



Access the NATCA Constitution, Robert's Rules of Order, and Proposed Amendments and Resolutions via the NATCA Convention e-Book. These documents can be viewed on a smartphone, tablet, or computer. Users will be able to search, record notes, or jump to specific pages. To download the document, scan the QR code at left. Download information for the Convention app can be found on page 12.



For inclusion in the afternoon's business, resolutions and untimely amendments must be submitted, in writing, by 11:30 a.m. of the day on which they can be heard. Submissions can be made via e-form on the NATCA Convention website, emailed to resolutions@natcadc.org (must contain name, facility, region, email, cell phone, text of resolution, date, & time), or in writing to the EVP using the printed submission form. **Electronic submissions preferred; scan QR code at left to submit via email.**

The Delegate



PUBLISHED DAILY FOR NATCA'S 15TH BIENNIAL CONVENTION

WEDNESDAY • OCTOBER 1, 2014

Welcome to Minneapolis!

Thank you for joining us for Convention 2014 and welcome to Minneapolis, Labor's North Star! Over 950 people representing facilities across the country are gathered here to do the work of this great Union. We especially want to welcome delegates, participants, and family members who are joining us for the first time. Our biennial convention gives members the power to shape our constitution and plot NATCA's course. We have also planned some exciting social events to help you get to know your NATCA brothers and sisters better, including several events that will benefit the NATCA Charitable Foundation. This phenomenal charity celebrates its 20th anniversary this year!



Paul Rinaldi
President



Trish Gilbert
Executive Vice President



Bryan Zilonis
Great Lakes RVP

This convention is about ensuring a strong future for our workforce by engaging in some important conversations. Conversations about the power of labor in America. Conversations about the critical need for organizing and activism. Conversations about NATCA's fiscal health and the future of our workforce and professions. We are glad you have joined us here, in this great union city, to lend your voice.

You will notice that there are a few enhancements to this year's program. We are proud to offer several workshops and seminars this week, led by top NATCA leaders, covering several topics relevant to our Union. A full listing can be found on the NATCA app and in each issue of this publication. We hope you will take advantage of our leaders' expertise and attend a session or two. We've also organized three panel discussions that will explore workforce issues. Today a panel will explore NATCA's fiscal position and the upcoming vote on the proposed resolution R14-02 regarding a dues adjustment. Tomorrow you'll hear from our controller representatives from the UK, Australia, Germany, and Canada, and learn about day-to-day working conditions in various airspace structures around the globe. On Friday we will present a panel on NATCA's past successes and future challenges. We hope you will find these learning opportunities enriching. Your engagement is pivotal.

Thank you again for taking the time to join us in representing your facility this week. The work you do here will have a long-lasting influence on NATCA and the National Airspace System. We hope you enjoy all that Convention and Minneapolis have to offer!

SHULER TO DISCUSS YOUNG WORKERS, IMPORTANCE OF ORGANIZING



Liz Shuler
Secretary-Treasurer,
AFL-CIO

Today we are excited to welcome AFL-CIO Secretary-Treasurer Elizabeth "Liz" Shuler as a special guest speaker. Shuler will join us this morning for a brief address before lunch.

Shuler grew up in a union household, and has been fighting on the side of labor ever since. Under Shuler, the AFL-CIO has instituted a groundbreaking Young Workers Initiative, aimed at engaging the next generation of workers and changing the public image of unions. NATCA Reloaded shares many of the same goals as Shuler's Young Workers Initiative, and we hope to learn and grow our programs through continued collaboration and work with the AFL-CIO.

Shuler also has extensive experience and knowledge when it comes to organizing and engaging members. The NATCA Organizing Committee has worked incredibly hard and done an amazing job this year with The NATCA Difference. This campaign laid the groundwork for engaging a new generation of controllers, and we are excited to learn from Shuler's work how we can continue to improve our efforts in the future.

We are honored that she took the time to join us, and appreciate all of the hard work the AFL-CIO does to strengthen NATCA and the labor movement as a whole.

AGENDA

WEDNESDAY

7:30 AM - 5:30 PM**REGISTRATION**

Minneapolis Ballroom Foyer

8:00 AM - 5:00 PM**EXHIBITS / NCF AUCTION**

Minneapolis Ballroom Foyer

8:30 AM - 5:30 PM**GENERAL SESSION**

Minneapolis Ballroom

12:15 PM - 1:05 PM**LUNCH WORKSHOPS**

Hatch Act.....Rochester
 Presenting Greatness.....Duluth
 Arrested Development.....Conrad A
 Handling Local MoneyConrad B & C
 Arbitration Basics & Key NATCA
 Arbitrations (Part I)Conrad D
 Accidents Involving ATC.....Marquette I
 Local Union Officer ElectionsMarquette II & III
 Current Status of Hiring and
 Training.....Marquette IV & V
 Local Organizing.....Marquette VI & VII
 Building a Stronger LocalMarquette VIII & IX
 Media Training for NATCA Reps.....Symphony I & II

5:30 PM - 6:00 PM**REGIONAL BREAKOUTS**

AlaskanMarquette IV
 CentralMarquette I
 Eastern.....Duluth
 Great Lakes.....Marquette IX
 New EnglandMarquette VIII
 Northwest MountainMarquette II
 Southern.....Symphony I
 Southwest.....Marquette VII
 Western Pacific.....Marquette III
 Region X.....Symphony II

6:30 PM**RELOADED SOLIDARITY/NCF EVENT**

The Pourhouse

***Got a cool t-shirt that supports
the labor movement?***

Enter the **BEST LABOR T-SHIRT** contest! The winner, selected by the Reloaded Committee, will receive a NATCA store gift certificate.

To enter, post a picture of yourself wearing your favorite labor shirt on Twitter with the hashtags **#NATCAMSP** and **#mylabortee**. You must include both hashtags to be eligible.

THURSDAY

7:30 AM - 5:30 PM**REGISTRATION**

Minneapolis Ballroom Foyer

8:00 AM - 5:00 PM**EXHIBITS / NCF AUCTION**

Minneapolis Ballroom Foyer

8:30 AM - 5:30 PM**GENERAL SESSION**

Minneapolis Ballroom

12:25 PM - 1:25 PM**LUNCH WORKSHOPS**

Arrested Development.....Conrad A
 OSHA Awareness.....Conrad D
 Your Traffic, Your Complexity,
 Your PayMarquette II & III
 Presenting Greatness.....Marquette IV & V
 Communications & Social Media ...Marquette VI
 Key NATCA Arbitrations (Part II)
 & Witness Selection/Prep.....Marquette VII
 Building a Stronger LocalMarquette VIII & IX
 NATCA SafetySymphony I & II

6:30 PM**REGIONAL DINNERS**

Alaskan
 Central
 New England
 Northwest Mountain
 Region X.....The Pourhouse
 Eastern
 Southern
 Southwest.....The News Room
 Great Lakes.....Cowboy Jack's
 Western Pacific.....Hell's Kitchen

FRIDAY

7:30 AM - 8:00 AM**MORNING WORKSHOPS**

Local Organizing.....Marquette II
 Communications & Social MediaMarquette III
 PAC AdvocacyMarquette IV
 Local Union Officer Elections.....Marquette VIII & IX

7:30 AM - 5:30 PM**REGISTRATION**

Minneapolis Ballroom Foyer

8:00 AM - 5:00 PM**EXHIBITS**

Minneapolis Ballroom Foyer

8:30 AM - 12:30 PM**GENERAL SESSION**

Minneapolis Ballroom

12:30 PM - 2:10 PM**AWARDS LUNCH**

Minneapolis Ballroom

2:10 PM - 5:30 PM**GENERAL SESSION**

Minneapolis Ballroom

6:00 PM**CLOSING BANQUET**

Nicollet Island Pavilion



DUES PANEL TO DISCUSS STRUCTURE, FUTURE OF NATCA

Southern Regional Vice President Victor Santore will moderate a panel on the important dues restructuring issue that delegates will consider today.

NATCA's dues are currently tied to the pay band minimums. Because pay band minimums are subject to negotiations, NATCA does not have sole control over the changing of pay band minimums, so we do not have control over our dues income. Furthermore, when facilities are downgraded, employees' pay is protected, but dues are reduced. Under the current contracts, bands increase at the same rate as the General Schedule increases, resulting in no movement some years and little in others. As the Dues Workgroup has made clear, the Union's income must be stabilized and completely isolated from the whims of the Agency and political winds. NATCA must remain financially prepared for the future.

Today's panel includes Executive Vice President Trish Gilbert, Southwest Regional Vice President and Dues Workgroup member Tim Smith, Region X Vice President and Dues Workgroup member Mike MacDonald, Finance Committee Chairman Ed

Szczuka, Dues Workgroup and National Validation Team member Eddie DeLisle, and Special Counsel to the President Eugene Freedman.

Based on the Dues Workgroup's projections, if no change is made to the dues structure, NATCA's income will drop dramatically; by 2016 NATCA will take in over \$2 million less than it did in 2012. This is partly due to retirements, but mostly due to facility downgrades. Furthermore, NATCA needs to protect its dues structure against economic downturns that reduce air traffic, thus also reducing facility pay levels.

As the panel today will explain, the proposed change that will be put before the delegates this week addresses all of the issues identified by the Dues Workgroup. It would mean NATCA's income would remain at, or slightly above, 2012 levels, delivering sustainability for the services and benefits provided to members.

Please see the proposed resolution (R14-02) for more information.

A LEADER, A BROTHER, A FRIEND: FORMER NATCA PRESIDENT BARRY KRASNER TO RETIRE



13th Biennial Convention, Honolulu, September 2010

If you've attended Convention before, you will notice a conspicuous absence this year on the dais. NATCA's Executive Director, former two-term president Barry Krasner, will retire soon. Few people in the history of NATCA have made the kind of selfless contribution to the rights and wellbeing of American aviation safety professionals that Barry has, and for this, we will all be forever grateful.

Barry started his career as an air traffic controller at New York TRACON (N90) in 1982, five years before NATCA was certified by the FLRA. By 1991, Barry had risen through the union ranks, and on January 31, 1991, he was elected NATCA's second president. He was reelected in 1994, the first NATCA president to serve two terms.

During his time in office, Barry dedicated himself tirelessly to fighting for his membership. He played a key role in the reclassification of air traffic facilities. This major effort helped pave the way for unprecedented pay increases for controllers when the Union's contract with the FAA took effect in September 1998.

Barry also worked hard to earn NATCA's affiliation with the AFL-CIO. By 1997, after Barry left the presidency, NATCA was finally recognized as a direct affiliate of the AFL-CIO, a major victory for a small union. He was also NATCA's chief negotiator for over 14 years, a hard-nosed union representative who was ceaselessly committed to protecting the collective bargaining rights of his membership.

In 2008, after retiring from the FAA, Barry joined the staff at the National Office as NATCA's Executive Director. His years of experience with contract negotiation, labor relations, and parliamentary procedure have served him well in that role. As Executive Director, Barry has been NATCA's tactical negotiator and a cornerstone to the future of our great Union.

"When I think about NATCA, I think about Barry," NATCA President Paul Rinaldi said. "We all owe him a debt of gratitude for his years of dedication and sacrifice to the union he loves so much. NATCA is better, our working environments are better, and I think the National Airspace System is better because of him. I am proud to call him my mentor and my friend, and most of all, my brother."



A Special Tribute

New York TRACON (N90) FacRep Dean Iacopelli said he was honored to have been the FacRep when Barry Krasner retired from active FAA duty several years ago. On that occasion, the N90 membership gave Krasner a plaque honoring his time spent as an air traffic controller.

For all of Krasner's legendary accomplishments in helping to build, lead, and grow NATCA, Iacopelli said, "I have to believe the thing he's most proud of is when he was a controller vectoring airplanes in the LaGuardia Area."

It was in that spirit of true brotherhood with the tight-knit N90 local that the **New York TRACON Barry Krasner Award** was created. It's presented at each convention to a member of the Union or the National Office staff.

Past recipients include former President John Carr, former National Office Executive Assistant Adell Humphreys, and former Labor Relations Director and contract negotiator Bob Taylor. The most recent recipient, honored at the 2012 Denver Convention, is Special Counsel to the President Eugene Freedman.

SPOTLIGHT: MINNESOTA FACILITIES

**MSP** MINNEAPOLIS TOWER

"The atmosphere at MSP is nothing short of awesome," says FacRep Sam Tomlin. "We have a group of people here who are dedicated to not only the profession but NATCA."

The 38 NATCA members at the level 11 tower enjoy spending time together outside of work. Activities include summer boating excursions, fall bowling events, and ice fishing and curling in the winter.

Looking ahead, NATCA members at MSP are very excited that Vikings Stadium in Minneapolis has been selected to host the 2018 Super Bowl. The city previously hosted the event in 1992.

"The best part of being FacRep at MSP is the members themselves," Tomlin said. "It truly is an honor to serve the members and help with issues that arise."

M98 MINNEAPOLIS TRACON

Minneapolis TRACON (M98) is a level 11 facility with 60 NATCA members. The current facility was remodeled in 1997.

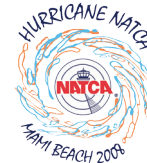
Major events in and around the Twin Cities keep M98 controllers busy. These include the Republican National Convention, the Major League Baseball All-Star game, and the upcoming 2018 Super Bowl.

Outside of work, the M98 local joins with Minneapolis Tower (MSP) and Minneapolis Center (ZMP) for annual solidarity and family events. M98 also holds monthly local meetings that bring together 20 to 25 members on average.

"We have a great membership that is always willing to work on and resolve issues. I never have a lack of volunteers here at the TRACON," says FacRep Roger Mathieu. "The best part of being the rep is the incredible support I get from the membership."

REFLECTIONS: CONVENTION ACTIVISTS

NATCA's biennial conventions raise the level of union pride, unity, and solidarity. Members are inspired to lift their activism to new heights. Many members have cited past conventions as turning points in their NATCA and professional careers. Some examples:

**Connie Thompson, Jr., Washington National (DCA)**

"The Denver Convention was my first. It was one of the best events in my life. It was so orderly, very much an air traffic control environment. You learn so much information, and the amount of experience surrounding you is incredible from old to new generations."

Joy Aldrich, Boston Center (ZBW)

"I have two favorite moments. The first was the 1996 Pittsburgh Convention; my fiancé and I have been together ever since! The second was at the 2012 Denver Convention. The display of solidarity that took place after the closing event brought me to tears. That demonstration in solidarity is exactly what a union stands for. We stood behind a Brother, together."

Clint Lancaster, Anchorage Center (ZAN)

"At my first NATCA convention, NATCA President Paul Rinaldi and so many others spoke during the opening ceremony. I realized then that what we do is so important on so many levels, and that so many people have given so much time and effort to our cause. I was hooked, and I knew that I wanted to be a part of it."

Bob Aitken, Engineers-New England (ENE)

"One of the most memorable single moments was being in the convention hall, and it was announced that Tim Haines was very sick and needed a year's worth of leave donations to retire early. We passed the forms out and retired him with donations that day. It was very emotional. I still tell that story to new members as an example of the strength we have as a unit."

Dawn Johnson, Atlanta Center (ZTL)

"I have many favorite moments in NATCA but one in particular stands out in my mind: 2010 Hawaii Convention. This convention was my first NATCA convention, and I attended as a delegate. The feeling you get when you step into that huge space with so many NATCAvists is overwhelming and made me feel proud to be a part of it."

Nick Olson, Salt Lake City TRACON (S56)

"Without a doubt, the Denver Convention has been my favorite NATCA moment. Sometimes when you're at your local facility you can forget about the vast brother and sisterhood that exists in our Union. But at the convention, I felt that unity and power as we met as a whole body."

Sam Navarro, Seattle (SEA)

"Convention has always been my favorite [NATCA moment], so far. I love seeing the solidarity and passion everyone has."



DALE WRIGHT AWARD TO BE PRESENTED TODAY



The “Dale Wright Award for Distinguished, Professional and Exceptional Career Service to NATCA and the National Aviation System” is named for NATCA’s Director of Safety and Technology. The award recognizes those who have devoted their careers to bettering NATCA, its members, the flying public, and the airspace as a whole. Wright’s extraordinary contribution to ensuring the safety of our system has solidified his place among the all-time greats in our organization. This award was first presented to Wright himself at the 2012 Convention in Denver, and also to Western Pacific Alternate Vice President Mike Hull. At Communicating for Safety (CFS) 2013, retiring ZAN member, former RVP, and “Right from the Start” team member Ricky Thompson became the third recipient of the Wright Award. At CFS 2014, Tom Morin received the award in recognition of his dedication to the success of the Critical Incident Stress Management (CISM) program.

CONVENTION WORKSHOPS

4 Key Components to Building a Stronger Local

Facilities > 50 Members • Wednesday, October 1 • 12:15 - 1:05 p.m. • Marquette VIII & IX

Facilities < 50 Members • Thursday, October 2 • 12:25 - 1:25 p.m. • Marquette VIII & IX

Locals are the foundation of our Union. Having a basic understanding of four key components (Communication, Education, Solidarity and Involvement/Activism) and the dynamics within your local, along with personal involvement, are the first steps to building a stronger local and a more powerful NATCA.

Accidents Involving ATC

Wednesday, October 1 • 12:15 - 1:05 p.m. • Marquette I

Despite the high measure of safety in aviation, accidents do happen. And if you were the air traffic controller on the other end of the mic when an incident occurs, would you know what to expect next? NATCA ASI Chair Chad Sneve and CISM Team Lead Tom Morin will walk you through everything from the post-accident reporting requirements and demands on the ATC to the psychological effects and best ways to cope with the added stress of this type of event.

Arbitration Basics and Key NATCA Arbitrations (Part I)

Wednesday, October 1 • 12:15 - 1:05 p.m. • Conrad D

Join us for an update on key NATCA arbitrations since the 2012 Convention and sharpen your advocacy skills during this interactive workshop.

Arrested Development: Off-Duty Incidents

Wednesday, October 1 • 12:15 - 1:05 p.m. • Conrad A

Thursday, October 2 • 12:25 - 1:25 p.m. • Conrad A

Learn what happens when you have an off-duty incident that includes drugs or alcohol (DUI, DWI, Public Intoxication). We concentrate on the process and how it affects you.

Communications and Social Media

Thursday, October 2 • 12:25 - 1:25 p.m. • Marquette VI

Friday, October 3 • 7:30 - 8:20 a.m. • Marquette III

Participants will learn about best practices in the use of social media for effective communications, as well as practices that should be avoided, particularly for NATCA members and federal employees.

Current Status of Hiring and Training

Wednesday, October 1 • 12:15 - 1:05 p.m. • Conrad D

An update on the current status of incoming students to the Academy and the changes coming to training at the Academy and to your facility.

Handling Local Money

Wednesday, October 1 • 12:15 - 1:05 p.m. • Conrad B & C

This course will educate local officials on the basics of handling local funds. This course includes instructions on how to properly use local debit cards, as well as a review of proper and improper uses of local union money.

The Hatch Act

Wednesday, October 1 • 12:15 - 1:05 p.m. • Rochester Room

In this class, we will discuss the Do's and Don'ts allowed under the Hatch Act (the law that governs the political activity of federal employees). We will provide our members with the knowledge they need to keep their careers safe while engaging politically to the fullest extent possible on behalf of NATCA.

Key NATCA Arbitrations (Part II) & Witness Selection/Preparation

Thursday, October 2 • 12:25 - 1:25 p.m. • Marquette VII

After an arbitration skills primer, you are surely ready to test your advocacy skills, right? Join us for an interactive exercise and try your hand at being an advocate.

Local Union Officer Elections 101

Wednesday, October 1 • 12:15 - 1:05 p.m. • Marquette II & III

Friday, October 3 • 7:30 - 8:20 a.m. • Marquette VIII & IX

This course is designed to help educate local union officials on how to properly plan and conduct local officer elections. Participants will learn what to do (and what not to do) before, during, and after a local election to ensure compliance with the Labor-Management Reporting and Disclosure Act (LMRDA).

Local Organizing

Wednesday, October 1 • 12:15 - 1:05 p.m. • Marquette VI & VIII

Friday, October 3 • 7:30 - 8:20 a.m. • Marquette II

Organizing is not “other duties as assigned.” Organizing is organizational and must be an integral part of everything we do. This class will provide you with the tools and resources to grow our Union at the local level.

Media Training for NATCA Reps

Wednesday, October 1 • 12:15 - 1:05 p.m. • Symphony I & II

Participants will receive instruction on how to work with the news media, craft and deliver effective messages to best represent NATCA, and take control of interviews.

NATCA Safety

Thursday, October 2 • 12:25 - 1:25 p.m. • Symphony I & II

This course is designed to provide NATCA FacReps, Area Reps, Facility Safety Reps, and safety activists with an understanding of how to utilize various safety tools to ensure a safe operating environment for the flying public. This course will provide an overview of ATSAP and Event Reporting, Safety Management System (SMS), Quality Control/Quality Assurance processes, and Partnership for Safety (PFS).

OSHA Awareness

Thursday, October 2 • 12:25 - 1:25 p.m. • Conrad D

After this class, you will understand the strategies that will be implemented to maintain acceptable Indoor Air Quality (IAQ) in the workplace. Topics include: Chemicals that effect IAQ, Water intrusion and Mold Growth inside Buildings, Temperature and Humidity, Sick Building Syndrome, etc.

PAC Advocacy

Friday, October 3 • 7:30 - 8:20 a.m. • Marquette IV

The PAC Advocacy class is geared toward the activist who wants to learn how to advocate for the PAC and discuss the PAC with their fellow members. In this class, activists will learn about many of the myths surrounding the NATCA PAC. We will discuss successes that NATCA has enjoyed over the years and how the PAC relates to those successes. This class isn't a PAC pitch, but rather an educational session on how to effectively discuss and advocate for NATCA.

Presenting Greatness

Wednesday, October 1 • 12:15 - 1:05 p.m. • Duluth Room

Thursday, October 2 • 12:25 - 1:25 p.m. • Duluth Room

This course is designed to give public speakers more confidence and organization to pave the way for better retention on the part of their listeners. The 50-minute seminar covers the following: conquering nervousness, the five-part formula for organizing presentations, dealing with challenging attendees, and various tips and techniques from a professional speaker.

Your Traffic, Your Complexity, Your Pay

Thursday, October 2 • 12:25 - 1:25 p.m. • Marquette II & III

Topics include: the history and governing documents of the National Validation Team, formula and variables for calculating Traffic Complexity Index and the role of the TCI in pay setting, and why and how you should become proactive at your facility with regards to traffic counting.



Organized in 2002, ONEU represents the hardworking men and women of the NATCA staff.

Whether it's in accounting, communications, government affairs, information technology, labor relations, membership, outreach and special events, regional administration, or safety & technology, ONEU represents employees who work to ensure that NATCA continues to be the premier transportation union of the 21st century and beyond.

Together, in Solidarity

...WE ARE THE MACHINE THAT KEEPS NATCA RUNNING.

ONEU Executive Board Members

Melinda Kim – President

Damien Maree – Vice President

Kendal Manson – Secretary

Cecilia Harley – Treasurer

FOUNDATIONS OF PROFESSIONALISM

Earlier this year, NATCA and the FAA created “Foundations of Professionalism,” an umbrella term encompassing the collaborative programs that enhance and further the goal of the encouraging and maintaining the highest level of professionalism among the workforce.

Fully Charged

NATCA, the FAA, and PASS are working together to promote fatigue education and awareness by providing the workforce with tools to self-educate and mitigate fatigue hazards through a new joint campaign known as “Fully Charged.”

Fully Charged was established in order to socialize the issue of fatigue in air traffic facilities throughout the nation, start a change in the culture of how the workforce thinks about and views fatigue, and remind aviation safety professionals to value alertness.

In a 24/7 operation, no one is immune to fatigue. The campaign focuses on the personal and shared responsibilities of fatigue mitigation, and is supported as a national priority by NATCA, FAA, and PASS leadership.

The campaign is the result of months of committed focus by the Fatigue Risk Management workgroup, which was created by the ATO Fatigue Safety Steering Committee in 2013. The group includes NATCA, FAA, and PASS representatives, and is supported by staff from the ATO Fatigue Risk Management team in Safety and Technical Training and Ph.D.-level fatigue scientists.

Through careful analysis of workplace data, the Fatigue Risk Management workgroup determined specific shift work associated with the highest fatigue hazards. The Fatigue Safety Steering Committee made recommendations to the FAA, NATCA, and PASS to manage and mitigate fatigue.

These recommendations, which have been accepted, include changes to operational policy and procedures. NATCA and the FAA are currently implementing changes, and PASS and the FAA are negotiating a memorandum of agreement that will take effect in January 2015. Additionally, the steering committee recommended that an educational campaign be developed for managers and employees.

NATCA officially rolled out Fully Charged at Communicating for Safety (CFS) earlier this year, earning praise from NATCA and aviation industry leaders who were in attendance, including NATCA President Paul Rinaldi, IFATCA CEO & President Patrik Peters, FAA Deputy Administrator Michael Whitaker, and ATO COO Teri Bristol.

The Fully Charged workgroup has recently launched “Fully Charged Shorts,” one-minute videos of representatives from NATCA, FAA, and PASS discussing the importance of fatigue education and how they handle fatigue challenges at work.

NATCA Professional Standards Co-Lead Jeff Richards, featured in one of the shorts, recalled driving home after working mids in the 1990s.

“I would drive home and not even remember the drive,” he said. “And that’s dangerous. Our people should understand that those dangers are there and how to recognize them.”

Richards continued, “Fatigue is dangerous because the more fatigued you are the harder it is for you to identify that you are fatigued. It’s very important to get the education piece out there, and we’re going to do that with Fully Charged.”

“I think Fully Charged makes us look at fatigue and say, ‘You know what? There are ways we can actually mitigate those [fatigue hazards],’” said MIA FacRep Bill Kisseadoo. “I think it’s a great program. I’m glad that both sides got together and formed it, and are carrying it through together.”

To see more of the “shorts,” visit natcamembers.org/videos.

The graphic features the title "FOUNDATIONS OF PROFESSIONALISM" in large blue serif font at the top. Below it is the "PROFESSIONAL STANDARDS" logo, which includes a stylized green and blue "PS" with a lighthouse icon. Underneath is the "FULLY CHARGED" logo, featuring a green running figure and the text "FULLY CHARGED" in green. At the bottom is the "TURN OFF TUNE IN" logo, with "TURN OFF" in blue and "TUNE IN" in large blue letters, accompanied by a green lighthouse icon. The bottom of the graphic contains the logos for the FAA (Federal Aviation Administration) and NATCA (National Air Traffic Controllers Association). A blue banner at the very bottom states: "Fully Charged is a joint campaign between the FAA, NATCA and PASS".

NATCA CHARITABLE FOUNDATION



This year marks a very important milestone for an organization that has made a huge difference in communities across the nation. The NATCA Charitable Foundation (NCF) is commemorating its 20th anniversary, and Convention is the perfect place to celebrate.

"I can't think of a better time to celebrate our 20-year anniversary and to thank NATCA members for their generosity than the biennial convention," NCF president Elena Nash said. "NCF has contributed to so many local charities, improving the lives of countless people over the last two decades. This sort of impact would never have been possible without our Union brothers and sisters who have donated their time and money to make their communities better places."

NCF, a 501(c)(3) non-profit foundation, is a 100 percent volunteer organization with an operating expense ratio of less than five percent since 1998. In 2012, NCF was proud to exceed the \$1 million mark and has been going strong ever since.

In honor of this momentous anniversary, NCF has pumped up its efforts around Convention. As this issue went to press, NCF had collected nearly \$10,000 in donations to benefit Finnegans Community Fund, which helps feed hungry people throughout the Midwest. We are excited to publish the updated total in Friday's issue of *The Delegate*!

Of course, no national NATCA event would be complete without an NCF silent auction. This year's auction will run from 9 a.m. until 5 p.m. on Wednesday and Thursday. Items will be available to pick up on Friday. Bid high and often. It is, after all, for charity!

Happy birthday, NATCA Charitable Foundation, and keep up the good work!

NATCtoberfest 2014: NCF's Craft Beer Tasting

Like giving back to local communities? Like beer? Tonight, during the Reloaded Solidarity event at The Pourhouse, NCF is holding a sold-out, private tasting of local craft brews. The charity has raised \$10,000 from this event alone!

Participants will sample different beers and learn the art of craft brewing with five local breweries representing the best of Minnesota. Specialty food pairings will be served, and all attendees will receive a commemorative glass and handmade NATCA Flight Paddle (pictured). The flight paddles were created specifically for this event by Shawn "Fish" Noland (SCT), John Lesnak (ZOB), Jerry Nash (SRQ), and Roger Alcock.



The Reloaded event is itself a NCF fundraiser, with \$10 from each ticket purchased going to the Foundation.

NCF 5(K) FUN RUN



On Tuesday morning, NATCA Charitable Foundation hosted the NATCA Challenge Five(K) fun run on Nicolette Island.

Participants were treated to beautiful views of Minneapolis from the banks of the Mississippi River. The start of the race was just a mile from the Hilton, and both runners and walkers joined in the race to support NCF.

The run is a new venture for NCF. According to NCF president Elena Nash, "We've never done a 5k before. We did a mountain bike excursion in Hawaii, but it wasn't a race. We have a lot of NATCAvists who are sports and exercise-minded and wanted to do something with a healthy atmosphere outdoors that takes advantage of Minneapolis' beautiful landscape."

Members from all over the country participated, even some who aren't at Convention! According to Nash, the "virtual" run has been very popular. Members can run or walk a 5k at home with friends, colleagues, or a team and raise money for NCF. First, second, and third place men and women, first place team, best team name, and most money raised received prizes, but all participants walked away with an NCF bandana and participation medal. Check tomorrow's issue of *The Delegate* for a list of winners!

Proceeds from the race are going to support several Minneapolis-area charities including Twin Cities Habitat for Humanity, Finnegans Community Fund, Dorothy Day House, Second Harvest Heartland, and Volunteers of America.

CHARITY SPOTLIGHT

Twin Cities Habitat for Humanity

If you attended the Denver Convention in 2012, you'll remember NCF's Show Your Roots campaign that benefited Habitat for Humanity. The second annual Show Your Roots campaign has been just as successful! Individuals, whole facilities, and areas within facilities have sponsored 100 trees for Twin Cities Habitat for Humanity.

Twin Cities Habitat for Humanity envisions a Twin Cities region where every family can own a home in a healthy neighborhood that supports good jobs and education for all.

The organization is best known for three programs that meet that goal. The first is the well-known Homeownership Program in which volunteers build and rehab simple, quality homes in partnership with low-income families and the community. Twin Cities Habitat preserves homeownership by helping homeowners with the costs of maintaining their houses through their "A Brush of Kindness Program," and assists families who are facing foreclosure or who have fallen behind in their mortgage payments through their "Mortgage Foreclosure Prevention Program."

A fourth program, Twin Cities' Veterans Initiative, offers support through Habitat programs and provides a way for veterans to connect with fellow service members and their communities. In November 2012, Twin Cities Habitat for Humanity became the first nonprofit in Minnesota to acquire Yellow Ribbon status, an accreditation by the VA to provide services to military families.



FINNEGANS: PROUD PARTNER OF NATCA CONVENTION

Finnegans Community Fund is the perfect charity for beer lovers and do-gooders alike. Their mission is to create sustainable change for those affected by hunger through profits from Finnegans Irish Amber and Finnegans Blonde Ale. Ninety-eight percent of the profits from the beer go to providing food for the hungry (the other two percent pays their tax accountant and filing fees. That's it!).

Finnegans Community Fund has made a big difference in the Midwest. The organization has raised \$100,000 from beer sales alone! That money purchased more than 140,000 pounds of locally grown produce for local food banks. The fund also hosts an annual event, Drink Like You Care, which raised nearly \$16,500 between Nov. 1 and Dec. 31, 2013.

Interested in giving back by quenching your thirst for craft beer? This charitable brew can be purchased in Minnesota, North Dakota, Wisconsin, and South Dakota. Look for it at all NATCA Convention events!

For more information, visit finnegans.org.



Finnegans Blonde Ale is light-bodied with a mild floral & fruity aroma, and a crisp, clean finish.



Finnegans Irish Amber is a full-flavored, medium-bodied ale with a creamy, malty finish.



A message from Finnegans:

Thank you to all that have enjoyed a pint or two this past week and made a difference here in our communities. Thank you from the bottom of our pints!

You Can Make a Difference for the NATCA Charitable Foundation

For every NATCA member that joins SkyOne we'll donate

\$25* to the NATCA Charitable Foundation.

The Foundation is a 100% volunteer organization of NATCA members, friends and family who are dedicated to helping to bring smiles to children and adults in need.

*Your SkyOne membership account must be opened by December 31, 2014. You must meet SkyOne's membership eligibility and account requirements; your new SkyOne Savings account must remain open for at least 30 days and have at least \$20 in deposit. With each referral opened by December 31, \$25 will be donated to the NATCA Charitable Foundation within 30 days once the criteria for the referral as stated above are met. SkyOne Federal Credit Union reserves the right to change or cancel the promotion at any time. Employees and family members of SkyOne Federal Credit Union are not eligible for this promotion.

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Visit us at the **NATCA BENEFITS** booth!

LIFE INSURANCE

If you have FEGLI, we can show you how to save by switching to an individual life policy. Come and see how you can save a substantial amount with a comparison of FEGLI vs. your individual benefit.

RETIREMENT

If you are preparing to retire and are considering options to your Federal Survivor Annuity, come and see how you can save with life insurance vs. full survivor annuity.

LONG TERM DISABILITY INSURANCE

Would fulfilling your dreams be possible if you no longer received your paycheck? Come and see how NATCA's Group Long Term Disability Income Protection insurance offered through UNUM is important to consider.

Thales is proud to partner with NATCA for today's ATC technology... and tomorrow's



Thales is honored to work with NATCA in developing critical air traffic control technology. Together, we have successfully delivered data communications technology operational at more than 35 airports worldwide and now adapted specifically for clearance delivery applications in US towers.

Thales values the commitment NATCA shows to the safe, efficient management of airplanes across the country. NATCA's commitment has inspired us to continue to evolve our tower automation suite – used by more than 16,000 controllers worldwide – to help address the specific needs of the US controller. The Thales adaptable solution features Data Comm, Arrival and Departure management tools, electronic flight data management, and the ability to share information across each tower position from a single, integrated position to streamline operations and reduce workload.

Thales is partnering with controllers around the world to develop technology that helps with today's ever-increasing ATC demands, and tomorrow's. For more information, contact us at ATM@us.thalesgroup.com

THALES

WHO'S WHO AT THE 15TH BIENNIAL CONVENTION

Many people put a lot of hard work into ensuring that the 2014 Biennial Convention was a success. Here you will find a list of who's who from the National Office and the committees that made this event possible. Thank you!

NATCA National Office Staff

- Doug Church..... Director of Communications
- Grace Colby Executive Support Specialist
- Eugene Freedman..... Special Counsel to the President
- Abigail Glenn-Chase..... Executive Assistant
- Mickela Gillfillan..... NAL, NCE, NNM, NSW, NWP Regional Administrative Assistant
- Selma Golding-Forrester Comptroller
- Rita Graf General Counsel
- Anna Jancewicz..... Director of Labor Relations
- Terri Jeffries NEA, NGL, NNE, NSO, NRX Regional Administrative Assistant
- Sarah McCann Senior Communications & Public Affairs Associate
- Kelly Richardson..... Outreach & Special Events Manager
- Laura Roose..... Associate Director of Communications, Art & Design
- Lauren Schmidt Assistant General Counsel
- Megan Seidman Meeting Planning Specialist
- Jacqueline Smith Outreach & Special Events Coordinator
- Jordan Thielker Outreach & Special Events Associate
- Amy Treutel Communications Specialist
- Nicole Vitale..... Labor Relations Attorney
- Phil Yanchulis..... Information Technology Manager

National Constitution Committee

- Renae Hultgren, ZMP Great Lakes Region (Committee Chair)
- Charlie Akers, ZAN..... Alaskan Region
- Heath Wilson, T75 Central Region (Rules Committee Chair)
- Chris Perks, PHL Eastern Region
- Elisa Muise, ZBW New England Region
- Drew Stewart, P80..... Northwest Mountain Region
- Chris Perdue, BNA Southern Region
- Rick Foster, DFW..... Southwest Region
- Troy Verville, LAS Western Pacific Region
- Michael Martin Region X

Convention Committee

- Roger Mathieu, M98
- Sandy Tighe, ZMP
- Kyle Ness, M98
- Jeff Richards, ZAU
- Jeff St. Germain, ZMP
- Brian VanDeBerg, ZMP
- Rob Kelzenberg, MSP
- Bryan Zilonis, Great Lakes RVP

Credentials Committee

- Chris Boughn, ZDC
- Kenneth Norberg, ZMA
- Robert Obma, ZID
- Lisa Mohs, RIC
- Kristena Jones, ZDC
- Allison Schwaegel, STL
- Johnny Temple, ZHU

VOTE

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RVP 2015

THE FUTURE IS YOURS.

THE TIME IS NOW

#garth4rvp

VISIT OUR BOOTH TO SAY "HELLO"

GET YOUR FREE PHOTO SOUVENIR

CONVENTION EVENT INFORMATION

WEDNESDAY OCTOBER 1

The
POURHOUSE

NATCA Reloaded • NCF Event

The Pourhouse • 10 South 5th St. • 6:00 p.m.

Wristband required for admission.

THURSDAY OCTOBER 2

Great Lakes Regional Dinner

Cowboy Jack's • 126 5th St. N • 6:00 p.m.

Western Pacific Regional Dinner

Hell's Kitchen • 80 S. 9th St. • 6:00 p.m.

The
POURHOUSE

Alaskan • Central • New England • NW Mtn • Region X Regional Dinner

The Pourhouse • 10 South 5th St. • 6:00 p.m.

Eastern • Southern • Southwest Regional Dinner

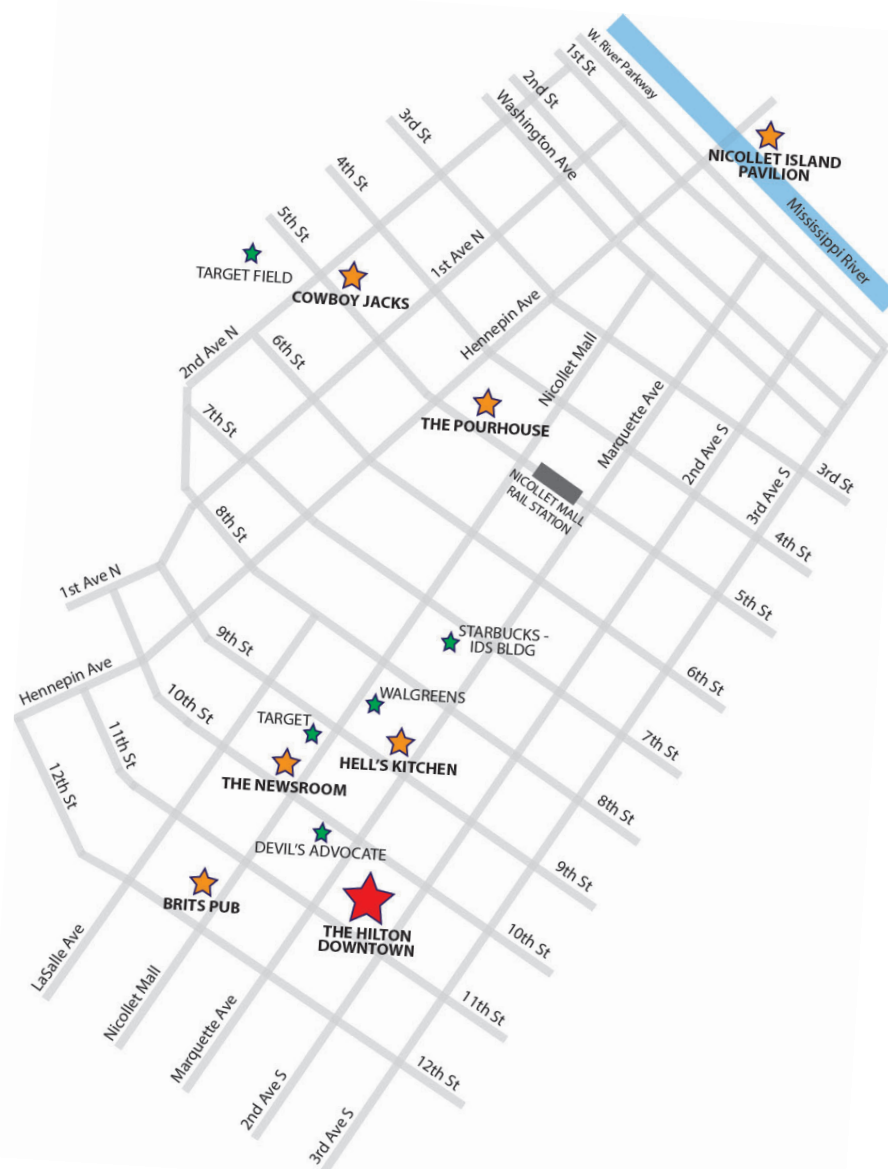
The News Room • 990 Nicollet Mall • 6:00 p.m.

FRIDAY OCTOBER 3

Closing Banquet

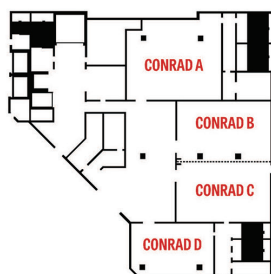
Nicollet Island Pavilion

Wristband required for admission.

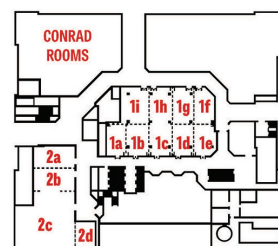


HILTON MINNEAPOLIS • 1001 S. MARQUETTE AVENUE

2ND FLOOR: CONRAD ROOMS

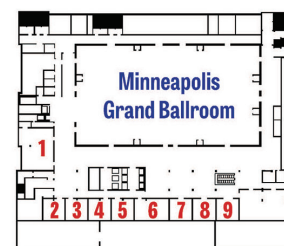


2ND FLOOR



- 1a. Marquette I
- 1b. Marquette II
- 1c. Marquette III
- 1d. Marquette IV
- 1e. Marquette V
- 1f. Marquette VI
- 1g. Marquette VII
- 1h. Marquette VIII
- 1i. Marquette IX
- 2a. Symphony I
- 2b. Symphony II
- 2c. Symphony III
- 2d. Symphony IV

3RD FLOOR



- 1. Rochester
- 2. Board Room 1
- 3. Board Room 2
- 4. Board Room 3
- 5. Director's Row 1
- 6. Red Wing Room
- 7. Director's Row 2
- 8. Director's Row 3
- 9. Director's Row 4

The Delegate

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2014 CONVENTION APP



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