active solicitation of members. Committee openings will be made known in the most open manner that time permits.~~

~~Position selections will be made as follows: Contract Committee nominations will be made by the Regional Vice Presidents with final selection made by the President; NTSB selections will be made by the Regional Vice Presidents, subject to the approval of the President.~~

~~The President has discretionary power to remove a committee member for cause or to protect the interest of the Union. The National Executive Board shall be informed of any such removals.~~

~~Potential of committee activity adversely affecting existing Union responsibility would be a basis for non-selection. Actual detrimental impact on pre-existing responsibilities would be cause for replacement.~~

Rationale: SRH-4 has been overcome by other existing practices and we would recommend deleting the entire standing rule from the constitution. The ASI selection is now addressed in the ASI Charter. Contract team members are already selected by the President. SRH-13 gives the NEB the ability to remove any committee member to protect the interest of the union making the language here mostly redundant.

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

R21-16

ADD NEW: SRH-XX Standing Committee Contact Information[†]

The National Office shall publish the names and email addresses of all standing committee members on the members-only section of the NATCA web site.

Rationale: The NEB is submitting proposed amendment to Article V, Section 5 to delete the requirement for the National Office to publish the names and addresses of all standing committee members in the first monthly newsletter after September 1 of each year because it has shifted its member communications to materials delivered via electronic mail, text messages, the internet, and social media sites. This resolution would add a new standing rule to replace the deleted portion of Article V, Section 5.[†]

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] The rationale references A21-07. If adopted the Constitution Committee will assign a number to the resolution.

R21-17**AMEND: SRH-10 Committee Meetings**

~~All Committee Chairs shall provide justification to and receive approval from~~ notify the Executive Vice President, ~~and provide justification upon request, when prior to scheduling any committee meeting outside of the NATCA National Office.~~

Rationale: Provides committee chairs some flexibility on meeting locations without removing accountability. Meetings outside of the NATCA National Office allow the organization to save money in those cases where a committee's presence is not required in Washington, DC.

Authors: Steve Hansen (Retired), Dawn Johnson (ZTL), Richard Kennington (PDX), Heath Wilson (T75), John Bratcher (FSM), Josh Cooper (SCT), Chad Sneve (A80)

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

R21-18**ADD NEW: SRH-XX Professional Standards (PS) Committee[†]**

The NATCA Professional Standards Committee will strive to provide a peer-to-peer program for all represented bargaining units to promote professionalism and address performance and/or conduct, through a voluntary, non-punitive program.

NATCA will seek to ensure that maintaining the collaboratively supported peer-to-peer Professional Standards Program remains a priority. NATCA supports expanding professionalism programs whenever appropriate.

Rationale: The Professional Standards Program (PSP) kicked off as a pilot program to determine if a peer-to-peer problem-solving tool could be successful at resolving conflict, improving professionalism and providing a non-punitive option for management to address issues informally. Over the past ten years the PSP has handled approximately 3700 cases with 90% of cases being resolved. Each of these cases has provided an opportunity to inspire, motivate, and demonstrate professionalism amongst our workforce. The PSP has proven to be an excellent alternative to traditional discipline and is reflected in the data showing that a majority of the cases were submitted by the Agency and prevented formal disciplinary procedures for NATCA represented employees. Our PSP has become a worldwide model for successful peer-to-peer programs and now serves an imperative function in our workplace. It must be our goal to seek to ensure that such an important tool remains available to those it now serves, and, whenever possible, provided to those bargaining units where it is currently unavailable.

Authors: Christopher Keyes (ZDC), Lydia Baune (GEG), Patrick Carter (D10)

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

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

R21-19**ADD NEW: SRH-XX Federal Contract Tower Committee[†]**

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

Whereas, we feel contract towers are under-represented at the national level with the current structure of the RVPs representing contract towers and our FAA counter parts at the same time.

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 comprised of two active members in good standing from each of the FCT operators (e.g. Midwest, RVA, Serco, CI Squared). The chair shall be chosen by vote of the committee and be designated as the National FCT Representative for the Association. The Committee, alongside the Organizing Committee, will work towards representing more FCTs in the NAS.[†]

Author: William Russell (MQY)

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

[†] Only the language following “Therefore, be it resolved that” would become the resolution. If adopted the Constitution Committee will assign a number to the resolution.

R21-20

AMEND: SRI-6 Minutes of Meetings

The National Executive Board and all ~~standing~~ 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 ~~sent to all facility representatives within two weeks following the close of the meeting. Additionally, these minutes shall be posted in an electronic format to allow members only access via the internet, prepared as soon as practicable 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 NEB and the standing committees strive to have their meeting minutes prepared and available for members to review as soon as possible, but the two-week period is sometimes an unworkable amount of time for the NEB and the standing committees to conduct their internal review of the draft minutes for accuracy and obtain copies of presentations or other materials provided to them for attachment to the minutes.

Author(s): National Executive Board

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

R21-21

AMEND: SRN-1 National Officer Salaries

The NATCA National President shall be compensated with an annual base salary of ~~\$260,000~~ 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 ~~\$260,000~~ 1.80 times the amount of the FAA ATSP Pay Band Maximum for an ATC Level 12 Facility with no locality pay.[†]

*Rationale: 2021 FAA ATSP Pay Band Maximum for a Level 12 Facility with no locality = \$155,172
President: \$155,172 x 1.85 = \$287,068
EVP: \$155,172 x 1.80 = \$279,310*

The current executive pay structure involves the NFC making a recommendation about pay to the convention body at each convention (A9S5). Based on that recommendation, the body takes action on SRN-1 to set the annual salary for 2 years. The NFC does not see the utility in making recommendations on pay based on our view of the job performance of the executives. Although ultimately it is the convention body that makes the final decision, the NFC would like to be removed from the process. Alternatively, the NFC suggests an executive pay structure more similar to that of the members they represent. The proposed language would tie the pay of NATCA executives to the raises of the federal government.

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

† This resolution impacts A21-12

R21-22

ADD NEW: SRN-XX RVP Compensation[†]

Any member elected or appointed to a position of Regional Vice President that is forced into a LWOP status with their employer shall be compensated for pay and benefits by NATCA equal to the pay and benefits they would have received if not elected/appointed. SRN-6 shall not apply to Regional Vice Presidents being paid under this standing rule.

Rationale: Every member of this union should have the ability to run for, and serve as, an elected official of this union, and be compensated for their time. Our current constitution does not allow FCT BUEs or other non-government funded members the ability to be paid if elected to an RVP position, due to their contract provisions. Asking these people to do this work unpaid is unrealistic and unfair. The salaries of these members are in-line with the salaries of a non-director level NATCA national office employee.

Authors: Bryan Krampovitis (BDL) & Matt Morgan (BOS)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

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

R21-23

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.~~
 - ~~b.e.~~ Reforming existing statutes, regulations, and policies.
 - ~~c.d.~~ 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.~~
 - ~~d.e.~~ Indemnification for employees from individual tort liability for acts within the scope of employment.

Rationale: H.R. 4441, the AIRR Bill, was time consuming and a complete failure, from its inception to its final defeat. It was known early on this bill had very little chance of becoming law. 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. It also no longer applies since NATCA is currently pursuing and supporting the Aviation Funding Stability Act (H.R. 1108/S. 762), which provides stable and predictable funding without removing Air Traffic Control from the FAA. NATCA should always strive in aiding and supporting bipartisan legislation in Congress which will make passage of a bill more likely. Doing so will help achieve, not hinder, a stable and predictable funding stream.

Authors: Joseph Alvarado (LGB) & Amanda Cook (LGB)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

R21-24

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 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 is currently pursuing the Aviation Funding Stability Act (H.R. 1108/S. 762), which provides stable and predictable funding without removing Air Traffic Control from the FAA.

Authors: Joseph Alvarado (LGB) & Amanda Cook (LGB)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

R21-25

AMEND: PSF-5 Reduced Work Week

The pursuit of a reduced work week is a high priority for NATCA. Specifically, four shifts of 8 hours as a standard work schedule, with no reduction in pay or benefits.

Rationale: For the last 5 years NATCA has been sounding the alarm regarding lack of staffing at ATC facilities. This continuous understaffing of the workforce is detrimental to NATCA membership nationwide. Lack of staffing also subverts many articles of the Slate book, particularly Articles 34 and 35. Air traffic control is an excellent profession, but also undeniably challenging and mentally taxing. Air traffic work schedules are also extremely fatigue inducing. The events of the last year, going from BWS to reduced staffing for Covid protocols, and back to BWS, have clearly demonstrated how uniquely harmful rotating shift work in a demanding profession is. The Agency has strict limitations regarding Airline Pilot schedules and working hours, all in the name of safety. Passengers on Airlines are correct to expect well rested, alert pilots. They should be getting the same from ATC too, not a chronically fatigued workforce.

I propose that NATCA begins negotiation to establish a reduced work schedule for Air Traffic Controllers. Specifically, four shifts of 8 hours as a standard work schedule, with no reduction in pay or benefits. Reduced work weeks have been shown to reduce sick leave use by employees and increase productivity.

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

R21-26 **AMEND & RENAME: PSG-5 Airport Surface Surveillance Capacity
(ASSC) Surface Surveillance**

NATCA believes surface surveillance provides the highest level of safety and will foster efforts to enhance this capability. Additionally, NATCA supports the expansion of surface surveillance at airports that do not currently have this technology, that in order to maintain the highest level of safety and ensure the greatest level of redundancy, Surface Movement Radar (SMR) should be fused with ASSC capability. However, NATCA believes ASSC without Surface Movement Radar would improve safety and efficiency at locations where a surface surveillance system does not currently exist.

Rationale: The proposed change updates the current policy by addressing surface surveillance in its entirety instead of just ASSC.

Author(s): NATCA Safety and Technology Leadership Council

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

R21-27 **ADD NEW: PSG-XX Weather Displays and Training[→]**

NATCA supports improved weather information, beyond precipitation, on a controller’s primary radar display in the enroute, terminal, and oceanic/offshore environments. The National Executive Board shall develop, and update as needed, NATCA’s objectives for improving displays that provide weather information to controllers as well as controller training related to weather.[†]

Author(s): National Executive Board

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] No rationale was submitted
[→] If adopted the Constitution Committee will assign a number to the resolution.

R21-28 **ADD NEW: PS[]-XX Pursuit of Official Time for FCT RVPs**

NATCA will pursue official time in the Federal Contract Tower contracts for the RVP representing the Federal Contract Tower Region.[†]

Authors: William Russell (MQY)

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] No rationale was submitted. [→] If adopted the Constitution Committee will assign a Section and number to the resolution.

NOTES

2021