

CONVENTION BUSINESS: REFERENCE MATERIALS

As a resource for delegates to better understand important issues during Convention, the NATCA National Office has prepared several white papers and spreadsheets. Delegates can find these documents printed and on tables in the back of the Convention hall, at natca.org/convention, and on the [#NATCAphilly2018](#) mobile app, available for download on both iOS and Android devices.

DIGITAL RESOURCES: #NATCAPHILLY2018 MOBILE APP

The [#NATCAphilly2018](#) app is chock full of valuable info for members and attendees. Download it to have instant access to the full event schedule, detailed information about speakers, exhibitors, and sponsors; notifications of important updates; special offers; social sharing on Facebook, Twitter, and LinkedIn; and a list of attendees (attendees may choose to publish their own contact info).

The Delegate



PUBLISHED FOR NATCA'S 17TH BIENNIAL CONVENTION

APRIL 17-20, 2018

WELCOME TO PHILADELPHIA!

We the People...

will join together in Philadelphia, our nation's birthplace, labor's heartbeat, the city of brotherly love, home of the 2018 Super Bowl Champions, the newly-crowned 2018 NCAA Men's Basketball Champions, the famous Philly Cheesesteak, Rocky, Benjamin Franklin, and NATCA's 17th Biennial Convention.

Our founding fathers first envisioned what this nation could be here in Philadelphia, and the city is where they created and signed the documents that would determine how the United States is governed. Our country was formed in this city on the then-radical principles of democracy and freedom. The founding fathers were visionaries for their time, and they understood that society would progress and that changes would be necessary. Because of their foresight, the United States Constitution is a living document that has undergone many changes and amendments since it was ratified in 1788, allowing for continued societal progress.

In the same way, the NATCA Constitution is a living document. Every two years, we come together to discuss issues vital to our Union and make any changes the convention body deems necessary to ensure a strong future for our workforce and the National Airspace System. That is our task this week as we continue to strive for greatness.

Each day, we will highlight a portion of the preamble of the U.S. Constitution. Day one focuses on "We the People." As delegates, you are the voice of the NATCA membership, and it is your responsibility to represent your membership to the convention body. The work that you do here this week is essential to ensuring that this Union is of the people, by the people, and for the people that it represents.

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KEYNOTE ADDRESS: Richard Trumka, President, AFL-CIO



Friday morning, AFL-CIO President Richard Trumka will give the keynote address to kick-off our final day of Convention, themed "building a more perfect union." Trumka has spent his career working to build consensus among unions and representing employees from diverse industries. He heads the labor movement's efforts to create an economy based on broadly shared prosperity and hold elected officials and employers accountable to working families.

In 1982, at age 33, Trumka ran on a reform ticket and was elected the youngest president of the United Mine Workers of America (UMWA). There, in addition to reforming the UMWA's bureaucracy, he led one of the most successful strikes in recent American history against the Pittston Coal Company, which had tried to avoid paying into an industry-wide health and pension fund.

Trumka was elected AFL-CIO secretary-treasurer in 1995, and held that post until 2009, when he was elected president.

As Trumka looks forward, he envisions an economy of shared prosperity for all working families – an economy of rising wages, equal pay, respect at work, safe jobs, secure retirement, and the freedom for all workers to form or join unions and bargain collectively. He knows what it will take to get there: solidarity and commitment.

NATCA President Paul Rinaldi and Executive Vice President Trish Gilbert have proven NATCA's solidarity with and commitment to the AFL-CIO and NATCA has set an example by establishing the incredible value a small union can contribute with a dedicated workforce and tireless leadership. NATCA takes a leadership role in the AFL-CIO's efforts to engage with elected officials and help elect labor advocates by working on the AFL-CIO Labor-to-Labor Boots on the Ground get out the vote program. In addition to our grassroots efforts, Rinaldi serves on the AFL-CIO Executive Council, Executive Finance Committee, and International Committee. Gilbert serves on the Executive Political Committee, Legislative Committee, and Committee on Women Workers.

Please join us in welcoming our brother, President Richard Trumka.



Paul Rinaldi
President



Trish Gilbert
Executive Vice
President



Dean Iacopelli
Eastern
Regional Vice President

AGENDA

Subject to change due to the business of Convention. For the most up-to-date agenda, please refer to the NATCA app.

Wednesday

7:45 A.M. - 9:00 A.M.
CONTINENTAL BREAKFAST

7:30 A.M. - 5:00 P.M.
REGISTRATION

8:00 A.M. - 5:00 P.M.
EXHIBITS / NCF AUCTION

8:00 A.M. - 8:50 A.M.
BREAKFAST WORKSHOPS

9:00 A.M.
GENERAL SESSION
Dean Iacopelli, Eastern Regional Vice President
Paul Rinaldi, NATCA President
Morning Break
Convention Business
Lunch Workshops
Convention Business
Afternoon Break
Convention Business

5:00 P.M.
REGIONAL BREAKOUTS

Alaskan 121 C	Northwest Mountain 121 A
Central 122 A	Southern 122 B
Eastern 126 A/B	Southwest 124
Great Lakes 120 A/B	Western Pacific 125
New England 120 C	Region X 123

7:00 P.M. - 11:00 P.M.
NCF SOLIDARITY EVENT
Eastern State Penitentiary

Wristbands are required to attend this event.

Thursday

7:45 A.M. - 9:00 A.M.
CONTINENTAL BREAKFAST

7:30 A.M. - 5:00 P.M.
REGISTRATION

8:00 A.M. - 5:00 P.M.
EXHIBITS / NCF AUCTION

8:00 A.M. - 8:50 A.M.
BREAKFAST WORKSHOPS

9:00 A.M.
GENERAL SESSION
Convention Business
Morning Break
Panel
NATCA Initiatives: Promoting the General Welfare
Lunch Workshops
Convention Business
Afternoon Break
Convention Business

5:00 P.M.
REGIONAL BREAKOUTS

7:00 P.M. - 11:00 P.M.
REGIONAL DINNERS

Alaskan	
Eastern	City Tap House
Central	
New England	
Northwest Mountain	
Region X	Field House Philly
Great Lakes	
Western Pacific	Hard Rock Cafe
Southern	Howl at the Moon
Southwest	Gran Caffè L'Aquila

While the dinners are free events, registration and wristbands are required to attend.

Friday

7:45 A.M. - 9:00 A.M.
CONTINENTAL BREAKFAST

7:30 A.M. - 12:30 P.M.
REGISTRATION

8:00 A.M. - 5:00 P.M.
EXHIBITS / NCF AUCTION

9:00 A.M.
GENERAL SESSION
Location
Keynote Address: AFL-CIO President Richard Trumka
Convention Business
Morning Break
Panel
Get Involved and Stay Involved
Awards Luncheon
Afternoon Break
Convention Business
2022 Convention Bids

7:00 P.M.
CLOSING BANQUET
Reading Terminal Market

Wristbands are required to attend this event.

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NATCA's primary purpose is to protect and "Promote the General Welfare" of our members. On day two, we will discuss many of the ways in which NATCA promotes your welfare through legislative work, staffing programs, professionalism, labor relations, safety and technology initiatives, collaboration, and more. We have dozens of classes and breakouts scheduled throughout the week that will highlight these topics and others and help you gain a more comprehensive understanding of the ways NATCA supports you and the membership, as well as provide strategies to tackle some of the day-to-day issues that you face.

Finally, day three really sums up what Convention is all about, "To Form a More Perfect Union." For the last three decades, NATCA members have constantly worked to make NATCA a more perfect Union. Our work in Philadelphia this week and throughout the year should always be with that goal in mind. It takes every one of us contributing our ideas, hard work, time, and enthusiasm to push our Union forward.

After convention business hours this week, we hope you'll join us at the evening events that will allow us to grow and strengthen the bonds of the NATCA family. The opening reception will take place at the National Constitution Center, where you can learn about the history of the United States' Constitution and participate in a scavenger hunt hosted by the Legislative Committee on the Convention App. On Wednesday, the NATCA Charitable Foundation will host a solidarity night at the Eastern State Penitentiary benefiting several local charities. You will all have a chance to spend time with your regions on Thursday night, and on Friday, we will host a truly special closing banquet at the historic Reading Terminal Market.

Philadelphia is a city of strong unions and rich labor history. Unions have risen and fought here on the principles of fair wages, safe working conditions for every worker, and the fundamental right to bargain with a collective voice. As we discuss the issues facing NATCA today and learn from one another, we stand on the shoulders of those who came before us in the fight for equality, progress, and workers' rights. This week will be a time to reflect on the great strides we have made as a country, but also as a Union, and the possibilities of where we can go from here.

Thank you for joining us in the nation's birthplace this week to represent your facilities' membership, and to strengthen this great Union.

In solidarity,



Paul Rinaldi, President



Patricia Gilbert, Executive Vice President



Dean Iacopelli, Eastern Regional Vice President

NATCA INITIATIVES: *Promoting the General Welfare*

NATCA continues to advocate for all of the issues that are important to our members and critical to maintaining the safest, most efficient, most complex, and most diverse aviation system in the world. In doing so, we understand the weight of responsibility we hold on our shoulders as proud union members.

Our Union's many NATCAvists take seriously their responsibility to stand up for and promote the general welfare of our members, and to be worthy stewards of the legacy of labor leaders that came before us. While we advocate on multiple fronts, we strive to remember our place in the progress of the labor movement, and work to push the movement forward.

Our brothers and sisters fought tirelessly to establish the rights we enjoy today for our workforce. Like Dr. Martin Luther King Jr., who was assassinated 50 years ago this month, some even made the ultimate sacrifice, fighting for the belief that working Americans should be treated with respect, paid fair wages, and operate in safe working conditions.

Dr. King fought for all workers' right to organize and believed that unions and fair labor practices were crucial to economic equality as the next step in the civil rights movement. He was in Memphis before his death on behalf of sanitation workers who were striking for the right to unionize after two of their co-workers were crushed to death by a malfunctioning truck.

"We know that it isn't enough to integrate lunch counters," Dr. King told the crowd in Memphis at Mason Temple in March 1968. "What does it profit a man to be able to eat at an integrated lunch counter, if he

doesn't earn enough money to buy a hamburger and a cup of coffee?"

Meanwhile, during that time period, when racial tensions were at a peak – not to mention the prejudice women faced for joining the military at that time – Sandra Durbin paved the way for progress when she joined the Navy in 1966 and began her career in aviation, motivated by a desire to go to college. Durbin faced her circumstance with bravery and grit.

On graduating in the top 10 percent of her class at 19, Durbin said, "They had said I was stupid, and they didn't understand why they even allowed women in that part of the service. I proved them wrong."

Four years after Durbin graduated from Navy Air Traffic Control school, Eleanor Williams became the Federal Aviation Administration's first black female air traffic controller.

NATCA members always have been and continue to be brothers and sisters in the fight for progress for all working people, and for fair and safe working conditions. Together, we are stronger. Together, our collective voice is louder. We share in the progress they helped secure and continue to fight for their legacy.

On Thursday afternoon, NATCA Executive Vice President Trish Gilbert will lead a panel of key NATCA leaders working on a cross-section of our most important initiatives. Panelists will discuss how these initiatives work system-wide to push our membership to new heights and to promote the welfare of our members which, in turn, benefits the National Airspace System (NAS) as a whole.

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Panelists will discuss how NATCA leverages the collective voice of our members to negotiate and collaborate on programs that are crucial to operating the NAS safely and efficiently, protecting NATCA members, and making real progress in various arenas.

Topics will include labor relations, modernization and infrastructure, training programs, Professional Standards, hiring and staffing, safety reporting, and legislative issues. Panelists will take a high-level view of how initiatives in these different areas are implemented and how they affect the system and our members.

PANELISTS:

- Tom Adcock, National Training Lead
- Eugene Freedman, Special Counsel to the President
- Steve Hansen, Safety Committee Chairman
- Dean Iacopelli, Eastern Regional Vice President
- Garth Koleszar, National Professional Standards Representative
- Andrew LeBovidge, Southwest Regional Vice President
- Jim Ullmann, Director of Safety and Technology

To Form a More Perfect Union

GETTING INVOLVED, STAYING INVOLVED: INCREASING PASSION AND ACTIVISM WITHIN NATCA

Friday is the third and final day of the 17th Biennial Convention and is devoted to the theme "to form a more perfect union." The constitution drafted by our nation's founding fathers in Philadelphia established expectations around human rights and made it possible for our nation to continue to advance as the understanding of these rights evolved over time. Within NATCA, our members have also always worked to improve the Union and never declared their work complete. The effort to continually improve our Union continues here in Philadelphia.

Noted NATCAvists

Dawn Johnson and Richard Kennington will lead a panel on Friday and explore the various paths NATCA members have taken to improve the Union, and how they found their passion within the Union.



Dawn Johnson



Richard Kennington

Johnson was hired by the Federal Aviation Administration through the Collegiate Training Initiative in 2005, when she began her career as an air traffic controller at Atlanta Center. Johnson is currently the NATCA Eastern Service Area Air Traffic Safety Action Program (ATSAP) analyst, a position she has held since 2014. Johnson is also the Chair of the National Reloaded Committee.

In Johnson's role as a NATCAvist, she has worked on various projects and has held numerous representational positions including facility and regional NATCA Reloaded Rep, Facility Training Rep, Training Review Board Rep, and has served on the IFATCA (International Federation of Air Traffic Controllers' Associations) and NATCA Communicating For Safety conference planning committees.

Richard Kennington began his NATCA activism by taking over the duties of restocking the candy and soda machines at Portland ATCT (PDX). After a few years of serving the local on small ad hoc projects, he became the local Vice President and later the FacRep. Currently, he represents the Northwest Mountain Region on the National Legislative Committee. He also conducts monthly pilot outreach seminars around Oregon and southern Washington, showing general aviation pilots how they can better operate in the National Airspace System.

These moderators' diverse experiences clearly demonstrate that there is no one right way to be involved with NATCA. Johnson and Kennington will lead an eclectic group of panelists in discussion that will explore their successes and acknowledge the challenges associated with being involved in different ways within NATCA. The panel will cover topics like the difficulty of managing personal and family commitments alongside NATCA efforts.

PANELISTS:

- Nick Daniels, FacRep, Fort Worth Center, NATCA Academy and Training
- Sam Navarro, FacRep, Seattle ATCT, NATCA Reloaded
- John Bratcher, Chair, NATCA Benefits Committee, NATCA Organizing Committee, FacRep, Fort Smith ATCT
- Della Swartz, Region X Professional Standards Program National Workgroup
- Trisha Pesiri-Dybvik, Western Pacific Region Chair, National Legislative Committee
- Bob Obma, Indianapolis Center, NATCA Outreach

NATCA'S TRUSTED PARLIAMENTARIAN: JIM SLAUGHTER

Jim Slaughter is serving again as Convention Parliamentarian this week. It is his ninth NATCA Biennial Convention.

Slaughter's role is to make certain the Convention follows the rules and to advise the presiding officer, committees, and delegates on procedural issues. He is an attorney, Certified Professional Parliamentarian, and past President of the American College of Parliamentary Lawyers.

Slaughter is the author of two books on meeting procedure, *The Complete Idiot's Guide to Parliamentary Procedure Fast-Track* and *Notes and Comments on Robert's Rules, Fourth Edition*. He has served as NATCA's Convention Parliamentarian since 2002. 🌟



SPOTLIGHT: #NATCAphilly2018 EVENING EVENTS

NATCA Solidarity Event

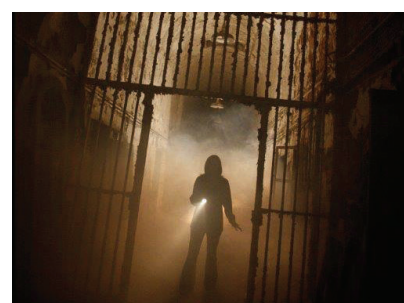
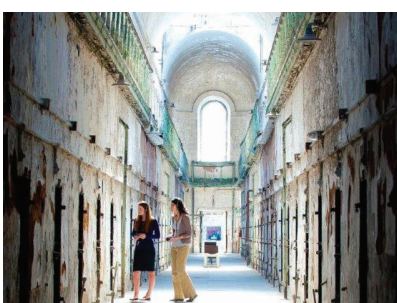
EASTERN STATE PENITENTIARY | WEDNESDAY | 7-11:00 P.M.

Eastern State Penitentiary was once the most famous and expensive prison in the world, but it stands in ruin today, a haunting world of crumbling cellblocks and empty guard towers. Known for its grand architecture and strict discipline, this was the world's first true "penitentiary," a prison designed to inspire penitence, or true regret, in the hearts of prisoners. Its vaulted, sky-lit cells once held many of America's most notorious criminals, including bank robber "Slick Willie" Sutton and "Scarface" Al Capone.

Eastern State Penitentiary Historic Site, Inc. is a charitable nonprofit

organization. The Historic Site interprets the legacy of American criminal justice reform, from the nation's founding through to the present day, within the long-abandoned cellblocks of the nation's most historic prison. The prison's innovative preservation, interpretation, and public programs aim to move visitors to engage in dialogue and deepen the national conversation about criminal justice.

Registration is required for this event and **wristbands must be worn to gain entry**. If you have not already registered, admission at the door will be \$100 for those over 21 and \$25 for those under 21. 🌟



Closing Banquet

READING TERMINAL MARKET | FRIDAY | 7-11:00 P.M.

Markets have been a part of Philadelphia's history since the city's development by William Penn in the late 17th century. When Penn's managers established the town of Philadelphia, one of their first actions was to herd the ragtag crowd of farmers, fishermen, and huntsmen, who were hawking their goods all over the bustling settlement, into an open area at the foot of what was known as High Street along the Delaware River. Soon, the so-called 'Jersey Market' (because most of the hucksters were from the neighboring state) began to expand westward in the middle of the thoroughfare that had been appropriately renamed Market Street.

Not long after, open air markets fell out of favor with the general public. They were considered health hazards and nuisances. They also created obstacles for the ever-increasing streetcar traffic. Bowing to complaints of nearby residents, city fathers decreed that the street markets would have to go, and in 1859 summarily dismantled them. It was then that two main markets sprang up at 12th and Market Streets. They were known as the Farmers' Market and the Franklin Market. It would be these two markets that would become the forerunners of what is now Reading Terminal Market.

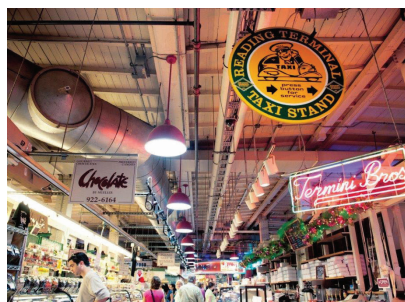
In the postwar years, sweeping changes in where people lived, how they traveled, and where they shopped signaled problems for the

Market's viability. The Reading Railroad's revenue declined and it had less to invest in the Market's upkeep. The roof started leaking and the building deteriorated. Compounding these challenges, new food safety regulations required farmers and merchants to invest in modern equipment.

By the early 1980s the reawakening of Philadelphia's commercial center and a growing interest in artisanal food drew a new generation of shoppers to the Market. In 1989, a new convention center – adjacent to the Market – was on the drawing boards.

The newly-formed Pennsylvania Convention Center Authority purchased the Reading Terminal Market from the Reading Company in 1990. The Authority secured a critical \$30 million in public funding to upgrade the Market's infrastructure and freshen up the drab interior. In 1995, the Authority created a non-profit corporation to manage the Market. In the years since, this historic landmark has prospered. Today the Reading Terminal Market is one of the nation's most successful public markets with more than 75 independent small businesses that offer an array of fresh and prepared foods, lunch counters, and places to eat and shop.

Registration is required for this event and **wristbands must be worn to gain entry**. If you have not already registered, admission at the door will be \$150 for those over 21 and \$40 for those under 21. 🌟



WORKSHOPS

ROOM	WEDNESDAY 8-8:50 a.m.	WEDNESDAY 12-12:50 p.m.	THURSDAY 8-8:50 a.m.	THURSDAY 12-12:50 p.m.
120 A/B	How to Keep Your Local Out of Jail	Funding the FAA	Funding the FAA	How to Keep Your Local Out of Jail
120 C		Union Representation During Investigations and Formal Meetings	Union Representation During Investigations and Formal Meetings	NVT: Traffic Count and Facility Pay Level
121 A		Hate Politics? C'mon In	Hate Politics? C'mon In	
121 B	Internal Organizing 101	Building a Stronger Local	Building a Stronger Local	Internal Organizing 101
121 C	How to Have a Difficult Conversation	ATSAP/Professional Standards	ATSAP/Professional Standards	How to Have a Difficult Conversation
122 A	Say Again: Effective Communication Techniques	NCEPT	NCEPT	Say Again: Effective Communication Techniques
122 B		Solidarity Through Social Media	Solidarity Through Social Media	NCF 101
123	IFATCA/ITF	Accidents Happen: What Do You Do Now?	Accidents Happen: What Do You Do Now?	IFATCA/ITF
124	Collaboration: What Comes Next?	NCF 101		Collaboration: What Comes Next?
125	Substance Testing Procedures	The Right Way to Conduct a Union Officer Election	The Right Way to Conduct a Union Officer Election	Substance Testing Procedures
126 A/B	Foundations of Professionalism	NVT: Traffic Count and Facility Pay Level		Foundations of Professionalism

ACCIDENTS HAPPEN: WHAT DO YOU DO NOW?

Are you prepared? Find out what to do when there is an accident or significant incident at your facility. Understand the investigation process when something goes wrong and learn more about the support available to NATCA members.

ATSAP AND PROFESSIONAL STANDARDS

Attendees will be provided useful tools to make ATSAP and Professional Standards work for them. Attendees will gain a better understanding of how these programs can make their job easier, what their roles and responsibilities are, and how to answer questions from their membership.

BUILDING A STRONGER LOCAL

This is an interactive workshop designed to enhance the strength of your local by emphasizing the importance of teamwork, education, and communication. Building a stronger local all starts with your local leadership and those members who step up to fill other important roles from legislative activist to safety rep and much more. Increasingly, each individual member plays a role that has a direct and profound impact on the strength of the entire local.

COLLABORATION: WHAT COMES NEXT?

Why we are doing what we are doing...learn to control what you can control! Learn the six steps of an interest-based conversation and stop avoiding the difficult conversations that could lead to mutually beneficial outcomes.

FOUNDATIONS OF PROFESSIONALISM

This workshop discusses each unique program within the Foundations of Professionalism and how they work together. Attendees will learn the importance of these programs to the system and how they can best benefit from them as professionals.

FUNDING THE FAA

The FAA's lack of a stable, predictable funding stream has resulted in many negative effects on NATCA's members and the National Airspace System. This workshop will focus on the Congressional appropriations and authorization processes that fund and give direction to the FAA. Attendees will learn about the interplay between FAA authorization and its funding, and why the lack of regular order in the Congressional appropriations process and the lack of long-term authorization has created significant problems for the FAA.

HATE POLITICS? C'MON IN

This workshop will address what NATCA's legislative efforts have achieved in the past and what we are up against in the future. Attendees will leave with a better understanding of how NATCA activism is approachable for everyone and a political background isn't necessary to be successful.

WORKSHOPS

HOW TO HAVE A DIFFICULT CONVERSATION

People are not always equipped to communicate effectively when perspectives differ or when discussing a sensitive topic. That could be anything from training challenges, personal differences, or being faced with a last-minute problem. This workshop will cover common workplace conversations, but will also give you strategies and tools to get through tough conversations in your personal life. You will learn to have a more productive conversation with a better outcome and to create a path forward that both parties agree on.

HOW TO KEEP YOUR LOCAL OUT OF JAIL

Learn the correct ways to keep track of your local's financial records and other documents, and improve your knowledge of NATCA, the Department of Labor, and Internal Revenue Service (IRS) rules. Understand the importance of strict record keeping, consistent financial records for your local, and how to provide written documentation to meet financial guidelines. If you have any role dispersing or keeping the finances for your local, you can't afford to make mistakes – it really could land you or someone else in jail. Don't miss this opportunity to learn what you need to keep your local running smoothly and legally.

IFATCA/ITF

Learn more about international air traffic control, international transportation labor issues, and how NATCA fits in from IFATCA Americas Executive Vice President and NATCA President Emeritus John Carr and ITF Air Traffic Services Committee Chair and Prospect ATCOs Branch Chair Paul Winstanley.

INTERNAL ORGANIZING 101

This workshop is all about growing the Union at the local level. Attendees will gain a better understanding of what we all can do to increase awareness about all of the different bargaining units NATCA represents. Leave empowered to grow your local and achieve the status of a 100% membership facility.

NCEPT

The National Centralized ERR (employee requested reassignments) Process Team (NCEPT) implements the process for the selection, placement, and facility transition of air traffic controllers who submit their application to the facilities they desire. This workshop will feature a presentation covering where and how the NCEPT process started, what the team is doing today, and the direction for the future. Join for the presentation followed by Q&A with NATCA leaders and representatives.

NCF 101

This workshop provides a brief overview of the history of the NATCA Charitable Foundation (NCF) and the organization's current structure. Attendees will learn about the symbiotic relationship between the charitable foundation, the Union itself, and its members. Make a difference by learning how to organize and participate in the wide range of charitable programs NCF sponsors by getting involved at the individual, local, regional, and national levels.

NVT: TRAFFIC COUNT AND FACILITY PAY LEVEL

The National Validation Team will provide a refresher on all things involving traffic count procedures, Facility Pay Level review processes,

and upcoming changes to the system. Attendees will leave with a much better understanding of traffic counting procedures, how your pay is affected, and what you can do at the facility to optimize your situation.

THE RIGHT WAY TO CONDUCT A LOCAL UNION OFFICER ELECTION

This workshop is designed to provide attendees with a better understanding of how to conduct a union officer election at the local level and the resources NATCA has available to assist locals with that process. Attendees will gain knowledge of the federal laws and Dept. of Labor regulations governing local union officer elections, learn about the top five election problems that could invalidate an election, and have an opportunity to ask questions about their local union officer election process answered by members of the NATCA National Election Committee and the NATCA General Counsel's staff.

SAY AGAIN: EFFECTIVE COMMUNICATION TECHNIQUES

Whether it's a face-to-face conversation, a text, or a written e-mail exchange, a meaningful message entails establishing a connection that leaves a powerful impression. Discover the different methods of communication and the best ways to use them. NATCA's recent legacy has been our commitment to collaboration – working with others to find mutually beneficial solutions to the hardest problems facing the National Airspace System. Working well with others is impossible without effective communication. Join your NATCA brothers and sisters in this continuing push by learning to communicate effectively, no matter the circumstance.

SOLIDARITY THROUGH SOCIAL MEDIA

To reach NATCA members and other targeted audiences, you must go where they are: social media. This workshop will describe NATCA's strategy for engaging its members and the public via social media, introduce the newest social initiatives for the Union, show you how to get started or be more successful in your current efforts, avoid pitfalls, and give you an opportunity to connect with NATCA's senior social media associate to get all your questions answered – about Facebook, Twitter, Slack, YouTube, LinkedIn, Reddit, and more.

SUBSTANCE TESTING PROCEDURES

As a NATCA representative, you have a duty and responsibility to know what to expect when substance testers come to your facility. Substance Testing is contained in Article 73 of the Slate Book CBA. This workshop will walk you through the substance testing process from beginning to end, including the representational rights all bargaining unit employees have. Join this class to gain the knowledge you need to know about contract provisions and what members can expect during this process.

UNION REPRESENTATION DURING INVESTIGATIONS AND FORMAL MEETINGS

Know your rights, protect your members. NATCA reps will leave this workshop with a better understanding of their rights as union representatives during employee investigations and formal meetings.



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how to get involved, contact:

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Promoting the Common Good

The NATCA Charitable Foundation (NCF) is proud to support the local communities of Philadelphia. NCF is a non-profit 501(c)(3) corporation with a mission to assist charitable, educational, scientific, and other activities that benefit the common good. NCF is a 100 percent volunteer organization, and the official charity of NATCA. The charity's philanthropic efforts and programs stretch across the country with a volunteer network dedicated to making a difference in as many lives as possible. The foundation seeks to assist areas of need that go unfunded or may be missed through typical donor drives.

A hallmark of NCF is its low operating expense, largely due to its volunteers of all ages and professions. NCF's operating expense ratio has remained below five percent since 1998. From 2011 to 2015, NCF has more than doubled the amount of money allocated to those in need from \$91,000 to \$200,000. In 2016 and 2017, NCF also allocated \$200,000. For 2018, NCF has allocated \$250,000 to be donated.

This week's event continues an NCF tradition of helping local charities in the host convention areas. NCF raised over \$30,000 in 2014 during NATCA's 15th Biennial Convention in Minneapolis, which continued the "Show Your Roots" convention campaign that began in Denver in 2012. At Minneapolis, individuals, facilities, and areas within facilities sponsored 100 trees for the Twin Cities Habitat for Humanity. NCF also collected more than \$10,000 in donations to benefit Finnegan's Community Fund, which provides food for the hungry in the Midwest. NCF has also been a great resource for NATCA members to assist our nation's veterans and military personnel. Veterans were highlighted at the 16th Biennial Convention in San Diego, which opened with a roll call honoring all of NATCA's veterans and active military. NCF raised funds for local charities Shelter to Soldier, Snowball Express San Diego, United Soldiers and Sailors of America, Veterans Village San Diego, and Homefront San Diego.

Philadelphia is the nation's birthplace and the heartbeat of labor and in that tradition, NCF will donate money raised this week to several charities in the local area – Rebuilding Together Philadelphia, Children's Literacy Initiative, Big Brothers Big Sisters, and Alpha Bravo Canine (ABC) – that honor the strong tradition of unions being there for their brothers and sisters and supporting their local communities.

NCF will host the solidarity event on Wednesday night at the Eastern State Penitentiary. 🌟

ALPHA BRAVO CANINE Awareness and Support

Alpha Bravo Canine (ABC) is a non-profit (501c3) organization that teams service dogs with U.S. veterans suffering from debilitating medical and psychological problems as a result of their active combat duty. It is estimated that 20 percent of Iraq and Afghanistan veterans suffer from Post-Traumatic Stress Disorder (PTSD) and/or depression. Roughly 20 veterans a day commit suicide nationwide, according to data published by the the Department of Veterans Affairs in 2016 – a figure that demonstrates the disturbing mental health crisis gripping our nation. In a recent year, more than 7,400 veterans took their own lives, accounting for 18 percent of all suicides in America

ABC was founded by a mother and son team to help the local community of veterans. Jennifer Green, CPDT-KA is a certified dog trainer and Army wife, and her son Kevin Daly, USMC was deployed to Afghanistan twice with the 1st Battalion 8th Marine Regiment. Upon Kevin's return home, they decided to combine their knowledge and experience of dog training and post deployment struggles to tackle these growing problems, and help to lower the suicide rates of U.S. veterans by providing emotional and physical support with trained service dogs.

ICYMI: To learn more about how the NATCA Charitable Foundation has supported ABC, visit www.natca.org/index.php/insider-articles/2187-natca-phl-member-john-murdock-raises-furry-friends-for-a-good-cause. 🌟



BIG BROTHERS BIG SISTERS

Changing Perspectives. Changing Lives.

For more than 100 years, Big Brothers Big Sisters (BBBS) has operated under the belief that inherent in every child is the ability to succeed and thrive in life. As the nation's largest donor and volunteer-supported mentoring network, BBBS makes meaningful, monitored matches between adult volunteers ("Bigs") and children ("Littles"), ages six through 18, in communities across the country. Through these relationships, BBBS hopes to provide children facing adversity with strong and enduring, professionally supported one-to-one relationships that change their lives for the better, forever.



Big Brothers Big Sisters

An independent study conducted in 1994 and 1995 by Public/Private Ventures found that after 18 months of spending time with their Bigs, the Little Brothers and Little Sisters, compared to those children not in our program, were 46 percent less likely to begin using illegal drugs, 27 percent less likely to begin using alcohol, 52 percent less likely to skip school, 37 percent less likely to skip a class, and 33 percent less likely to hit someone. They also found that the Littles were more confident of their performance in schoolwork and getting along better with their families.

ICYMI: To learn more about how the NATCA Charitable Foundation has supported BBBS, visit www.natca.org/index.php/insider-articles/2308-natca-charitable-foundation-supports-big-brothers-big-sisters-independence-charter. ★

CHILDREN'S LITERACY INITIATIVE

Reading = Opportunity

Children's Literacy Initiative (CLI) is a 501(c)(3) nonprofit organization that provides educators with training and coaching in the most effective practices for early literacy instruction for pre-K through third grade. CLI workshops and institutes build teachers' understanding of literacy and the art and science of teaching children how to read and write. CLI strives to create a sustainable, school-wide culture of literacy that introduces students to the joys of reading, writing, and lifelong learning.



CLI's goal is to close the gap in literacy achievement between disadvantaged children and their more affluent peers in an effort to build a nation where every child has the power of literacy and the opportunity for a lifetime of success. Visit www.cli.org to learn more.

ICYMI: To learn more about how the NATCA Charitable Foundation has supported CLI, visit www.natca.org/index.php/insider-articles/2309-natca-charitable-foundation-supports-children-s-literacy-initiative. ★

REBUILDING TOGETHER PHILADELPHIA

Together We Transform

Rebuilding Together Philadelphia (RTP) is a local, independent affiliate of Rebuilding Together, Inc., the nation's leading nonprofit organization providing critical home repairs, modifications, and improvements for low-income homeowners. The Philadelphia chapter was founded as "Christmas in April of Philadelphia" in 1988. The chapter changed its name to RTP in 2004.

RTP's mission is to repair homes, revitalize communities, and rebuild the lives of those in need by providing safe homes and communities for everyone. RTP is completely volunteer-based with nearly 100,000 volunteers who complete approximately 10,000 rebuilding projects annually. Learn more at www.rebuildingphilly.org.



ICYMI: To learn more about how the NATCA Charitable Foundation has supported RTP, visit www.natca.org/index.php/insider-articles/2112-natca-charitable-foundation-supports-rebuilding-together-philadelphia. ★

SPOTLIGHT: EASTERN REGION



NEA, NATCA Philadelphia Area Locals Welcome You to the Nation's Birthplace and Labor's Heartbeat!



The Eastern Region (NEA) welcomes you to NATCA's 17th Biennial Convention in Philadelphia! Local facilities Philadelphia ATCT/TRACON (PHL), North Philadelphia ATCT (PNE), Wilmington ATCT (ILG), Reading ATCT/TRACON (RDG), Harrisburg ATCT (MDT), Atlantic City ATCT (ACY), and Allentown ATCT (ABE) are delighted to host their sisters and brothers this week as they arrive in the nation's birthplace.

PHL is home to 90 NATCA members. FacRep Patrick Ream is proud of the dedicated membership which, he says, is home to some of the best performing professionals in the Union.

"PHL is one of the busiest facilities that regularly uses CRDA (Converging Runway Display Aid) for converging-runway operations," Ream says. "We are also one of only three level 11 or above up-down facilities – Miami (MIA) and Charlotte (CLT) are the other two."

The facility is also set apart by the water vessels that sail through the airspace. The busy facility expertly manages a schedule dependent on the movement of ships so tall, that members must mitigate conflicts with their masts over the Delaware River.

Nearby PNE is home to 13 proud NATCA members who consider each other family. FacRep Christopher Gallant reports one thing that sets the facility apart is its ability to adjust schedules despite their small size. He says that everyone is willing to adjust and help with leave and to make sure training gets accomplished and all operations run smoothly.

PNE members strive to stay involved with Union activities and Gallant has encouraged them to volunteer for positions that cover health and wellness, OSHA (Occupational Safety and Health Administration), Professional Standards, a Local Safety Council, legislative activities, and traffic count to name a few.

"Our traffic count is increasing again following a decline that resulted from the passing of the owner of a local flight school several years ago," explains Gallant. "There are many projects on the airfield that will hopefully help us build traffic once again. A new large hangar is under construction and, by springtime, construction of our largest runway will begin."

The new runway will be capable of supporting heavier aircraft. In addition, the air traffic control and airfield managers have a close collaborative relationship and are petitioning the city to rebuild a fire station on the field. This would make PNE more attractive to both air taxis and flight schools.

Another unique aspect of PNE is AgustaWestland Philadelphia Corporation, which produces several hundred helicopters per year. They soon will be producing a new tilt rotor aircraft and currently are testing an experimental aircraft at the field prior to full production.

ILG is a small but strong facility with 11 proud NATCA members. The members there have the distinction of working in the only FAA tower in Delaware. Additionally, ILG works operations of the Delaware Air National Guard and Army National Guard.

FacRep Nathan Schultz is proud of the immense professionalism displayed by ILG members, especially when it was the primary airport of use for Vice President Joe Biden for the eight years he was in office.

There are 19 NATCA members at RDG. FacRep Thomas Hendel says approach operations are handled from the tower, something that sets the facility apart from others.

"This makes the facility a great training environment for



ABE



ILG



RDG



PNE



ACY



MDT



PHL

newbies,” Hendel says. It helps them get the basics down before moving on to a bigger facility if desired.”

MDT is home to 33 NATCA members across three bargaining units.

“We have members who range in experience from 25 years down to the newly hired, but they are all proud activists,” Says FacRep Philip Gesumaria.

MDT serves the Pennsylvania state capital. It is also located right next to “the sweetest place on earth,” Hershey, Pa. It is the home of the Hershey’s Chocolate World and Hersheypark, which makes it an exceptionally sweet place to work.

There are 31 NATCA members at ACY, most of whom have been in the Agency for three years or less. The facility had 12 CPCs when FacRep TJ Woodyard transferred there in 2015, and within a year-and-a-half ACY received 15 more new hires. Many brought military experience with them. The facility has gone through a major transformation of personnel that has been both a blessing and a curse due to training demands, Woodyard explains.

There are several factors that set ACY apart from most other facilities, but the most famous claim to fame, Woodyard says, is

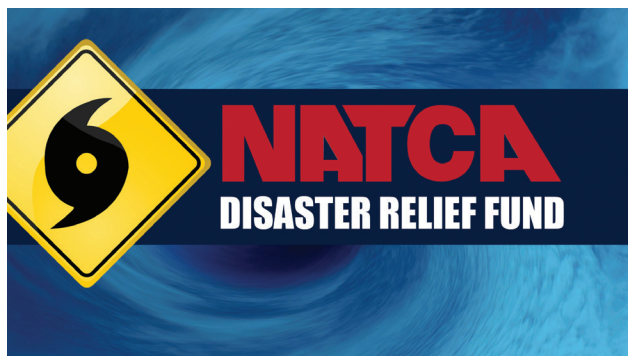
that the facility is the premier (and only) TRACON in New Jersey. The facility is also home to 17 veterans, putting the local at over 50 percent with military service.

“Over 50 percent of our local traffic is military aircraft,” says Woodyard. “Both the New Jersey Air National Guard and Coast Guard have squadrons here. They fly the F16 and AS365 helicopters respectively. We get quite a bit of heavy military transport aircraft from Dover Air Force Base and McGuire Air Force Base that come over to beat up our tower and instrument pattern. We also have the pleasure of being a favorite practice airport for the Presidential fleet of aircraft (B747, B757, B737, and GLF5).”

ABE is also thrilled to welcome their brothers and sisters to their home region.

Although each facility in the local area is unique, solidarity is a driving force behind these and all facilities in the Eastern Region. Their commitment to the Union through activism, solidarity events, and educational events ensure all members are informed and active participants in their careers and their futures. The Philadelphia locals welcome their dedicated sisters and brothers and hope you enjoy NATCA’s 17th Biennial Convention! ☆

SPOTLIGHT: DISASTER RELIEF EFFORTS



In 2017, the series of hurricanes – Harvey, Irma, and Maria – that hit Houston, the Texas and Louisiana Gulf Coast region, South Florida, Puerto Rico, the U.S. Virgin Islands, and other parts of the Caribbean devastated millions. Because of these hurricanes – and wildfires that also struck parts of the U.S. last year – hundreds of NATCA members either lost their homes or suffered heavy damage. The rebuilding efforts have taken months in some places and will take years in others.

Following these disasters, the NATCA family answered the call to help our sisters and brothers. During the harrowing hours and – in the case of Hurricane Harvey – days when the storms were raging around them, members of NATCA made their profession proud. Aviation played a big part in the rescue and relief effort. The aviation community shined as it rose to the occasion and provided critical assistance.

The NATCA Disaster Relief Fund – established in 1992 in the wake of Hurricane Andrew – provides assistance to our members who have experienced catastrophic losses of property and helps provide a lifeline during those most desperate times. Since September 2017, the NATCA Disaster Relief Fund has distributed more than \$130,000. Nearly 150 members have received \$104,000 from the Fund, and more than \$28,000 of the Fund was spent to purchase supplies.

NATCA has worked to raise money to make these donations possible. Since September 2017, NATCA has received a total of \$101,980 for its Disaster Relief Fund. That has come through a combination of donations via a GoFundMe campaign, checks, and voluntary deduction from members' Federal Aviation Administration paychecks. The Fund needs to keep growing. To sign up for voluntary deduction, please go to: natca.org/disasterreliefform. ★



SPOTLIGHT: FEDERAL CONTRACT TOWERS

NATCA is a diverse union made up of aviation safety professionals in many different workspaces and with many different roles, all contributing to the safety and efficiency of the National Airspace System (NAS). Most of NATCA's members are employed by the Federal Aviation Administration (FAA), but we also represent controllers and other safety professionals employed by the Department of Defense and the four companies within the FAA's Federal Contract Tower (FCT) Program: Robinson Aviation, Inc. (RVA); RVA- CI-Squared Aviation, Inc.; Midwest Air Traffic Control Service, Inc.; and Serco, Inc. Today, we proudly represent hundreds of NATCA brothers and sisters across 100 NATCA FCTs, but the road to representing these towers was not always smooth.

In 1993, the FAA contracted out 115 Level 1 towers. In response, NATCA sued the FAA and vigorously opposed that decision through various levels of litigation. During this protracted legal battle, NATCA argued that ATC work was an "inherently governmental function" and that the FAA had not followed the legal process for contracting it out. More than 17 years later, the final decision was issued by the United States Court of Appeals for the Sixth Circuit. NATCA had fought the good fight but had lost. By that time, the FAA's FCT program was well established and the world had undergone a major shift in how other countries operated and funded their ATC systems. ATC services had been legally and resoundingly deemed not "inherently governmental."

Despite the ongoing litigation and its ultimate outcome, NATCA began focused organizing efforts aimed at all FCTs in the mid-1990s. We firmly believe that all employees who operate and safeguard the NAS deserve strong and steadfast representation, regardless of their employer. Today, there are over 250 towers across 46 states in the FCT program. In March, NATCA chartered its 100th FCT local at Renton, Wash. (RNT), which is operated by Serco, Inc. NATCA is proud to represent all of our members at these 100 FCTs and will continue to aggressively organize all unrepresented FCTs across the NAS. ★



- ✈ CHANGE MAILING ADDRESS
- ✈ UPDATE PERSONAL INFORMATION
- ✈ MANAGE LOGIN CREDENTIALS
- ✈ ACCESS MEMBER NUMBER

portal.natca.net

NATCA SENIORITY: A TIMELINE

1989 The initial collective bargaining agreement between NATCA and the FAA for the air traffic controller unit is silent as to seniority. In practice, seniority is negotiated at the local level between the NATCA facility representative and the manager at each facility.

1993 Article 83 of a new collective bargaining agreement between NATCA and the FAA for the air traffic controller unit gives NATCA full authority to define seniority for bargaining unit employees: "[S]eniority will be determined by the Union at the local level."

1996 At the NATCA Convention in Pittsburgh, Resolution 96-062 is adopted and establishes a national seniority policy. This policy becomes Section G of the 1996 NATCA By-Laws. The new national seniority policy: (1) defines seniority as "NATCA Bargaining Unit Time;" (2) establishes a first tie breaker as "EOD/FAA date;" (3) establishes a second tie breaker as "SCD date;" (4) establishes that a lottery may be used as the third tie breaker; and (5) provides that individuals have forty-five (45) days to return to the bargaining unit or "NATCA bargaining unit time" is reset to the date they return to the unit.

1998 Article 83 of a new collective bargaining agreement between NATCA and the FAA for the air traffic controller unit maintains that "[s]eniority will be determined by the Union" but drops "at the local level" from the provision.

1998 At the NATCA Convention in Seattle, Resolution 98-002 is adopted and amends the national seniority policy so as to include only a deduction for any time spent outside the bargaining unit after September 30, 1996 rather than a reset of seniority upon return to the unit.

2002 At the NATCA Convention in Cleveland, the Convention delegates approve an amendment to the national seniority policy to require the lottery tie-breaker to occur at the local level. The Convention delegates also approve an amendment regarding the use of seniority for the leave-bidding process. All of the seniority provisions are relocated from Section G of the previous By-Laws to Section A of the 2002 NATCA By-Laws.

2004 Section A of the 2002 By-Laws becomes Section A of the Standing Rules. The Convention delegates approve an amendment to make "Cumulative NATCA Bargaining Unit Time" the primary basis for seniority and to use "NATCA Bargaining Unit Time" as the first tie-breaker, "EOD/FAA" as the second tie breaker, "SCD" as the third tie-breaker, and "lottery...determined at the local level" as the fourth tie-breaker.

2006 At the NATCA Convention in Boston, the criteria of the national seniority policy are moved from NATCA Standing Rule A-3 into the NATCA Constitution as Article XV.

2008 NATCA President Pat Forrey issues seniority guidance as part of the assimilation of the flight service unit. The guidance provides that only time spent as a flight service employee at a flight service facility in Alaska, as opposed to flight service facilities in other parts of the country, will count toward NATCA seniority dates.

2008 At the NATCA Convention in Miami, the Convention delegates adopt a new Section 2 to Article XV to provide that re-employed annuitant NATCA bargaining unit employees shall have their initial seniority date adjusted to reflect the date they rehire into any FAA NATCA bargaining unit. The Convention delegates also adopt a new Section 3 to Article XV which provides that any bargaining unit member who accepted a supervisor or management job after June 6, 2006 and returns to the bargaining unit thereafter would have a cumulative seniority date set to his or her return date.

2009 On October 1, a new collective bargaining agreement between NATCA and the FAA for the air traffic controller unit replaces the work rules unilaterally imposed by the FAA in 2006. Article 83 of the agreement continues to provide that "[s]eniority will be determined by the Union." A new section in Article 83 provides that "[t]he Union may only change seniority one (1) time during the life of this Agreement." The new agreement also contains a provision in Article 108 (the pay article that had gone to binding arbitration) which creates an exception to NATCA's national seniority policy. The exception provides that bargaining unit employees who return to the unit from a temporary promotion will have their seniority "reinstated as though the employee had never left the bargaining unit position previously assigned without accruing seniority for the duration of the temporary promotion." This exception imposed by the binding arbitration process is only applicable to employees in the air traffic controller, traffic management coordinator/specialist, and NOTAM units. In all other NATCA-represented units of FAA employees, individuals returning from temporary promotions that were commenced after June 6, 2006, continue to have their seniority date set to the date they return to the unit (in the same manner as all FAA unit employees returning from permanent promotions).

2012 At the NATCA Convention in Denver, the Convention delegates amend Section 3 of Article XV to provide that any bargaining unit member who accepted a supervisor/management position after September 12, 2008 (rather than June 6, 2006) and returns to the bargaining unit would have a cumulative seniority date set to his or her return date. This amendment is in response to several years of litigation over the retroactive portion of the policy adopted by the Convention delegates on September 12, 2008 and, as an outcome of that litigation, remediates the retroactive portion of the policy by inserting the date of the adoption of the 2008 amendment. (An exception to this policy continues to exist, however, for employees who return to the air traffic controller, traffic management coordinator/specialist, and NOTAM units from temporary promotions commenced after September 12, 2008, due to the pay provision in the 2009 agreement covering those units that was the result of the binding arbitration process.)

2016 On July 24, a new collective bargaining agreement between NATCA and the FAA for the air traffic controller, traffic management coordinator/specialist, NOTAM and flight service specialists goes into effect. The new agreement contains the same Article 83 language regarding the Union determination of seniority as the 2009 agreement. Article 108 also carries forward the provision from the 2009 agreement that following the conclusion of a temporary promotion, the employee's previous Union determined seniority will be reinstated as though the employee had never left the bargaining unit position previously assigned without accruing seniority for the duration of the temporary promotion.

FCT Facilities NATCA has collective bargaining relationships with three contractors who operate NATCA-represented facilities in the Federal Contract Tower Program. The collective bargaining agreements with these contractors differ from the agreements with the FAA in that the contractors will not agree to seniority provisions that allow NATCA to unilaterally determine the seniority policy for the employees at the contract facilities. Federal labor law requires NATCA to bargain in good faith with these contractors in reaching an agreement; NATCA, therefore, cannot fail to bargain over seniority provisions for these agreements even though the NATCA Constitution establishes a national seniority policy. The policy in the NATCA Constitution is only applicable for units where the determination of seniority has been left by agreement to the unilateral determination of NATCA. ✪



natcabenefits.com



RESPECT

Unscramble each of the clue words.

Copy the letters in the numbered cells to other cells with the same number.

roaeiesctdn

gnicaetcp

spoutrivep

rnotatel

epeavprtciai

ealqyuti

yidignt

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\$360.00	1	\$360.00
\$380.00	1	\$380.00
\$400.00	1	\$400.00
\$420.00	1	\$420.00
\$440.00	1	\$440.00
\$460.00	1	\$460.00
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