NATCA National Executive Board Meeting  
March 19-21, 2010  
Lake Buena Vista, FL

The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:

Patricia Gilbert, Executive Vice President  
Larry Lescancé, Alaskan Regional Vice President  
Kevin Peterson, Central Regional Vice President  
Phil Barbarelo, Eastern Regional Vice President  
Bryan Zilonis, Great Lakes Regional Vice President  
Mike Robicheau, New England Regional Vice President  
Jim Ullmann, Northwest Mountain Regional Vice President  
Mike MacDonald, Region X Regional Vice President  
Victor Santore, Southern Regional Vice President  
Tim Smith, Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President

Also in attendance was Adell Humphreys.

Cathy Wright of the Overland Resource Group joined the meeting. Ms. Wright facilitates the weekly meetings with FAA management and FAA partnership meetings. She gave a briefing on the role of the Overland Group and the work that they are doing to promote an effective working relationship between NATCA and the FAA.

Approval of Minutes

MacDonald: Motion to approve the minutes of the February 23 teleconference  
Robicheau: Seconded  
Vote: Passed unanimously

MacDonald: Motion to approve the minutes of the March 3 teleconference  
Peterson: Seconded  
Vote: Passed unanimously

Old Business

ESEP: NATCA has filed a grievance against the Agency on their continuation with this program. We have asked the Agency to stop this process and develop a strategic plan for engineering services. Open - MacDonald

Web-Based Training: Web-based classes are continuing. Good feedback has been received. Mr. Ghaffari believes this is valuable training for new NATCA reps. The schedule for web-based classes is posted on the NATCA website. Closed
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Corporate Membership Benefits: Mr. Robicheau is working with the RNAV group to determine if retired members are interested in working for various contractors. A mailing will be sent out shortly to those members. Closed

Special Events MOU: NATCA is scheduled to hold settlement discussions with the Agency on March 30; however, we are requesting that the meeting be moved to April 1. Open - Santore

NATCA Reloaded: The Reloaded Committee has discussed possible edits to the Reloaded video. They have recently completed leadership training and are developing ideas for future projects. A committee logo was submitted, which the NEB approved by consensus. Open - Ullmann

Alaska FSS CTOs: Mr. Lescanec reported that several of these individuals are seeking age waivers. Ms. Gilbert will add this to the agenda for one of her upcoming meetings with senior FAA management. Closed

PHX 20: NATCA Policy & Position Statement D-4 states that NATCA will make it a priority to get permanent positions for controllers working under the Phoenix 20 program or the Retired Military Controller program. Accomplishing the intent of this statement may require legislative action. Open – Gilbert/Krasner

Multi-Unit Mediation: Ground rules are currently being negotiated. Mr. Rinaldi has the union’s counter offer on mediation, which will be given to the Agency shortly. Open - MacDonald

ERAM Updates: Mr. Ullmann reported that the ERAM contractor (Lockheed Martin) is not keeping the Agency informed of the problems and issues with the ERAM system. Controllers (especially those at Salt Lake Center) are very frustrated with this equipment. NATCA has recommended that further deployment of ERAM be halted, and the Agency has said they would consider doing so if problems continue. NATCA acknowledges that the Agency has invested a great deal of time and money in this system, which would be very beneficial if it functioned properly. In the interim, we are trying to coordinate a meeting between Lockheed Martin and the Agency in order to address the problems with the system. Open - Ullmann

Article 76/48: Mr. Robicheau is scheduling a meeting with the Agency. Open - Robicheau

Outstanding IWR Grievances: NATCA Deputy General Counsel Eugene Freedman is taking the lead on this issue, and is working with the Agency. Open - Rinaldi
Simplifying National Website: Doug Church is working with Doug Laughter on a complete overhaul of the union’s website. The new product should be available by September. Open - Robicheau

New York/New Jersey Airspace Redesign: Mr. Barbarello has been trading MOU’s with the Agency and meeting with Agency management. The Agency has said that they want to work with NATCA on this project, which will serve as a model for other airspace redesign projects nationwide. Open - Barbarello

Flight Service Staffing: Regional management is sympathetic regarding the lack of Flight Service personnel in Alaska, but they maintain there is nothing they can do to improve staffing levels. Mr. Lescanec is working with his elected leadership on Capitol Hill. Senator Murkowski has an amendment in the FAA reauthorization bill that requires the FAA to collaborate with NATCA to develop a new staffing plan for Flight Service in Alaska. Open - Lescanec

Proposals for Constitutional Amendments: Mr. MacDonald is collecting NEB proposals for amendments to the NATCA constitution. May 15 is the deadline for submitting proposed amendments. Open - MacDonald

NEB Division of Responsibilities re Policy & Position Statements: Open - Krasner

National NOTAM Entry/Retrieval System: NATCA has requested an Article 7 briefing on this project; a national grievance was filed last week. Open - Gilbert

Article 67/Section 2: NATCA representatives recently met in Washington for a brainstorming session. A meeting with the Agency has been scheduled for April 12 in Kansas City. Open - Ghaffari

Article 32/24 Negotiations: Development of this training piece is still being worked. Open - Lescanec

Local Building Initiative: An online training course for new reps on how to build their local unions is being developed in the format of a 60-90 minute “webinar”. The NEB will be able to review this course prior to its rollout. Open - Ghaffari

ADS-B: FAA management has ignored NATCA’s proposed MOU, so the union has filed a grievance. It may be necessary to obtain the Administrator’s assistance in order to resolve the union’s concerns. Open – Santore

Partnership: Open - Rinaldi
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Follow-Up with Administrator Babbitt re NUDAI High-Emphasis Inspections: NATCA has sent a letter to Administrator Babbitt on this subject. Due to the lack of a response, Mr. MacDonald will pursue an alternate approach to resolve this issue. Closed

Boots on the Ground: Funding has been approved for further implementation of the “Boots on the Ground” program, and a solicitation letter has been sent out to NATCA’s retired members. Open - Gilbert

PARs: First quarter PARs have been conducted and/or scheduled. Open - Rinaldi

NATCAPedia: Discussion ensued on whether the union wants to use this program. After discussion, it was decided that we currently have avenues for this type of information sharing. Closed

Just Culture: Mr. Ghaffari is working with the Agency in their attempt to create a non-punitive culture for controllers. He believes this could benefit NATCA members by giving them additional protection. The program would be tested at one or two facilities initially, then rolled-out nationwide. The union needs to determine if this program is similar to professional standards/Article 52 before any commitment is given. Mr. Zilonis agreed to research this. Closed

Smith: Motion to recess
Zilonis: Seconded
Vote: Passed unanimously

Saturday, March 20

The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:

Patricia Gilbert, Executive Vice President
Larry Lescanec, Alaskan Regional Vice President
Kevin Peterson, Central Regional Vice President
Phil Barbarello, Eastern Regional Vice President
Bryan Zilonis, Great Lakes Regional Vice President
Mike Robicheau, New England Regional Vice President
Jim Ullmann, Northwest Mountain Regional Vice President
Mike MacDonald, Region X Regional Vice President
Victor Santore, Southern Regional Vice President
Tim Smith, Southwest Regional Vice President
Hamid Ghaffari, Western Pacific Regional Vice President
Also in attendance were Adell Humphreys, Darrell Meachum, and Jeff Richards.

**New Business**

**2010 Convention Seating:** The ten regions selected their seating areas for the 2010 NATCA convention. **Closed**

**1440 List:** This list is still being finalized. Mr. Rinaldi will get a copy of the list of employees that the Agency provided to Jeff Walukonis; however, he explained that we believe the list is inaccurate. **Open – Rinaldi**

**FacRep Training:** Local members have expressed interest in attending FacRep training just for a single day when the class is held in their local area. However, we need to ensure that the room is large enough and contains adequate seating. Local members who wish to “sit in” for a day should notify Carolyn Kamara at the National Office, providing as much advance notice as possible. **Closed**

**Local Charters:** Mr. MacDonald noted that some NATCA locals have never received charters or don’t display them. He will work with Lew Zietz and Adell Humphreys to create charters for those locals who want them for posting in their local offices. **Closed**

**Article 108/Section 11:** NATCA will meet with the Agency on April 13. The union has requested information from the Agency, and we are in the process of verifying the accuracy of the data. **Closed**

**Organizing:** Mr. Smith suggested that NATCA create an Organizing Department that would combine the current Training and Membership Departments. He believes that organizing of contract towers should be handled by an external organizing committee, made up of NATCA members. New contract tower locals need to receive proper support and mentorship so that they can function effectively. Discussion ensued on further organizing efforts. Mr. Rinaldi recommended that a committee be created to evaluate the current National Office structure; the committee would be composed of Ms. Gilbert, Mr. MacDonald, Mr. Smith and a representative of ONE U. He also recommended that NATCA work with Resolute to conduct a survey of RVA members. **Open – Rinaldi**

**Overhauling Basic FacRep Training:** Mr. Ghaffari has been studying ways to revamp the union’s basic FacRep training. He has received bids from two companies, and recommends that Scott Airtam’s Leadership Systems group be retained to do this work, at a cost of $22,000. This was agreed by consensus. Mr. Airtam’s contract is currently being reviewed by NATCA’s General Counsel. **Open – Ghaffari**
Electronic Expense Reports: Ms. Gilbert has investigated electronic/online expense reporting programs, the use of which will expedite processing of the union’s expense vouchers. This was approved by consensus. Open – Gilbert

Membership Communications: The NEB discussed the various means by which the union communicates with its members, including the NATCA bbs. The bbs was designed to be an information conduit to the membership, but there is a belief that this is no longer the case. Mr. Ghaffari believes that the bbs will be discussed by the delegates during the upcoming NATCA convention. Closed

Safety & Tech/LR Coordination: It is critical that the union’s Safety and Technology Department continue to coordinate their efforts with the Labor Relations Department to ensure they aren’t working at cross purposes. Closed

LEAP Class: Mr. Smith has scheduled a LEAP class in October; if the other Regional Vice Presidents want to send individuals to this class, they should notify him at their earliest convenience. The class will cost approximately $1,000 per attendee, and the class can accommodate 15/18 people. Closed

Online Pac Form: Requests have been made to post the union’s PAC form online so that it could be submitted electronically. Ms. Gilbert explained that the form could be posted on the “Members Only” section of the NATCA website, but it must be filled out and sent to the National Office due to the requirement for an original signature on the document. Closed

Legislative Agenda: The National Legislative Committee created an agenda of priorities several years ago. The NEB reviewed the list and changed the priorities of several items. Closed

Labor Relations Strategy: At current time, the union has 48 national grievances that are awaiting arbitration dates. NATCA will meet in April with the Agency’s Labor Relations staff to discuss this backlog. Mr. Robicheau recommended that a group of NATCA members review the outstanding “Red Book” grievances and determine which ones should be pushed forward for arbitration. Mr. Rinaldi also noted that the union could handle more arbitrations by using those members who have taken arbitration classes (in addition to the using the union’s Labor Relations employees). Open – Robicheau

Union Veterans Council/NiW: Mr. Ghaffari has found it difficult to participate in meetings of the AFL-CIO’s Union Veterans Council because they are scheduled at the last minute. He reported that the council would like to speak to NATCA’s members during the upcoming NATCA in Washington event and brief them on their purpose and function. Mr. Rinaldi suggested that the council prepare a handout to be given to NiW attendees, and that they could be given some time to speak during the regional breakout sessions. Closed
2010 Convention: Associate Members have asked if they are eligible to attend the upcoming NATCA convention. After discussion, it was agreed by consensus that Associate Members and Retired Members are welcome to attend the convention, but they must register in order to do so. They will pay the same price to attend the social events ($25 for the local party, $25 for the closing luau). Ms. Gilbert will mention this in her weekly update, and it will be posted on the convention website. In addition, the Convention Committee will create a “FAQ” document that will include this information. Closed

AOV & Unilateral Changes to SCT Procedures: AOV recently did an audit of SCT and noted procedural violations that needed to cease immediately. However, it is expected that ATO will subsequently get a waiver so that controllers can return to their past practice. Mr. Ghaffari will send information regarding this matter to Mr. Rinaldi, who will forward it to Administrator Babbitt. Closed

Basic FacRep Training Instructors: Mr. Ghaffari recommended that the NEB develop a list of roughly ten members who could conduct the union’s basic FacRep training. This would allow members to spread the workload so that no one would have to use up a lot of leave in order to teach classes. He has already come up with eight names for NEB review and consideration. Open - Ghaffari

Benefits Committee Process: The National Benefits Committee reviews and evaluates potential membership benefits and makes recommendations to the NEB as to their suitability. Mr. Ghaffari recently submitted information regarding an independent retirement/financial planner for their consideration, and is awaiting a response from the Committee. Closed

Legal Defense Fund: Ms. Gilbert submitted guidelines for the use and application of the NATCA Legal Defense Fund for review and approval.

   Peterson: Motion to approve the application guidelines for the NATCA Legal Defense Fund (see Attachment A to these minutes)
   Robicbeau: Seconded
   Vote: Passed unanimously

   Barbarelo: Motion to recess
   Santore: Seconded
   Vote: Passed unanimously

Sunday, March 21

The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:
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Larry Lescane, Alaskan Regional Vice President  
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Mike Robicheau, New England Regional Vice President  
Jim Ullmann, Northwest Mountain Regional Vice President  
Mike MacDonald, Region X Regional Vice President  
Victor Santore, Southern Regional Vice President  
Tim Smith, Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President

Also in attendance were Adell Humphreys, Darrell Meachum, and Jeff Richards.

Dale Wright and Steve Hansen joined the meeting and briefed the NEB on the union’s activities in the safety and technology areas. Mel Davis (SCT) will be coming to Washington next week to serve as NATCA’s NextGen representative; we hope to obtain more representation on other NextGen issues. The National Office is recruiting for a Enroute Technology Specialist (this is a full-time position as a NATCA employee, working out of the NATCA National Office in Washington DC).

The National Safety Committee has submitted a position statement regarding ATSAP for NEB approval.

Smith: With the nationwide implementation of ATSAP throughout the air traffic bargaining unit and the importance of the compilation of critical safety data for the NAS, NATCA supports the full deployment of a voluntary safety reporting program. NATCA will pursue the implementation of a voluntary reporting program for all represented bargaining units.
MacDonald: Seconded
Vote: Passed unanimously

The National Safety Committee has revised their charter, which now reads as follows:

_The NATCA National Safety Committee shall be a national standing committee as mandated by NATCA’s National Constitution. Its purpose is to be the focal point for NATCA on all technological/procedural and equipment-related safety issues affecting NATCA bargaining units, to include but not limited to:

* Current and proposed air traffic control handbook proposals.
* Changes affecting existing equipment and technology.
* Recommendations on future equipment and technology requirements._
The NATCA Safety Committee will support, and act as the focal point for all voluntary safety reporting programs.

Issues related to matters covered under the Occupational Safety and Health Act (OSHA) are not within the purview of the National Safety Committee.

The National Safety Committee shall, through the Department of Safety and Technology:

* Advise the President on safety issues that may affect NATCA’s bargaining unit members.
* Make recommendations to the President on safety issues.
* Coordinate with and provide input to NATCA’s associated representatives.

The National Safety Committee will meet at least twice a year, or as deemed necessary by the President.

Zilonis: Motion to approve the charter of the National Safety Committee, as revised. Peterson: Seconded
Vote: Passed unanimously

UnionWare: Mr. Robicheau gave a demonstration on the email function of the UnionWare program and how to look up an individual members seniority date. He will create a “FAQ” on usage of the various UnionWare features. Closed

International ATC Hockey Tournament: Controllers from the Dallas-Ft. Worth area will host the 2011 International Air Traffic Controllers Hockey Tournament (February 28-March 5). NATCA sponsorship has been requested. After discussion, the NEB agreed to hold one of their meetings in Ft. Worth in conjunction with the tournament. Sponsorship will be considered at a later date. Closed

Alaska Flight Service: Mr. Lescanec introduced Stuart Prisk, president of the Alaska Flight Service Specialists. Mr. Prisk gave the NEB a briefing on his members and their issues. They have 135 specialists. Mr. Rinaldi agreed to put together some “bullet points” to be discussed with the FAA. Closed

Medical Certificates: Mr. Peterson reported that the Agency continues to abuse their authority in requiring employees who have received sick leave abuse letters to provide medical certificates when they are ill. Mr. Rinaldi will speak with Barry Krasner to determine what the parties agreed to at the table and the intent of the contract article. Closed
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BUE Names Being Released to Media: NATCA is trying to determine why and how the Agency has released names of bargaining unit employees to the news media. We will investigate whether the union has any recourse with the Agency for releasing this information. Open – Rinaldi

Raytheon Instructors: After considerable discussion, it was agreed that the union needs a clear and consistent message and strategy in dealing with the impact of the reduction of the Raytheon instructors. Open - Gilbert/Rinaldi

OKC: The NEB discussed the need to appoint an offsite representatives for bargaining unit employees at the OKC Academy. Mr. Peterson volunteered for this assignment, which was approved by consensus. Closed

CFS: Mr. Ghaffari expressed concern over the lack of executive oversight in the site selection process for CFS. He noted that this has become a major event, and should be fully coordinated with the National Executive Board. Mr. Rinaldi explained that the National Safety Committee will work closely with the National Office Outreach staff to ensure that the program is properly coordinated with NATCA’s President and Executive Vice President. The NEB will be kept informed as to future speaker invitations. CFS will be held in Las Vegas in 2011, 2013 and 2015; locations for the other years have yet to be determined. Closed

Professional Standards: The first meeting of the Professional Standards Workgroup will occur during the first week of April. Mr. Ghaffari suggested that this training be done via a professionally-recorded webinar, which would allow members to view it online at any time. Closed

ERAM and Media: Discussion ensued on going to the media regarding the union’s problems with the deployment of ERAM. Ms. Gilbert and Mr. Rinaldi will incorporate the topic of press coverage into their briefings at regional meetings, and it will also be discussed during media training. Closed

Archie League Awards: Doug Church and Courtney Paquette of the National Office Communications Department briefed the NEB on the program for the Archie League awards dinner.

Realignment: Mitch Herrick briefed the NEB on the activities of the realignment committee.

Honorary Lifetime Members: Mr. Rinaldi noted that the NATCA National Constitution is silent as to the qualifications and privileges of honorary lifetime membership. He also noted that there have been no new honorary lifetime members since 2000. Ms. Gilbert will work with Bill McGowan to develop appropriate language for the NATCA Constitution, for consideration by the delegates at the 2010 Convention. Open – Gilbert
GATS Program: NATCA ZDC member Bill Holtzman designed the union’s online grievance program (“GATS”). The Teamsters have contacted Mr. Holtzman and expressed interest in using the program. This has given rise to the question as to ownership of the program and whether it can be sold. Mr. Holtzman has asked for a written statement that he has the right to provide this program to other labor organizations. NATCA’s General Counsel will do more research on this issue. Open - Gilbert

NATCA Activists: Ms. Gilbert wants to develop a list of activists who could be added to workgroups and other teams. She noted that there is a small group that tends to get called on a regular basis, but believes it is important to integrate new talent into the union. The Regional Vice Presidents were asked to provide names of their “go-to people” and their up-and-coming activists to Ms. Gilbert. Closed

Budgets: Mr. Ghaffari believes there is a need to monitor the union’s budgets so that budget levels are not exceeded. Ms. Gilbert noted that there were only a couple of budgets that exceeded their budgets in fiscal year 2009; she is monitoring expenditures closely and will notify the NEB if she predicts that any budget is going to run-over its allocation. She will provide a mid-year budget review at the July NEB meeting. Closed

Proposed Constitutional Amendments: Mr. Rinaldi distributed several proposed constitutional amendments for NEB review and approval. These will be submitted in accordance with the appropriate timelines.

    Peterson: Motion to adjourn
    Zilonis: Seconded
    Vote: Passed unanimously

Allyn Adell Humphreys
Chief of Staff

Patricia C. Gilbert
Executive Vice President
NATCA Legal Defense Fund - Application Guidelines

In accordance with NATCA Standing Rule I-7, the NATCA National Executive Board has established a legal defense fund for the purpose of the collection of money and distribution of proceeds such that any active and/or retired member in good standing for whom NATCA is not directly responsible for their defense may defend themselves from legal actions.

Prior to completing the Application for Assistance to the NATCA Legal Defense Fund, please thoroughly review these Application Guidelines. Failure to correctly complete the Application for Assistance and submit the required supporting documentation may result in the automatic denial of any request for assistance.

Eligibility - Any active and/or retired NATCA member in good standing may submit a request for assistance to the NATCA Legal Defense Fund. Each applicant must be a named defendant in a current legal action. The NEB shall normally only consider requests for assistance concerning the legal defense of a member in a current civil action where that action is related to their status as a NATCA bargaining unit member. Requests for assistance concerning the legal defense of a member in a criminal action shall normally be denied by the NEB. The NEB shall normally not consider requests for assistance made retroactively for a legal action that has already been decided. The NEB shall not consider requests which involve litigation between NATCA members. An applicant’s legal defense cannot conflict with federal and/or state law or the stated legal position of NATCA in the matter that has given rise to the applicant’s request.

Submission – Applications for Assistance, along with the requested supporting documentation, must be submitted, via U.S. Certified Mail, to:

Executive Vice President
National Air Traffic Controllers Association
1325 Massachusetts Avenue, N.W.
Washington, D.C. 20005

Applications submitted electronically or by any other means shall not be accepted.

Review – All requests for assistance made to the NATCA Legal Defense Fund shall be reviewed and decided in a timely fashion. As selected by the NATCA President, a three-member panel of the NEB, in consultation with the NATCA Office of the General Counsel, shall initially review each request for assistance made to the NATCA Legal Defense Fund. The three-member panel shall be selected exclusively from the NATCA Regional Vice Presidents. The NATCA Regional Vice President that currently represents the applicant and/or previously represented the retired applicant shall be excluded from selection to the three-member panel. The same three-member panel shall not review consecutive requests. A three-member panel composed of entirely different NATCA Regional Vice Presidents shall hear each request.
In each case, the three-member panel shall thoroughly review the request for assistance and then, following the completion of its review, make a recommendation to the full body of the NEB whether to accept or deny the request for assistance. Upon the receipt of the three-member panel’s recommendation, the full body of the NEB shall vote on whether to accept or deny the request for assistance. To be accepted, a request for assistance must receive a majority vote of the members of the NEB. A majority vote constitutes seven (7) votes in affirmation of the request. All members of the NEB must cast a vote; abstentions are not permitted. If the NEB denies the request, no further recourse is available and the matter is at an end.

**Precedence** – The NEB’s basis and rationale for approving a request for assistance made to the NATCA Legal Defense Fund shall not be considered binding precedent on subsequent requests involving similar facts and/or issues. Each request for assistance to the NATCA Legal Defense Fund shall be considered by the NEB independently and separately from all other requests.

**Distribution of Funds** – The NEB shall not make any distribution from the NATCA Legal Defense Fund directly to an applicant. A successful applicant shall receive a distribution of funds paid directly to their attorney of record. An applicant’s attorney of record cannot be a NATCA member or a bargaining unit employee in a unit represented by NATCA. A successful applicant shall receive a distribution of funds only after the NEB has received copies of all invoices, bills and other fees from their attorney of record evidencing the cost of the applicant’s legal defense to date. It is solely the duty of the applicant to provide the requested documentation. The NEB shall not solicit the required documentation nor participate in any manner in obtaining the information from the applicant’s attorney of record.
NATCA Legal Defense Fund - Application for Assistance

Prior to completing this Application for Assistance to the NATCA Legal Defense Fund, please thoroughly review the Application Guidelines. Your failure to correctly complete this Application for Assistance and submit the required supporting documentation may result in the automatic denial of your request for assistance.

I.  GENERAL INFORMATION

DATE: 

NAME: 

SSN: 

MEMBERSHIP STATUS: 

HOME MAILING ADDRESS: 

PHONE NUMBER: 

AMOUNT REQUESTED: 

II.  DESCRIPTION OF YOUR CASE AND NEED FOR ASSISTANCE

Answer the below questions as thoroughly and accurately as possible. Attach additional pages as needed.

(1) Brief description of the present legal action to which you are currently a named defendant. Submit a copy of the most recent court docket sheet and all court filings in this matter to date.

________________________________________________________________________

________________________________________________________________________

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________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
(2) Why should the NATCA Legal Defense Fund make a donation to assist in your legal defense?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

(3) What is the amount of relief requested and what is the total estimated cost of your legal defense efforts as of the submission of this application? Submit copies of all invoices, bills and other fees evidencing the cost of your legal defense in this matter to date.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

III. DECLARATION

I declare that the foregoing is true and correct to the best of my knowledge and belief. I understand that providing false or misleading information will result in the automatic denial of my request for assistance.

________________________
Signature

________________________
Date

IV. APPLICATION SUBMISSION

Please submit this application along with the requested supporting documentation, via U.S. Certified Mail, to:

Executive Vice President
National Air Traffic Controllers Association, AFL-CIO
1325 Massachusetts Avenue, N.W.
Washington, D.C. 20005

Applications submitted electronically or by any other means will NOT be accepted.