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

Paul Rinaldi, President
Patricia Gilbert, Executive Vice President
Steve Munroe, Alaska 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
Victor Santore, Southern Regional Vice President
Tim Smith, Southwest Regional Vice President
Hamid Ghaffari, Western Pacific Regional Vice President
Mike MacDonald, Region X Vice President
Barry Krasner, Executive Director

Old Business

Currency Requirements: Progress has been made on securing the initial certification language which will reside in FAA Order 3120.4N as follow:

JO 3120.4N, Air Traffic Technical Training, Chapter 4, Training Requirements for Air Traffic Control Specialists, par. 2, Field Qualification Training, par. e;

Controllers selected for a field facility traffic management position must complete the facility's En Route or Terminal controller qualification training prior to assuming traffic management duties.

and

JO 3120.4N, Appendix G, Traffic Management Instructional Program Guide, Facility Traffic Management Coordinator Training, Stage 2, Course 55116, Part B:

Prerequisite: Completion of field-facility En Route or Terminal controller qualification (i.e., full performance level at the facility), and completion of Course 55116 Part A. The above-mentioned changes will be published coincidental with the following changes to FAA order 7210.3 Currency requirements as follows:

All TMCs are required to fully certify in an operational area outside the TMU at the facility they are assigned as a TMC. TMCs and STMCs at Enroute facilities, N90, SCT,
NCT and PCT shall not be required to maintain currency on operational/control positions outside the TMU, but may request to maintain currency on such positions (i.e. dual currency). Requests to maintain dual currency shall be granted, subject to staffing and workload in the TMU. TMCS and STMCs at all other facilities must maintain currency on a minimum of two, and a maximum of six, operational/control positions outside of the TMU. All changes are expected to be published in February 2014 (Barbarello/Smith – CLOSED)

Facility Staffing: The next meeting in November will include a briefing from MITRE regarding their work on the Enroute standard. (Gilbert/Barbarello – OPEN)

Traffic Mix Formula: We have established a joint sub-workgroup to work this issue. (Santore – OPEN)

Complexity Appeal Review Committee: Several facilities have submitted requests for review to the NVT to see if the recent TEB CARC decision is applicable to their airspace. The NVT is currently working with the FacReps of those facilities to get the required documents. The CARC response of Nov. 4 to the MCO appeal determined that the runway factor as described in Appendix A, of the 2009 NATCA/FAA collective bargaining agreement (Complexity Formula for Pay Setting) is properly identified as parallel runways. (Barbarello/Gilbert – CLOSED)

Staff Specialist Work Assignments: The meeting with the Agency was cancelled due to the Government shutdown. It has been rescheduled for Nov. 21. (Zilonis – OPEN)

Interest Based Communication (IBC): Three of the four sessions of Region X’s IBC training have been held: Ft Worth, Seattle, and Atlanta. An additional session is planned for mid-December in OKC. Combined, these should capture the approximately 60 participants targeted nationwide. The class case studies were tweaked to use issues that would more likely trigger FAA engineers. The Region X Regional Coordinators (the only RCs still active) were trained and then involved in the instruction.

The initial IBC level down training class for ATC was canceled due to shutdown. Barring another fiscal crisis, the effort should be restarted after the 1st of the year.

A national/regional AT leadership team has scheduled a meeting in early December. The primary purpose of the meeting was to restart/re-energize collaboration and develop a strategy for the ATO to move forward. With the recent government furloughs/shutdown, the impact on the LMR relationship was tested and the ability for the groups to collaborate was strained (to the point that there were individuals doubting the Agency’s commitment to collaboration). The meeting will address the participants concerns regarding the recent events and allow us to move forward and focus on future efforts. (Smith – OPEN)

Mentorship Program: The Reloaded Committee welcomed three new Committee members, as previously approved by the NEB. All Regional Reloaded reps are actively
working with their RVPs to finalize participants in the formal Mentoring Program; the
deadline for names has been extended to November 13, 2013. The NATCA 101 class is
moving forward, there were online classes held on October 30 and additional classes
currently scheduled for November 11, December 6 and December 9. Additional classes
will be scheduled as we continue to measure requests for participation. Work continues
on the new NATCA Reloaded website. The website is active now with additional
information being added incrementally. (Ullmann – OPEN)

**Performance Based Navigation:** We are currently negotiating an MOU. Dependent on
its outcome, we may be in a position to name an ART 48 Rep for PBN. Phil has been
working with Lynn Ray on the issues surrounding the MOU. Due to the Government
shutdown it has yet to be resolved. (Ullmann – OPEN)

**LAX TBIT/Taxiway T Delay:** No change due to government shutdown. (Ghaffari –
OPEN)

**Training Order, 3120.4N:** Change 1 workgroup to the new training order work has been
delayed due to the government shut down, and could be impacted by budget discussions
that have been pushed off until January. (Zilonis – CLOSED)

**ERAM/ERAM CHI/System Enhancements:** The ERAM National User Team (NUT)
and Steering Committee (SC) meetings scheduled for the week of October 21, 2013 were
re-scheduled due to the Government shutdown. The meetings were re-scheduled for the
week of November 4th, which conflicted with this NEB Budget meeting so RVP’s Jim
Ullmann, Victor Santore and Tim Smith will not be in attendance at the ERAM meeting.
Due to the Government shutdown, there were some high level discussions with the FAA
on the possible effects it may have on the ERAM program. The agency and NATCA
collaboratively agreed to work through issues as they arose, and subsequently there was a
minimal impact on ERAM testing and implementation. (Ullmann – OPEN)

**Dues Workgroup:** Briefings to FacReps have concluded. An email blast went out to
FacReps just prior the email blast that went out to the membership. After the first of the
year, the Team Updates will include more data, as well as frequently asked and answered
questions, on the proposal. Trish will also brief all reps at the pre-convention meetings
on NATCA expenditures and cost cutting initiatives (many of which will be determined
at this NEB meeting). (MacDonald/Smith/Gilbert – OPEN)

**ZMA/ZHU/ZAB Update:** (Santore – OPEN)

ZAB Upgrade Arbitration – ZAB Remedy Decision was received on October 13,
2013. The Arbitrator ordered the Agency to upgrade Albuquerque to ATC-11
facility effective the first pay period in June 2004. The Arbitrator also ordered the
FAA to adjust pay levels of current and former employees employed at ZAB as of
the first pay period of June 2004. In addition, the Arbitrator ordered the FAA to
pay back pay and back benefits, with interest, to current and former employees
from the first pay period in June 2004 through the end of 2005. The Arbitrator
held the following remedies requested by the Union in abeyance pending additional briefing from the Parties:

2. Attorney fees and expenses.
3. Additional monetary relief.

The Arbitrator directed the Agency to submit evidence and argument, if any, with regard to appropriateness of back pay after December 2005. Specifically, the Agency has 60 days from October 13, 2013 to notify the Arbitrator and the Union whether it believes a facility downgrade would have been appropriate at any time after 2005. The Union will have 30 days to respond to the Agency’s submission.

The Arbitrator also directed the Union to submit an attorney fee petition within 60 days of October 13, 2013 providing a detailed itemization of fees and expenses and legal basis for the request.

Finally, the Arbitrator directed the Union to submit a brief addressing all the monetary relief requested to be included in the make whole remedy. The Union will submit this brief within 60 days of October 13, 2013.

It is possible that the Agency may use the October 13, 2013 remedy decision to file exceptions. If exceptions are pursued, they have to be filed by November 12, 2013.

ZHU/ZMA Upgrade Arbitration – Reply briefs are due on November 22, 2013.

PL 92-297 v. OPM MRA: A one-pager on the issue is still being developed to give to S. Harman to use in the retirement briefings. (Gilbert – OPEN)

Guam Base Privileges: Access to the school by the non-fed parent has been worked through, albeit not unfettered access, as periodic renewals need to occur. Hospital usage is the most important piece and is still being worked between NATCA/FAA/DOT/DOD at several levels. (Rinaldi – OPEN)

C90/N90: The workgroup finished last week. They developed 12 recommendations to address recruitment and retention at both facilities. The recommendations include financial and work-rule incentives. The recommendations have been forwarded to the NATCA President and ATO COO. (Gilbert – OPEN)

National Employee Services Team (NEST) Issues: The October NEST meeting was canceled as a result of the shutdown. All cases will now be heard at the next scheduled meeting the week of November 11. Work is still ongoing with regard to the formula used to identify vacancies as well as establishing policy-surrounding priorities for vacancies where training failures, hardships and ERRs are competing. (Barbarello – OPEN)
Southwest Collaborative Aviation Resource Training (CART): There has been no change in the status of this program since the last NEB meeting. (Zilonis – CLOSED)

Proposed NATCA Standardized Local Constitution: The issue of updating the Standardized Local Constitution was an ongoing topic of discussion at the NCC meeting on September 28-30. After much discussion, the Committee decided to put the issue before the Convention Body with a proposal to require each Local to adopt its own constitution. The Committee’s concept is to eliminate the Standardized Local Constitution and create and update a template for locals to use as a guideline for writing and adopting their own documents. (Krasner – CLOSED)

Within-Band and Reassignment Increases: Lack of info from members initially concerned about the issue. (MacDonald – CLOSED)

Ops Assessment Notice Expired: No change due to government shutdown. (Ghaffari – OPEN)

Travel Audit issues: An initial meeting was held with Mike MacDonald, Barry Krasner, Shelly Mlakar, and Joe Hodge to discuss the Post Travel Audit process. The audits are driven by requirement to show OMB that proper expenses are being paid.

The requirement is for SES and Overseas travel to be audited 100% of the time. For the rest of the workforce, it is sort of based on a formula stemming from the amount of the voucher. A few years ago, Tech Ops changed the requirement to audit 100% of the time, but it is believed that has since backed off. The original reason for these audits was to go back and complete audits for all past purchases. It soon became apparent that it was not possible. Joe Hodge (FAA) has given guidance that they should not look back more than 180 days (although he said it may be 9 months). They have also temporarily put a stop to the audit requirement to verify the use of the government credit card. This being the top complaint from the field, this should somewhat relieve the pressure (although the requirement for its use remains government wide).

We will be meeting to follow up and review the issues that historically arise as part of the audits. We can also expect an Article 7 notification, sometime after the first of the year, which will propose the rewrite of the FAATP. (Krasner - CLOSED)

Airport Surface Surveillance Capacity (ASSC): Installation continues at SFO. A monitor has been installed in the non-ops area. The data for evaluation will be available after the first of the year. Site engineering is being done at CLE as the next site. Design engineering is being done for 5 additional facilities, CVG, MCI, PIT, PDX, MSY. (Munroe – OPEN)

National Grievance re: Agency’s Decision to mandate Sleep Apnea testing: The parties have agreed to hold the arbitration in abeyance in an attempt to resolve this matter without the need for third party intervention. To that end the Parties have engaged in settlement discussions. Next meeting is November 18th. (Barbarello – OPEN)
**Accountability Board:** Nothing new due to the government shutdown and issues surrounding it. A briefing will be requested on the tracking system (AERO) being used in the Accountability Board office. (Ullmann/Peterson – OPEN)

**Wireless Intrusion Detection System (WIDS) and Internet Access Points (IAP) Waiver:** We have sent the Agency an MOU as an addendum to our IAP waiver. Due to shutdown it was not worked. Roscoe will be sending us a response soon. (Santore – OPEN)

**Furlough Days FY13:** The Agency has still not made a decision on the half (approximately) of the workforce that took a furlough day in April prior to legislation being signed into law that allowed the Administrator flexibility to move dollars from the AIP budget into Operations. In the meantime, arbitration is scheduled for make whole early next year. (Gilbert – OPEN)

**Regional Coordinators Reengagement:** There is a national collaborative meeting involving the DOs and RVPs in early December. This will be a topic of discussion, and hopefully at the end of the meeting we will have a commitment from the Agency to move forward with reengaging the RCs. (Smith – OPEN)

**Continued Problems with AWP RFS:** The meeting between the Western Pacific RVP and Regional Flight Surgeon (RFS) was canceled due to the government shutdown. We will continue to push for a meeting at the national level with the Federal Air Surgeon to address the poor decision-making by the RFS. (Ghaffari – OPEN)

**2014 NATCA Academy Line-up (REVISED):** The NEB discussed the schedule and locations for the 2014 classes at the last meeting however due to budget reductions some of the classes have been cancelled. Attendance and training needs will be closely monitored and additional classes may get cancelled or may get scheduled. For now the schedule is as follows: (Ghaffari – CLOSED)

**BASIC REPRESENTATIVE TRAINING**
*February 3-7: Tampa, FL*
*March 10-14: Atlanta, GA*
*April 28-May 2: Anchorage, AK*
*December 8-12: New Orleans, LA*

**ADVANCED REPRESENTATIVE TRAINING**
*April 7-10: Portland, OR*
*October 20-23: TBD*

**SECRETARY/TREASURER TRAINING**
*June 3-4: TBD*
*September 9-10: TBD*
*November 18-19: Orange Cty/Costa Mesa, CA*
CONTRACT TOWER
May 6-7: Washington, DC

ARBITRATION ADVOCATE TRAINING I
February 24-27: TBD
October 6-9: TBD

ARBITRATION ADVOCATE TRAINING II
February 3-7: Washington, DC

DRUG & ALCOHOL TRAINING
May 7-8: Atlanta, GA

TRAINING REVIEW BOARD (TRB)
January 28-29: Portland, OR
September 9-10: TBD

OCCUPATIONAL SAFETY AND HEALTH
May 7-8: Atlanta, GA

WORKERS COMPENSATION
May 7-8: Atlanta, GA

BASIC LEGISLATIVE ACTIVISM TRAINING
January 27-28: Tampa, FL
April 9-10: National Harbor, MD
November 11-12: New Orleans, LA

ADVANCED LEGISLATIVE ACTIVISM TRAINING
October 27-29: Washington, D.C.

New Business

Internal Grievance EA-13-01 via telcon on Oct 16, 2013: Grievant Tim Hardison v. Charged Party James Makers. The NEB voted to dismiss this internal grievance. (CLOSED)

Budgets 2013 via email on Oct 3, 2013: The NEB approved movement from set asides of $5000 for the ASI budget (Gilbert- CLOSED)

NATCA 2014 Budget: After extensive cutting by Trish first and then the Finance committee the NEB reprioritized and made additional cuts. Each committee was cut approximately 10%, NEB meetings were cut, NATCA Academy classes reduced with intent to provide more training at pre-convention/convention/CFS/NiW, approximately 50% of mentorship program cut, national office staff (reduction in personnel not salaries – attrition has already occurred) and PAR budget absorbed into regional budgets.
Motion to adopt 2014 Budget as presented by the Finance Committee and amended by the NEB-Barbarello. Seconded by Ullmann. Vote passed unanimously (Gilbert-CLOSED)

NEB Meetings: Due to the budget the NEB cancelled the following meetings in 2014:
- April 8-10 Nashville, TN
- August 12-14 Providence, RI

NATCA Academy: The standard practice is for a member to have taken the Basic Rep training (BRT) as a precursor to taking Advance Rep training (ART) and both BRT and ART before taking Advanced Arbitration training (AAT). On a case-by-case basis RVPs can place members in the advanced classes without a prerequisite. (Peterson – CLOSED)

Charter Petition Request for CSM: In accordance with the Local Chartering Rules and Regulations the charter petition filed by the BUEs of Clinton/Sherman FCT (CSM) was unanimously approved by the NEB. (Rinaldi – CLOSED)

Nurses Bargaining Unit: In October we filed our petition with the FLRA to disaffiliate with the nurses bargaining unit (there has never been a member from this unit). We did not receive any copies of Agency comments (if any were submitted). We have been advised from field Reps that there is a posting to the Unit employees. (Rinaldi – OPEN)

From May 2013 minutes- Disaffiliation with Nurses bargaining unit: Zilonis moved to disaffiliate with the nurses bargaining unit. Ullmann seconded with the NEB voting unanimously for the motion. (Zilonis – CLOSED)

Benefits Trust: The National Executive Board unanimously voted to appoint Lisa Cyr to the NATCA Benefits Trust. (Rinaldi – CLOSED)

Suicides/Regional Flight Surgeons: The NEB discussed the health and well being of the workforce and what areas can be explored and/or changed in order to educate and protect our membership further. In addition to the work being done on fatigue, Trish inquired about pursuing changes with the flight surgeon on disqualifying medications. The concern is that the standards on disqualifying medications are outdated. Many of the new generation psychotropic drugs may not have disqualifying side effects. Of concern now are members that may be living with a condition instead of addressing it with medication for fear of losing their medical clearance temporarily or permanently. The issue is being worked with the flight surgeon now.

Election Protests:
- After investigation by the National Election Committee they recommended that the election protest at AGC be sustained and that the Local election be re-run by a
local election committee. The NEB unanimously agreed at the Sept 25-26 NEB mtg. (CLOSED)

- After investigation by the National Election Committee they recommended that the election protests at ZDC be dismissed. The NEB unanimously agreed. (CLOSED)

**NATCA Membership Investments (NMI) Annual Meeting**: – November 7, 2013- The NMI Meeting was called to order at approximately 10:15 AM on Thursday, November 7, 2013. The NATCA National Executive Board, NMI Director Ricky Thompson, NMI President Barry Krasner, NMI Treasurer Selma Golding-Forrester, General Counsel Rita Graf, and Assistant General Counsel Lauren Schmidt were in attendance. The NEB unanimously approved the reelection of NMI Board Member Jim D’Agati to another 3-year term. NMI President Barry Krasner briefed the members on the new building mortgage with SkyOne and the current tenants. The group discussed the list of current NMI projects, including: (1) replacement of the elevators; (2) bathroom remodeling; (3) front driveway repair; (4) outside lights/security issues; and (5) sidewalk repair. NMI hopes to be able to replace the elevators in the next 2 years. Currently, NMI owes NATCA approximately $4.5 million and takes in about $1.8 million in revenue. The building will be paid in full in 5 years and its value was recently appraised at $14 million. The meeting adjourned at 10:45 AM.

**NATCA Charitable Foundation (NCF)**: In accordance with the NATCA Charitable Foundation By-Laws Article VI, Section 2 the NEB nominated Betsy Beaumont (ZFW) as a candidate for Director and the NCF Board nominated Jeff Woods (I90), Bob Hill (FAY) and Butch Cooper (retired – ZHU) and all were unanimously voted in by the NEB and NCF board to serve until December 31, 2015. In addition and in accordance with the NCF by-laws the NATCA Executive Vice President shall be an ex officio member of the NCF Board of Directors.

**ARTICLE VI**

**SECTION 2. NUMBER, SELECTION, TERM, AND QUALIFICATIONS**

Beginning with the annual meeting in November 2013 and at each annual meeting thereafter in odd numbered years, the Board of Directors will nominate three (3) candidates for election to the Board of Directors and the NATCA National Executive Board (the “NEB”) will nominate one (1) candidate for election to the Board of Directors. The NEB will provide the name of its nominee to the Board of Directors at least ten (10) days prior to the annual meeting. In addition to the nominee of the NEB, the NATCA Executive Vice President shall be an ex officio member of the Board of Directors.

The Board of Directors and the NEB (NATCA President, NATCA Executive Vice President, and ten (10) NATCA Regional Vice Presidents) will vote on each of the three candidates proffered by the Board of Directors and the candidate proffered by the NEB. In order to be elected, each candidate must be elected by a majority vote of the Board of Directors and the NEB.
The Board of Directors will proffer another candidate’s name if any of their three (3) allotted candidates should fail to receive a majority vote. Similarly, the NEB will proffer another candidate’s name if its candidate should fail to receive a majority vote. This process shall continue until the four (4) elected Director positions have been filled. Candidates may be incumbent Directors. No individual may simultaneously serve as a Director and an Officer of the NCF.

Directors shall serve two-year terms beginning on January 1st in even numbered years. Directors may be elected to an unlimited number of two-year terms. The term of office for the Foundation’s initial Board of Directors shall run from January 1, 2014 until December 31, 2015.

The qualifications for the Directors are that they be a member in good standing of the National Air Traffic Controllers Association. The definition of a member in good standing is defined by Article III of the NATCA National Constitution

**Tuition Reimbursement (email vote after mtg):** Les Habig’s request for tuition reimbursement was approved in accordance with SRF-14 (Ullmann – CLOSED)

**JC Webb Untimely Vouchers (email vote after mtg):** In accordance with SRF-20 the NEB approved the voucher. (Gilbert – CLOSED)

**Briefings**

**Airspace:** Jim Davis, the NATCA National Airspace and Procedures Committee Chairperson, briefed the NEB on November 5th in accordance with the Charter. He updated the NEB on the committee’s activities and presented a report on the state of airspace and procedures in the NAS. The report led to energetic discussion on various legacy airspace projects, Optimization of Airspace and Procedures in the Metroplex (OAPM) and a few of the major PBN projects across the country.

Dialog around Jim’s report focused on some of the new Optimized Profile Descents (OPDs) and Off-The-Ground Standard Instrument Departures (SIDs). The NEB had a constructive discussion about operational experience and lessons learned. It is clear that there are still many new things to learn from these pioneering efforts and that we can only learn these lessons through both positive and negative instances. The discussion ended with the conclusion that the proper controller tools, training and experience will be keys to moving forward.

**Safety:**

- Recurrent training and funding issues. The parties are reviewing options on providing the best possible training with limited funding.
- Partnership For Safety. The mandatory roll out will begin in January
- Communicating For Safety. The website is done and the agenda is well under development.
• National Safety Committee. The new TRACON rep. is Joey Vargo (T75). There will be a vacancy for NSC mentorship program that will be announced shortly.
• MEARTIS will have replay ability in approximately 12 months.
• Working with collaborative workgroup for support of PFS and ERC issues.
• Part 193. Data protection regulation in final stages of approval.
• Funding ATSAP. There is limited funding so the agency asking to limit travel.
• 1030.3 rewrite. It is currently under review.
• Services Rendered Telcon. NATCA’s participation is under discussion.
• 8020.16 PD workgroup
• ATSAP Training. The ERC/Analyst training will take place the 3rd week in November.
• Individual Performance Management Training. We are working with HQ to standardize the training.
• A Safety Risk Management (SRM) Panel will take place in December on the Tier 3 equipment/facilities Do Not Restore list.
• Converging Runways. The next meeting will take place this month.
• Opposite direction. ATO QA issued another Corrective Action Report (CAR) on this issue.
• 7110.65 workgroup. The team reviewed FY14 submissions.
• Safety round table. The National Safety Rep and Training Rep are members of this ATO Safety initiative
• Reviewed status of:
  • AVRS — ARP reporting system
    o Engineers and architects ATSAP
    o Aircraft certification ATSAP
  • SMS 4.0 — In coordination and waiting for a briefing.

The FAA released this years top safety issues -- SMS exec council.
  1. Magnetic variation
  2. Altitude busts
  3. TALPA - takeoff and landing perf assessment
  4. PBN

ATO FY14 Top 5
  1. Aircraft ID/Point-out/Handoff – Aircraft identification is appropriately transferred and/or maintained.
  2. Distractions – ATC distracted from priority tasks by activities in work area and/or other job-related functions.
  3. OJIT –Instructor intervention not soon enough or not at all.
  4. PRB – Position relief briefing was incomplete or was occurring at the time of the event.
  5. Combine/Decombine Sectors/Positions – Heavy workload would have been more manageable with decombined sectors/positions.
Outreach: Three of the largest, most intensive projects for the Outreach Department are The Biennial Convention, Communicating for Safety and NATCA in Washington. We help and support the committees on all three conferences from beginning to end. Some of the bigger tasks of this department include (but not limited to):

- Website Development
- Promotion
- Planning
- Audio/Video
- Budget
- Entertainment
- Sponsor/Exhibitor (includes revenue)

Outreach and Special Events also works with various groups within the aviation community. Much of what we do involves conferences, exhibitions, sponsorships and meetings (but is not limited to). We also work on local and national issues – mostly involving training, education, communication, and support on a variety of issues. Many of the events (listed below) require numerous functions from NATCA, including presentations, television, radio, interviews and educational opportunities. We work with the other aviation groups to reach their members and educate them on what NATCA does, our collaboration efforts and how we can help them...Education, Education, Education.

Events/projects we participate in:

- AAAE
  - Annual Issues Conference
  - Convention and Expo
  - Runway Safety Conference
  - Annual Aviation Forecast Conference
- AOPA
  - Constantly working with the Air Safety Institute on many pilot outreach programs
  - 5 Regional Events/Fly-Ins
- EAA
  - Oshkosh (the number aviation event)
    - Forums
    - Presentations
    - Smart Skies Learning Program (KidVenture)
    - Radio
    - Television
    - Joint Booth with Raytheon and Lockheed Martin showing NextGen technology (TAMR and STARS) – how it works, how pilots will benefit and almost like a live simulation with air traffic controllers.
- ACI
  - Annual Conference
- ATCA
  - ATM Congress
Booth and a half day education pavilion designed by NATCA with NATCA reps
  - Annual Conference and Expo
    - Booth and a full day education pavilion designed by NATCA with NATCA and FAA reps

Other Projects
  - OKC – Bi-Monthly Meetings starting again in January
  - NATCA Committees
    - NATCA Reloaded – This includes all aspects of the Reloaded campaign including help on the NATCA 101 class
    - NATCA Organizing – New Organizing Campaign
    - CISM
    - Professional Standards
  - Numerous Local Fly-Ins and Events throughout the year
  - Video projects for numerous committees and events (other than the three main NATCA Events)

The Outreach Department has also taken an active role in the design and development of numerous NATCA websites. The build up and design of each website below has been fully done in house.
  - NATCA Reloaded
  - The NATCA Difference
  - 2014 NATCA Convention
  - Communicating for Safety
  - Professional Standards

Patricia C. Gilbert
Executive Vice President