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# NATCA National Executive Board Meeting

## July 31-August 1, 2019

### Juneau, AK

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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  
Clint Lancaster, Alaska Regional Vice President  
Aaron Merrick, Central Regional Vice President  
Rich Santa, Eastern Regional Vice President  
Drew MacQueen, Great Lakes Regional Vice President  
Mick Devine, New England Regional Vice President  
Alex Navarro, Northwest Mountain Regional Vice President  
Jim Marinitti, Southern Regional Vice President  
Andrew LeBovidge, Southwest Regional Vice President  
Joel Ortiz, Western Pacific Regional Vice President

#### **Old Business**

#### **1. Facility Staffing (Gilbert/LeBovidge/Santa/Devine —OPEN)**

NCEPT — A meeting was held at the National office. The review included the number of CPC's actually on board and the number of trainees (CPC-IT's and developmentals) presently in the system. We also discussed the joint goal of increasing CPC certifications to improve facility staffing.

As a result of these discussions, we modified the Decision Lens tool which assists in prioritizing facility rankings for the NCEPT process. We put extra weight onto the staffing health of each facility, and lowered weight of criticality to the NAS. The goal of this was to bring the lower staffed facilities up to the top of the ranking list, regardless of their affiliation (Core30, Enroute, mid-level, etc). Facilities that normally do not see the top 30 rankings because of their size or type facility, yet still are very low staffed, should now move higher up on the facility priority list. We also agreed to the temporary modifications to the NCEPT process below which are intended to help increase the number of CPC's in our facilities.

Temporary NCEPT Changes:

1. Apply ERR MOU Section 12 A. Category 2 as follows:
  - Category 2: CPC Current and Projected AOB >85%:
    - Release dates shall be within twelve (12) months of selection.
2. Apply NCEPT SOP paragraph 3.5.5 as follows:
  - Consideration of ERR requests will generally occur up to a projected CPC to target of at or below 85%. ERR requests above 85% of projected CPC to target will be considered on a case-by-case basis. Requests for transfer to Facility Pay Level (FPL) 9 and below facilities up to 100% of the projected CPC to target percentage will only be considered for extenuating circumstances after all other ERR requests have been reviewed. The NCEPT panel may expand consideration up to 100% to include additional FPL facilities. A facility will normally not be considered to receive employees if the ratio of CPCIT/DEV to total number of controllers is at or above 30%.

We conducted a simulated NCEPT on the above changes and based on the results, agreed to

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move forward with scheduling the NCEPT in September 2019. The date will be finalized in the next week or so to allow for the adaptation of the agreed upon modifications. We will publish the date of the next panel, along with the associated timelines for ERR submission and rankings as soon as we have confirmed that information.

## 2. National Validation Team and ABACUS (Santa—OPEN)

NVT — RVP's will be offered an opportunity to see what takes place with validation process. The next meeting is September 10-12. The NVT has been escalating outreach.

ABACUS — It is on the agenda for the CSC and SLM. ABACUS will address the identified shortfalls in current systems by deploying a completely new traffic counting program. ABACUS will be an accurate, secure and sustainable traffic-counting and calculation system that includes, but is not limited to the following functionalities:

- Collect, Validate, Store, and Process Data (automation data from all sites)
- Provide for Facility Adaptation (adapt the unique characteristics and complexity factors of each facility necessary to produce an accurate traffic count)
- Count operations and store count data for Tower, Approach Control, En Route, and CCFs
- Calculate TCIs in accordance with (IAW) FAA/NATCA CBA Appendix A and FAA/NATCA MOU Appendix 1
- A facility TCI is calculated for each month using the traffic count data collected over the previous 365 days. ('All' data needs to be retained for 25 months)
- Provide a process to conduct, certify, and archive Traffic Count Validations
- Provide a tool to manage the NVT's FPL Review process for all sites
- Provide various reports necessary to verify accuracy of data, monitor trends, display TCIs, etc.
- Provide modeling for the proposed changes to FAA/NATCA CBA Appendix A
- Provide modeling for "what if" scenarios related to traffic count, profile changes, changes to FAA/NATCA CBA Appendix A complexity values, etc.

The system is being developed through close collaboration with the Automated Traffic Count and Calculating Program (ATCCP) Collaborative Work Group (CWG) through a series of development and demonstration phases to ensure that the final product will meet user/owner needs. The development team will rely on the ATCCP Subject Matter Experts (SMEs). The ATCCP (ABACUS CWG) began work in October 2016 and has always consisted of 8 total members, 4 NATCA and 4 Agency. All members of ABACUS are also members of the National Validation Team (NVT).

Current membership includes:

Brody McCray, ZDC, NATCA Lead  
Scott Fineron, NCT, NATCA  
Mike Weekley, CMH, NATCA  
Matt Scala, D01, NATCA

Mark Poisson, FLM ZTL, FAA Lead  
Glen Hansmann, OM M98, FAA  
Nathan Lewis, AJT-2, FAA Support Manager  
William Mitchell, F11, FAA Support Manager

The ABACUS CWG travels and meets face to face 2-3 weeks per month, notwithstanding NVT duties and meetings. ABACUS meets with the PMO and all main units of the development team one week per month. Meetings with the Test Team (from the Tech Center) occur as needed. Meetings with Systems Engineering (Evans Incorporated) occur as needed. Weekly scheduled telcons occur with the team

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internally and with the PMO. Additionally, lengthy Problem Ticket Report (PTRs) telcons occur every other week to address AIMs tickets submitted in development.

### **3. ZHU Update (Santa—OPEN)**

The ZHU pay level adjustment review team met last week (July 22-26) and will meet again next week. The team reserved a week to meet in September.

We completed our 3/24/19 1000-1800L automated validation, consisting of 6,034 flight segments for up to 12,068 possible counts for the day. There were 254 automated errors during our 8-hour window. We began discussing the accuracy rate (including the total number of counts "in the window" and the numbers used to determine the rate itself). We also filled our "buckets" for discussion later regarding manual counts (SUA-in/out and practice approaches by the hour, and oceanic and DOW for the day). We made a few minor ETAP local adaptation changes to more accurately count some operations and installed the newest version on everyone's laptops. Next, we need to agree to a single automated validation results spreadsheet.

We offered another telcon to ZHU leadership on the week of August 6. The last one was over a month ago, but none have been requested since.

### **4. Legislation (Rinaldi/Gilbert—OPEN)**

**Sequestration & Debt Ceiling** — The Senate passed H.R. 3877. Under the terms of the legislation (H.R. 3877), existing spending caps will be raised on discretionary spending by \$321 billion over two years and the debt ceiling will be raised until July 30, 2021. The deal ends the threat of sequestration, which otherwise could have mandated across-the-board spending cuts to both defense and domestic programs in January 2020. This is now awaiting the President's signature.

**FAA Funding (Appropriations)** — Raising the spending caps paves the way for Congress to fund federal agencies before the September 30, 2019 deadline and avoid a shutdown. So far, the House has passed 10 out of the 12 annual appropriations bills. Most important to NATCA, the House passed its Transportation, Housing, and Urban Development (THUD) Appropriations bill, which provides funding for the FAA, as well as the Financial Services appropriations bill, which proposes a 3.1% pay raise for federal employees. On the Senate side, the Senate Appropriations Committee has not passed any of the annual appropriations bill but now should move forward since Congress and the White House have agreed to top line spending levels for FY 2020 as part of the ongoing budget negotiations.

**H.R. 1108/ S. 762** — These two bills are identical legislation. The House Transportation & Infrastructure (T&I) Committee passed H.R. 1108 on March 27 by unanimous consent. H.R. 1108 now has over 240 co-sponsors. This legislation was introduced following the 35-day government shutdown. If enacted, this legislation would ensure that the aviation system continues to fully operate, without interruption, in the event of a government shutdown.

**S. 1148** — On July 24, the Senate Committee on Commerce, Science, and Transportation passed S. 1148, the ATC Hiring Reform Act of 2019, by unanimous consent. NATCA worked closely with the Senate Commerce Committee members and staff on the passage of this bipartisan bill which would address some of the barriers that slow the FAA's hiring process for new controller trainees. We expect the full Senate to attempt to pass the legislation by unanimous consent at some point.

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Paid Family Leave — See below 10. Paid Parental Leave

Official Time Bill — Legislation introduced on July 26 by Rep. Francis Rooney, R-Fla., would eliminate official time entirely by removing its protections outlined in Title 5 of U.S. Code.

FAA Administrator — The Senate approved Steve Dickson to be the next Administrator of the Federal Aviation Administration on Wednesday, July 23, by a vote of 52-40, along party lines. NATCA supported his nomination to be the next FAA Administrator and sent out the statement below:

#### **NATCA Congratulates Steve Dickson on Confirmation as FAA Administrator**

*WASHINGTON – National Air Traffic Controllers Association (NATCA) President Paul Rinaldi today congratulated Steve Dickson, who was confirmed by the U.S. Senate as the 18th Administrator of the Federal Aviation Administration (FAA). Rinaldi issued this statement: “NATCA congratulates Administrator Dickson on his confirmation.*

*We look forward to continuing our great working relationship with him. For nearly a decade, I have had the pleasure of working with Administrator Dickson, as we have served as members on the FAA’s Management Advisory Committee. I have personally experienced his leadership in the aviation safety community.*

*“NATCA shares with Administrator Dickson a strong commitment to the safety of our National Airspace System. Throughout the last decade, NATCA and the FAA have enjoyed a successful working relationship that has enabled notable progress modernizing the National Airspace System and strengthening the workforce. We look forward to furthering these efforts with the new Administrator.”*

2020 Elections – The NEB discussed the activity necessary with regard to ensuring the membership knows the policies and Executive Orders that will affect our next term bargaining when the CBAs expire.

#### **5. Committee Review & NEB Liaison to Workgroups/Committees (Gilbert—OPEN)**

Regional NCEPT Reps:

- NAL ZAN Bryan Ralph
- NCE R90 Daniel Witt
- NEA ZDC Brian Shallenberger
- NGL MLI Tyler Laws
- NNE A90 Dave Chesley
- NNM ZDV Ryan O'Hare
- NSO A80 Nichole Surunis
- NSW CRP Travis Schlumpberger
- NWP CRQ Tom Bowman

NFC mentees send to Trish and all will be considered via email within the next several weeks. Their selection will allow them to attend the November Finance Committee meeting.

ASI Tower mentee selected by the NEB - Kristen McTee from MCI.

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#### 6. LR Negotiations/ Strategy Team (Gilbert—OPEN)

AVS VSRP—The Agency has established a group called AVS Matrix Team to create a multi-union safety reporting program. We are presently attempting to establish a collaborative process to participate.

Electric Vehicles — Erina Hammond (NNH), Dan McCabe (ZTL) and Curt Fischer (A90) have been selected to participate on a workgroup to implement a process and procedures for BUE’s to charge electric vehicles at facilities. We are waiting for the Agency to name their participants.

Slate Book Training — The training is scheduled in Las Vegas at Bally’s. FacReps that have not previously had the training can attend. Half on August 13/14 (half days) and the other half on August 14/15 (half days).

Guam base privileges — The COO has submitted a letter to the Acting Deputy Secretary of Defense requesting FAA employee access to DOD Guam facilities. We are awaiting a response from the DOD regarding the request.

Guam Flight Deck Training (FDT) — We exchanged proposals regarding modification to FDT process to permit BUE’s assigned to Guam to participate in the FDT program. The FAA has submitted the proposal to the FAA General Counsel office for review.

SSRI “Amnesty” Provision — We are nearing agreement regarding a process to allow BUE’s that have been using previously unreported SSRI medication. The process contains an agreement between the FAA and the DOT IG whereby for a defined period of time the FAA will not report the name of the employee that did not previously report SSRI use, and therefore would not face criminal or administrative action. The employee would then have to submit to the previously agreed upon SSRI special consideration medical review.

#### 7. Training Committee (LeBovidge/Marinitti/Lancaster/Devine—OPEN)

Three additional joint TRB training classes have been scheduled for the remainder of 2019 and were adopted by the Board. These sessions will be held October 22-24, November 19-21 and December 10-12, locations to be determined. Registration for these classes can be accomplished via the NATCA portal. The National Training Committee will discuss regional allocations for future TRB training classes during their upcoming meeting in August.

Work continues with Penn State on the development of a “Train the Trainer” class. A review of the Participant and Instructor guide is underway and a beta class may be held later this year.

The committee updated the attached chart for use by NATCA Admins, FacReps and RVPs.

Academy Class / Event	Airfare or Mileage	Lodging	Meals	Parking/Taxis (Airport to Class/Event)	Internet

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<b>Adv. Legislative Activism Training (ALAT)</b>  <b>Drug &amp; Alcohol Training (DAT)</b>  <b>Federal Contract Tower Training (FCT)</b>  <b>Legislative Activism Training (LAT)</b>  <b>OWCP/OSHA Training (OWCP/OSHA)</b>  <b>Representation Training 1 (RT1)</b>  <b>Safety Activism Training (SAT)</b>  <b>Secretary/Treasurer Training (STT)</b>	SRF-12a: 100% covered by NATCA National  SRF-12b - 50% covered by NATCA National	Shared room: 100% covered by NATCA National  Individual room: 50% covered by NATCA National; 50% covered by the member	Lunch provided in meeting space on class days.  SRF-12a: breakfast and dinner 100% covered by NATCA National  SRF-12b: breakfast and dinner 50% covered by NATCA National	SRF-12a: 100% covered by NATCA National  SRF-12b: 50% covered by NATCA National	SRF-12a: 100% covered by NATCA National  SRF-12b: 50% covered by NATCA National
<b>LEAP</b>	Covered by NATCA National	Individual room: Covered by NATCA National	All meals provided	Covered by NATCA National	Covered by NATCA National
<b>Joint NATCA-FAA Training Review Board (TRB)</b>	Covered by NATCA National	Individual room: Covered by NATCA National	All meals 100% covered by NATCA National	Covered by NATCA National	Covered by NATCA National
<b>NATCA Academy Courses conducted Regionally</b>	SRF-12a: 100% covered by Region  SRF-12b - 50% covered by Region	Shared room: 100% covered by Region  Individual room: 50% covered by Region; 50% covered by the member	Certain meals may be provided by region on class days.  SRF-12a: breakfast and dinner 100% covered by Region  SRF-12b: breakfast and dinner 50% covered by Region	SRF-12a: 100% covered by Region  SRF-12b: 50% covered by Region	SRF-12a: 100% covered by Region  SRF-12b: 50% covered by Region
<b>Media Training</b>	Covered by NATCA National		All meals provided	Covered by NATCA National	Covered by NATCA National
<b>Communicating for Safety (CFS)</b>	Covered by the Local	Individual room: 50% covered by NATCA National; 50% covered by the member	Some meals provided Other meals covered by the Local	Covered by the Local	Covered by the Local
<b>NATCA in Washington</b>	Covered by the Local	Shared room: 100% covered by NATCA National	Some meals provided Other meals covered by the Local	Covered by the Local	Covered by the Local

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		Individual room: 50% covered by NATCA National; 50% covered by the member			
<b>Convention (for delegates)</b>	Covered by the Local	Covered by the Local	Some meals provided Other meals covered by the Local	Covered by the Local	Covered by the Local

**8. Section 804 Process (MacQueen—OPEN)**

**PART 2:**

Realign Erie (ERI) TRACON operations to Buffalo (BUF) Tower / TRACON

- Held final post-cutover closeout meeting on June 13
- Distributed a Lessons Learned summary to meeting participants

Realign Grand Rapids (GRR) TRACON, Muskegon (MKG) TRACON, Lansing (LAN) TRACON, Flint (FNT) TRACON, and Saginaw (MBS) TRACON operations to Kalamazoo (AZO) Tower / TRACON

- Cutover complete –
  - STARS String 1 (MKG/GRR) – May 29
  - STARS String 2 (LAN/FNT/MBS) – June 12
- Schedule Lessons Learned meeting
- Paul and Drew will visit the facility this month and meet with the members

Realign Akron-Canton (CAK) TRACON and Mansfield (MFD) TRACON operations to Cleveland (CLE) Tower / TRACON

- Cutover date – September 22, 2019
- Air Traffic Training and Transition Plan has been updated
- ATC cross training is in progress and continuing
  - Ten CLE controllers have certified on CAK airspace to date
  - Ten CLE controllers have certified on MFD airspace to date
- Upcoming activities:
  - Finalize updated LOAs and SOPs
  - Cutover SRM Panel, RIO, and PCP meeting are scheduled for August 13 at CLE
  - Six CAK and seven MFD ATCs will transfer to CLE on September 1

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#### PART 3:

Realign Peoria (PIA) TRACON and Springfield (SPI) TRACON operations to St. Louis (T75) TRACON

- Cutover date— TBD
- Held meeting at ZKC on July 16 to discuss cutover strategy and project schedule
- Planning for the transfer of PIA from ZAU to the ZKC automation (ERAM) system and transfer of PIA/SPI to T75
- Adaptation work has begun; testing ERAM capabilities at WJHTTC expected to take place in September
- Local workgroup plans to meet in-person at PIA the week of August 5
- Expecting to receive WJHTTC ERAM testing results by October 1

Realign Pasco (PSC) TRACON operations to Spokane (GEG) Tower / TRACON

- Cutover date— TBD
- Held project co-lead telcon
- Local workgroup met at GEG on July 23-24 to establish communications requirements
- ES Site Survey to take place on August 20-21 at GEG
- PIM and ES lead to hold monthly telcons to discuss status
- Local workgroup plans to meet in-person at PSC August 28-30

#### 9. NATCA IT Update [previously NATCA Website/ Unionware Replacement] (Merrick/Santa—OPEN)

Website — Tagging is 95% complete.

Malwarebytes have been installed on National Office computers and will be installed on RVP laptops.

There is a need for two more members on the Information Technology Committee. A solicitation will go out soon.

Any spam that is received should be forwarded as an attachment to the ITC.

Unionware and GATS — Beta testing is currently happening with the replacement. There is a significant cost savings by replacing Unionware.

#### 10. Paid Parental Leave (Gilbert—OPEN)

Under broader legislation that passed in the House, federal employees who take leave for parental or other family-related purposes (which is currently unpaid) would receive their regular salaries for that leave instead. The provision changes from unpaid to paid time available to most federal employees under the Family and Medical Leave Act. That law provides 12 weeks of leave during any 12-month period for the birth, adoption or foster placement of a child; care for a spouse, child or parent with a serious health condition; the employee's own serious health condition; or for certain reasons related to military duty of a spouse, child or parent. This proposal was passed as part of the National Defense Authorization Act; the **Senate has not acted** on this legislation or any other bills that address federal employee leave policies. NATCA continues to work with the Federal-Postal Coalition on leave policies for federal employees.

Voluntary Leave B (VLB) — The Agency is attempting to develop a VLB for all Agency employees. We are waiting for a full briefing on the program. Voluntary Leave Bank (VLB) — Will continue to work



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with the Agency as this program develops. We do however have some concerns on the governance structure as it pertains to union participation.

#### **11. Open Season (Santa/Gilbert—OPEN)**

The 30 day lead up portion of the campaign will be August 2nd and the official 90-day Open Season period starts September 2nd (Labor Day) and end it on December 1st. We would start processing/accepting applications on September 3rd as the 2nd is a holiday and stop processing/accepting applications on December 2nd as the 1st is on a Sunday. There will be postings on social media and some mailings. There are subgroups with assignments and there will be a large focus on Region X.

It is imperative that RVP's and FacReps do their due diligence in letting their members know that Open Season is happening so they can actively recruit. Recruitment materials will outline talking points and goals and be distributed before the start of open season.

#### **12. NEB Liaison to Workgroups and Committees (Gilbert—OPEN)**

Combined with 5. Committee Review

#### **13. NATCA Families (Merrick—OPEN)**

There is a call next week regarding the next steps for CFS. Meagan Roper is working on the flyer and social media for this event.

#### **14. Election Procedures Oversight (Santa—OPEN)**

A group, different from the National Election Committee (NEC), will be set-up to assist and/or run elections for locals. RVP Santa will inform Dan Kerr, NEC Chairman of the new groups role. RVP's will identify a member from their region that will serve on this committee and present for NEB approval.

#### **15. Human Intervention Motivation Study [HIMS] (LeBovidge—CLOSED)**

Air Traffic and aerospace medicine are continuing to have internal discussions regarding a HIMS program. There are a number of issues with aerospace medicine that require higher attention. We will attempt to re-establish a collaborative discussion with aerospace medicine to address the issues.

#### **16. Mobile Payment App Policy (Gilbert—OPEN)**

A revised policy will be presented at the ROA NEB meeting after the National Finance Committee (NFC) recommendations have been reviewed.

### **New Business**

#### **1. Retired Controller ID (Gilbert—CLOSED)**

RNAV requested that NATCA pursue getting government ID cards from the FAA for retirees. The NEB did not support pursuing this as the priorities on critical issues with the FAA are being pursued.

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**2. Convention Subsidy (Gilbert—CLOSED)**

The NEB unanimously approved the following Houston 2020 convention subsidy. The application will be available on the convention website and in future updates.

*National Air Traffic Controllers Association  
Biennial Convention  
Houston, Texas  
May 27-29, 2020*

*To be valid, the National Office must receive the subsidy form no later than May 28, 2021.*

*The following is provided so that NATCA Locals may properly prepare and request subsidies for attendance at the 2020 Biennial Convention in Houston, TX. For those NATCA Locals that qualify, subsidy checks will be issued after the Convention.*

*Subsidies are available to any NATCA Local that received dues rebates of \$4500 or less annually.*

*NATCA Locals who wish to apply for a convention subsidy shall send the 2020 Subsidy Application Form and the following information to the NATCA Executive Vice President at the National Office:*

*Copies of itemized receipts for actual expenses (up to the reimbursed subsidy amount) incurred by the Local's primary delegate to attend the 2020 Houston Convention for the following expenses: transportation (including reasonable taxi or shuttle service to and from the airport and home/facility/hotel), parking at the departure airport, hotel, and meals.*

*A subsidy will be disbursed to locals that receive the following annual dues amounts:*

*\$1500 or less annually - \$525  
\$1501 to \$3000 annually - \$500  
\$3001 to \$4500 annually - \$300*

*If you have not received a subsidy or a related response within four weeks of submission, please contact your Regional Vice President.*

*For questions regarding the subsidy, please contact the Executive Vice President [executiveoffice@natcadc.org](mailto:executiveoffice@natcadc.org).*

*To be valid, the National Office must receive the subsidy form no later than May 28, 2021.*

**3. SRF-22 and SRF-12 (Gilbert—CLOSED)**

At the NATCA 2018 convention when SRF-12 was amended to include "locals receiving more than \$4500 but less than \$6000 in annual dues rebates, fifty percent (50%) of transportation and lodging expenses required to attend NATCA training courses or regional meetings will be paid by the region or

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department hosting the event” it subsequently made the same category of facility eligible for SRF-22, Internet for Smaller Locals.

EVP Gilbert will send the list to the NEB of facilities that became eligible at the April 2018 convention.

**4. Mental Health Awareness/Education (Gilbert—OPEN)**

The NEB discussed options on what more can be done on education and awareness around Mental Health. Trish will write-up a synopsis and speak to resources/processes that are available when there are occurrence. She will attempt to message all negotiated subjects (Article 45, SSRI MOU) to continued Flight Surgeon challenges.

**5. Controller Hockey Tournament Sponsorship (Gilbert—CLOSED)**

The annual event will be in the United States this year. The NEB unanimously approved being a sponsor of the event.

**6. World Controllers’ Cup 2019 (Gilbert—CLOSED)**

The NEB unanimously approved being a sponsor of the event.

**7. Office 365 (Santa—OPEN)**

The ITC will continue to test the usage of this. A briefing on the switch to Office 365 will be given at the Committee chairs meeting in October. The ITC will develop training modules on how to transition to this new system.

**8. ATOMS (Santa—CLOSED)**

The Agency remains engaged in internal discussions regarding a scheduling tool for BUE’s.

**9. TRB (Santa—CLOSED)**

RVP Santa suggested a nationwide database on TRBs. Some regions shared that their TRB reps are sharing information in order to identify trends and issues.

**10. Staffing Group/Communication (Devine—CLOSED)**

There needs to be a better way to provide continuity between all the groups which touch staffing. Mick and Rich will now reach out to the agency following each panel to advise them of decisions that were made at the table to not staff a building for a particular reason. This will be done with an attempt to apply the same reasoning on direct hires, academy grads, military hires and CPC reinstatements as we are doing on the NCEPT.

**11. Tuition Reimbursement (MacQueen—CLOSED)**

Heather McNevin’s request for tuition reimbursement for 2018 and 2019 was approved in accordance with SRF-14.

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**Untimely Business**

**1. Untimely Internet Reimbursement (Ortiz—CLOSED)**

An untimely request for internet reimbursement for ITO was unanimously approved by the National Executive Board.

**2. Untimely Internet Reimbursement (MacQueen—CLOSED)**

An untimely request for internet reimbursement for MFD was not approved by the National Executive Board as it was 4 years old.

**3. Election Protest (Rinaldi—CLOSED)**

The NEB unanimously agreed with the recommendation of the National Election Committee. There was no DOL violation but due to confusion the local will rerun their election.

**4. CISM Charter (Gilbert—CLOSED)**

The NEB unanimously adopted the following charter:

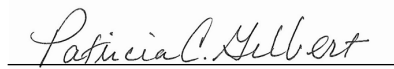
*NATCA National Critical Incident Stress Management Team*

*The NATCA Critical Incident Stress Management (CISM) team provides confidential, non-judgmental, peer-to-peer support in the wake of stressful events to promote recovery following a difficult experience. The CISM team operates in accordance with Article 74 of the NATCA Collective Bargaining Agreements.*

*The CISM Program will include fifteen (15) Peer Debriefers appointed by the Union for the purpose of responding to critical incidents and providing peer support. From within this team, the Union, at the national level, will designate up to four (4) national CISM coordinators to work with jurisdictional Employee Assistance Program (EAP) Managers to arrange for critical incident response. The National Executive Board will designate a Peer Debriefers as the team lead and one as the assistant team lead.*

*Applicants will be identified through a solicitation, followed by an interview process conducted by the team lead or assistant team lead, and forwarded to the National Executive Board for approval.*

*The CISM team will meet annually for initial or refresher training.*



Patricia Gilbert  
Executive Vice President