

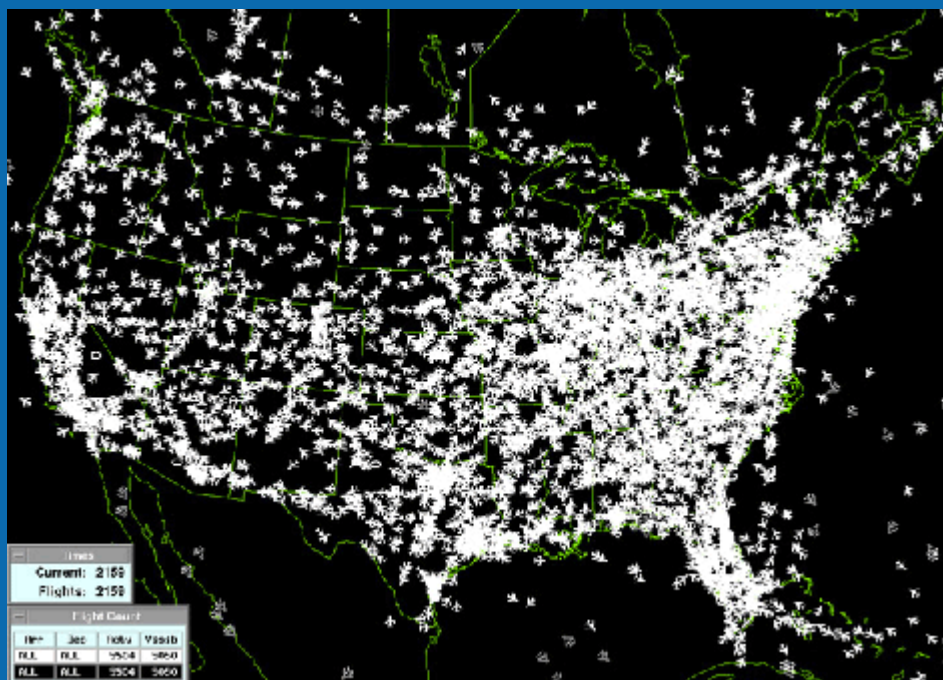
Team Update - February 2

SUPER BOWL TRAFFIC - Reflections on a safe, and very busy, weekend from Phoenix TRACON FacRep Aaron Katz: "A ton of hard work by all the dedicated P50 folks. I will add that the overall operation was compounded by some of the strangest and worst weather the area has seen in recent years. The fact that it all started before the onslaught of Super Bowl traffic and did not knock us off our game is remarkable." Coming Thursday in the NATCA Insider: A roundup of other NATCA locals who helped make this another successful Super Bowl of ATC.

As always, the work and dedication shines through as the traffic and challenges in and out of the metropolitan area hosting the Super Bowl increases.

Paul Rinaldi - NATCA President

Trish Gilbert - NATCA EVP



Air Traffic Control Specialist Hiring

The first of two hiring bids for air traffic controllers is out until February 18, for experienced controllers (52 weeks former FAA CPCs, Military controllers, DOD controllers and Federal Contract Tower controllers). Applicants will not need to take the biographical assessment, and depending on their experience may not need to go to the Academy. Click here to [apply](#).

The second bid will be a general public open bid in March. Applicants will need to pass the biographical assessment (as revised), the ATSAT, and attend and pass the Academy. They will get their facility placement upon graduation as is current practice. There was a rumor that those who did not pass the biographical assessment on the February 10th, 2014 open bid could not apply again. That is not accurate and the Feb 10th, 2014 applicants may apply again for the March 2015 open bid.



NATCA General Counsel

“IT WON’T HAPPEN TO ME” IS NOT A BACKUP PLAN.

NATCA Long-Term Disability Insurance Program: Open Enrollment Now Through April 30

All members are eligible to participate in the UNUM Group Long-Term Disability (LTD) program. Open enrollment began on Feb. 1 and runs through April 30, 2015.

UNUM offers a number of premium savings options from which to choose. In addition to the 90-day elimination period (the traditional claims waiting period), you can now choose a 180-day or 360-day elimination period. It's your choice.

To learn more or enroll, please visit natcadisability.com.

In addition, there are three contests, if you need more reasons to enroll:

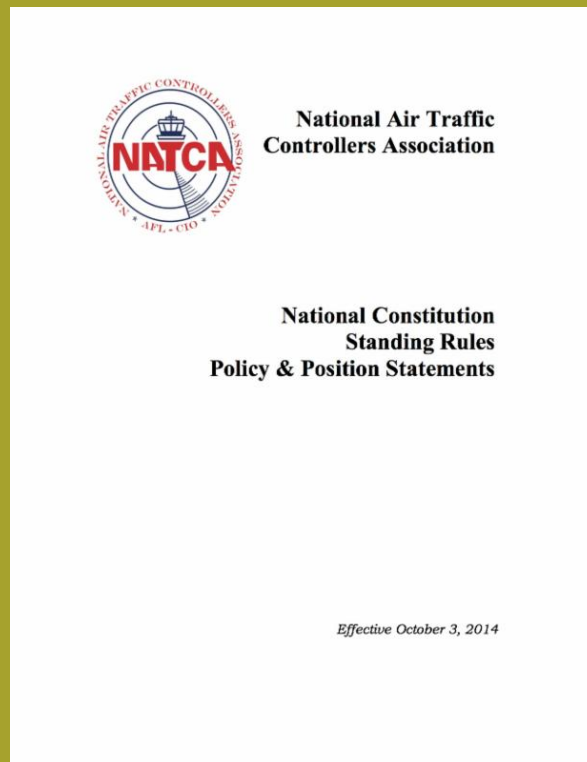
Early Enrollment Individual Member Contest: All members who enroll between Feb. 1 until March 3, 2015, will be entered into a raffle. The winner will be chosen at Communicating for Safety in Las Vegas (March 2-4).

Regional Contest: Be part of the region that gains the most participants by percentage. The region that wins will have a check for \$5,000 donated to the NATCA Charitable Foundation on its behalf at NATCA in Washington 2015.

Individual Local Incentive: The local of any member who refers another member who then joins the LTD program will receive a \$10 gift certificate.

Updated NATCA Constitution

The NATCA Constitution, Standing Rules and Policy & Position Statements, as amended and passed by the convention body in Minneapolis in October, is now available in electronic format on the NATCA members website. View and download the document [HERE](#).



The NATCA
Scholarship
Deadline is Coming
Soon!

[The NATCA Scholarship Program:](#) March 1 is the deadline to submit an application. The program is open to spouses, children, stepchildren, and legally-adopted children of active, retired, and deceased NATCA members. The member must have two years of continuous good standing active union membership prior to submission of the application. The



applicant must be enrolled in an accredited college or university.

Click [here](#) to apply.



Registration is now CLOSED!! If you are interested in attending you must email us at natcacfs@natca.net.

- **February 16:** Last day for refund requests, registration fees or extra Archie League Award tickets.
- **February 27:** The hotel cancellation policy of 72-hours goes into effect, based on a March 2 arrival.
- **March 2:** CFS 2015 begins at 12 p.m. PT. Please arrive before then to ensure you experience the entire conference.

Communicating For Safety [Agenda](#).

Access other important information about the conference at cfs.natca.org.



NATCA Academy Schedule 2015

Arbitration Advocate Training I	February 2-5	Tampa, FL
Basic Representative Training	February 9-13	Las Vegas, NV
Basic Legislative Activism Training	April 7-8	Las Vegas, NV
Basic Representative Training	April 13-17	Las Vegas, NV
Advanced Representative Training	April 20-23	Las Vegas, NV
Advanced Legislative Activism Training	April 27-29	Washington, DC
Secretary/Treasurer Training	May 12-13	Las Vegas, NV
Drug/Alcohol Representative Training	May 27-28	Atlanta, GA
Occupational Safety & Health Rep.	May 27-28	Atlanta, GA
OWCP Representative Training	May 27-28	Atlanta, GA
Contract Tower Representative Training	June 2-3	Washington, DC
Arbitration Advocate Training II	June 8-12	Atlanta, GA
Basic Representative Training	June 15-19	Las Vegas, NV
Secretary/Treasurer Training	September 15-16	Las Vegas, NV
Training Review Board	September 15-16	Las Vegas, NV
<i>Arbitration Advocate Training I</i>	<i>Sept. 28 - Oct. 1</i>	<i>Tentative</i>
Advanced Representative Training	October 5-8	Las Vegas, NV
Basic Representative Training	October 19-23	Las Vegas, NV
Secretary/Treasurer Training	December 1-2	Las Vegas, NV
Basic Legislative Activism Training	December 2-3	Las Vegas, NV



NATCA Locals Annual Financial Reporting Requirements

After each local has filed the appropriate LM Form and IRS Form, the local SHALL provide a copy of each to NATCA:

Email PDF to Charry Jimenez at: mjimenez@natcadc.org

or

FAX copies to: 202-380-9118

or

Mail to:

NATCA

c/o Charry Jimenez

1325 Massachusetts Ave., NW

Washington, DC 20005

EVERY NATCA Local shall file 2 separate Financial Reporting Documents annually, one with the Dept. of Labor and another with the IRS, and provide copies of each to NATCA.

1. LM Form submitted to Dept. of Labor/OLMS: Either of these forms can be submitted electronically using this website: <http://www.dol.gov/olms/regs/compliance/efs/efsintro.htm> - [.UOsRx6VKqIE](#)

a. The Form LM-3, Labor Organization Annual Report, discloses financial information (such as assets, liabilities, receipts and disbursements) about labor organizations which have total annual receipts of \$10,000 or more, but less than \$250,000. (LARGE FACILITIES). Use this site if you prefer to manually file form:
http://www.dol.gov/olms/regs/compliance/lm3_downloadpg.htm

b. The Form LM-4, Labor Organization Annual Report, discloses financial information (such as assets, liabilities, receipts and disbursements) about labor organizations which have total annual receipts of less than \$10,000. Use this site if you prefer to manually file form:
http://www.dol.gov/olms/regs/compliance/lm4_downloadpg.htm

2. IRS Form submitted to IRS:

a. IRS 990-N (e-Postcard), Locals whose annual gross receipts are \$50,000 or LESS electronically submit Form 990-N, also known as the e-Postcard.
<http://epostcard.form990.org/default.asp>

b. IRS 990EZ, Locals whose annual gross receipts are MORE than \$50,000 shall file the IRS 990 or IRS 990EZ.

Two years ago the threshold was raised to \$50,000 which should capture the vast majority of our locals and allow just about all to file the simple IRS 990-N e-Postcard instead of the full 990 or 990EZ.

Filing Deadlines:

LM Forms - MARCH 31, 2015

IRS Forms - MAY 15, 2015

NATCA Constitution:

SRD-8 Dues Rebate Checks (4/06)

Dues rebate checks shall be withheld for any NATCA Local failing to meet Department of Labor or Internal Revenue Service deadlines for LM forms or IRS reporting requirements. Dues rebate checks withheld under this provision shall be released to the Local once the Executive Vice President receives proof that the Local has complied with all DoL or IRS 990 reporting requirements.

Please direct all questions concerning the filing of LM and IRS forms to your Regional Finance Committee Representative.

Visit www.unionreports.gov for LM Forms/Instructions

Visit www.irs.gov for IRS 990 Information

Thank you for your endless dedication.

Ed Szczuka
National Finance Committee
Chairman
(816) 835-7558
eszczuka@natca.net



NOTICE OF ELECTION & ELECTION RULES

FOR THE 2015 NATCA NATIONAL ELECTION

This document (mailed to all NATCA members) constitutes the Notice of Election and Election Rules for the election of the following officers of the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "Association"):

- NATCA President
- NATCA Executive Vice President
- Regional Vice President, NATCA Alaskan Region
- Regional Vice President, NATCA Central Region
- Regional Vice President, NATCA Eastern Region
- Regional Vice President, NATCA Great Lakes Region
- Regional Vice President, NATCA New England Region
- Regional Vice President, NATCA Northwest Mountain Region
- Regional Vice President, NATCA Southern Region
- Regional Vice President, NATCA Southwest Region
- Regional Vice President, NATCA Western Pacific Region

- Regional Vice President, NATCA Region X

Hereinafter, this election shall be referred to as the "2015 NATCA National Election." In accordance with Article VII, Section 3 of the NATCA National Constitution, the NATCA National Election Committee ("NEC") has established the following rules for the 2015 NATCA National Election.

Section 1 - General Provisions

A. Elections shall be held by referendum and all balloting shall be conducted by use of the secret ballot. Write-in votes shall not be permitted.

B. Members shall have the option of voting electronically or by use of mail-in ballots, unless the NEC determines that electronic balloting shall not be used.

C. Electronic balloting, if available, shall be conducted via the Internet. Members shall be required to register online to vote electronically. The NEC shall provide all members with information on how to register for electronic balloting.

D. For balloting conducted via mail-in ballot, the following procedures shall apply:

1. The official number assigned to each member shall be printed on the face of the corresponding official ballot return envelope.

2. A list of the names of all members, together with their corresponding official numbers, shall be made available the NEC for the purpose of checking the voting eligibility of the members whose ballots have been returned prior to the ballot count.

3. Notwithstanding any provision to the contrary as set forth herein, all ballots shall be returned to a predetermined depository to ensure the secrecy of the ballots, and the ballots shall be held there until the time designated for the counting of such ballots.

E. Except as otherwise specifically provided herein, any protest or challenge regarding the conduct of the 2015 NATCA National Election shall be made in accordance with Article VII, Section 7 of the NATCA National Constitution.

F. Any further appeals must be filed with the Secretary of Labor pursuant to 5 U.S.C. Section 7120 and applicable regulations.

Section 2 - Nominations

A. All nominations shall be made in accordance with Article VII, Section 2 of the NATCA National Constitution.

B. Nominations shall be in writing and delivered via UNITED STATES POSTAL SERVICE CERTIFIED MAIL to: National Election Committee c/o NATCA General Counsel, 1325 Massachusetts Avenue, NW, Washington, DC 20005. Nominations must be received at the Association Headquarters by 5:00 p.m. EDT on Tuesday, March 31, 2015.

C. To be a candidate for office, nominees must have been active NATCA members in good standing for at least one year prior to the close of nominations on March 31, 2015.

D. The Association Headquarters shall be charged with the safekeeping of all nominations, and shall turn them over to the NEC.

Section 3 - Nomination Acceptances

A. No member may accept nomination to be a candidate for more than one office.

B. Nomination acceptances shall be in writing and contain the following information:

1. The candidate's full name and, if desired, any special name to appear on the ballot;
2. The candidate's Facility, his/her home or mailing address, and the last four digits of his/her Social Security number;
3. The title of the office for which the candidate is accepting nomination; and
4. The following certification, completed, signed, and dated by the nominee:

"I hereby accept the nomination for the office of _____. I certify that I am not now, nor have been for the past 13 years, convicted of or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Labor-Management Reporting and Disclosure Act of 1959, as amended, or conspiracy to commit any such crime."

C. Nomination acceptances must be returned to the National Election Committee, c/o the NATCA General Counsel at the Association Headquarters, 1325 Massachusetts Avenue, NW, Washington, DC 20005. Nomination acceptances must be received at the Association Headquarters by 5:00 p.m. EDT on Friday, May 1, 2015. Nomination acceptances not received by this time and date shall be invalid.

D. The NEC shall determine whether each candidate has correctly submitted his/her nomination acceptance and whether the candidate possesses the necessary qualifications for the proposed office. The NEC shall prepare a report listing each candidate and the office for which he/she has accepted nomination. Each candidate

shall be marked "qualified" or "disqualified" on the report, based on the findings of the NEC. If a candidate has been deemed "disqualified," the reason for disqualification shall be stated in the report. The report shall be signed by all five (5) members of the NEC and submitted to the NATCA National Executive Board.

E. The NEC shall notify any disqualified candidates, in writing and delivered by United States Postal Service certified mail, of the reason(s) for his/her disqualification. Disqualified candidates shall have the right to file a written appeal to the NATCA National Executive Board within ten (10) business days of the receipt of the disqualification notice. The NATCA National Executive Board shall review the appeal and issue a response within five (5) business days of receipt of the appeal.

Section 4 - Balloting Procedures

A. The NEC shall ensure the proper and timely preparation of ballots without partiality as to candidates. The names of the candidates for each separate office shall appear in alphabetical order based on the candidates' last names. Ballots shall contain voting instructions consistent with the provisions established herein.

B. The ballots prepared at the direction of the NEC shall be the only official ballots. No other ballots may be used. The NEC shall maintain a record of the ballots distributed.

C. Members shall return ballots via mail to a predetermined depository, which shall be paid for by NATCA, to ensure secrecy. No signature of the voter or other distinguishing mark may appear on the ballot. A signed or marked ballot shall automatically be ruled ineligible.

D. No member's ballot shall be counted unless the member is in good standing as of fifteen (15) days immediately preceding the close of the balloting.

E. Ballots shall be distributed to the membership on Tuesday, June 30, 2015. Ballots must be completed electronically or, for mail-in ballots, received at the predetermined depository, by 11:59 p.m. EDT on Thursday, July 30, 2015. Ballots not completed electronically or received in the depository by this time and date shall not be counted.

F. Each member shall be entitled to a duplicate ballot and receive same, provided that he/she notifies the NEC by Thursday, July 23, 2015. Envelopes used for duplicate ballots shall be marked "Duplicate Ballot" and shall be a different color than the envelopes used for the original ballots. Duplicate ballots shall be counted unless the original and duplicate ballot mailed to a member are both cast, in which case only the duplicate ballot shall be counted.

G. If a member casts both an electronic ballot and a mail-in ballot, only the electronic ballot shall be counted.

H. The NEC shall supervise the conduct of the election and take the measures it deems necessary to ensure a fair and impartial election.

Section 5 - Ballot Collection and Tally Procedures

A. On the morning of Friday, July 31, 2015, a member of the NEC shall proceed to the depository and obtain all the ballots. Ballots shall be retained in the custody of the NEC until such time as they are checked and counted.

B. The NEC shall tally all ballots and prepare a report detailing the results of the election, including a complete account of all ballots and a reconciliation of the ballots with rosters and verification lists of the membership. The report shall clearly detail any discrepancies discovered and include recommendations for the treatment of such discrepancies. All members of the NEC shall sign the report without prejudice.

C. The NEC shall commence the counting of the ballots on July 31, 2015 (the same day that the ballots are collected) and shall complete this work as quickly as possible. The report of the NEC shall be filed with the Association Headquarters no later than forty-eight (48) hours following the completion of the count.

Section 6 - Runoff Procedures

A. In the event of a runoff election, the NEC shall supervise the distribution of ballots. The ballots shall be distributed no later than sixteen (16) days after the NEC has ruled on challenges or protests of the election or, if there are no challenges or protests, within sixteen (16) days following the submission of the NEC's report.

B. Any runoff elections shall be conducted in accordance with Section 4, herein. Ballots shall be distributed to the membership and shall be due back to the predetermined depository within thirty (30) days of the date of distribution. In the event that the thirty-day deadline falls on a weekend or holiday, the next regular business day shall be designated as the deadline for the receipt of returned ballots. The NEC shall meet the following day to tabulate ballots and announce the results of the runoff election.

Section 7 - Installation of Officers

A. New officers shall take office on September 1, 2015. In the event of a runoff election, such officers shall take office thirty (30) days after the results of the runoff election are finalized.

The NLC is pleased to announce the opening of our Legislative T-Shirt Design contest for 2015. The [attached flyer](#) is Hatch Act compliant and can be distributed and posted in the facility. This is your opportunity to have your design on NATCA's legislative T-shirts for the whole year!

If you have any questions, or to submit a design, please email NLC Chair, Steve Weidner (steve.weidner@natca.net). Rules are on the flyer. All submissions must be received by April 6th to be considered.



2015 Legislative Activism T-Shirt Design Contest



Rules

- Entry period open until April 6th.
- NATCA Logo or NATCA Legislative Logo must be incorporated into design.
- T-Shirt must be Legislatively themed.
- No use of trademarked or copyrighted logos or slogans.
- No advocating for or against a political party, candidate for a partisan political office or partisan political group.
- Must be appropriate for workplace wear (no profanity, no Hatch Act violations).
- Design cannot be so intricate that the details are difficult to see.
- The winner will be announced at NATCA in Washington in May.
- Winner will receive a \$350 gift certificate or an iPad mini. Second will receive a \$100 gift certificate.

All submissions become property of NATCA.

All submissions must be submitted from a NATCA member in good standing.

Contact

Submit your design to
NLC Chairman
Steve Weidner at:

Steve.weidner@natca.net



2013 Design

**2014 Contest
Winning Design**



One of NATCA's most utilized and important benefits is entering the second year of the new program. We have been working with the new vendor to streamline the process as much as possible. For the first time in our history of offering retirement seminars last week we announced all seminars for the entire year at once (SEE BELOW). In the past we were able to announce the selected locations early in the year but the dates were not scheduled until sometimes a couple months out.

Since this is our first full year with the new vendor we have been able to work to achieve some great benefits. One of which is, instead of the standard 20 seminars, we were able to schedule 33 locations with 66 actual seminars. We are also offering in addition to the standard retirement seminars, a new 'early to mid career' seminar that will be more focused on topics that are important in preparing for retirement through out your career. The standard seminars will continue to cover all that was covered before, to include a in-depth education on the paperwork needed when retiring as well as the timelines our members can expect during the retirement process.

Additionally we are working with the new vendor and will be announcing online seminars that will hopefully be held each quarter for those unable to attend in person. These will most likely be condensed versions that will be shorter in length and provide opportunities to cover topics individually in more detail. The details and processes for this benefit are still being worked and will be announced once they become available.

The National Benefits Committee, the National Executive Board, National Office staff and FourSquare have been working together to select locations, enhance the program and ensure that the benefits offered to our members are of the highest quality. We ask our members to please be patient as we continue to improve this program and work out processes with our new benefit provider. If you have any comments, concerns or ideas about this program or any other benefit NATCA offers its members please do not hesitate to contact me directly at john.bratcher@natca.net.

2015 Retirement Seminars

<u>Alaska</u>	
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	Juneau	January 26-27	
	Anchorage	November 12-13	
	<u>Central</u>		
	Omaha	July 14-15	
	Des Moines	July 16-17	
	Olathe	August 4-5	
	<u>Eastern</u>		
	Long Island	April 7-8	
	Philadelphia	April 9-10	
	Washington, DC	May 28-29	
	West Virginia	November 3-4	
	<u>Great Lakes</u>		
	Minneapolis	May 5-6	
	Milwaukee	May 7-8	
	Columbus, OH	June 9-10	
	Kalamazoo	June 11-12	
	<u>New England</u>		
	Hartford	April 16-17	
	Nashua	October 13-14	
	New Bedford	October 15-16	

	<u>Northwest Mountain</u>	
	Portland	May 12-13
	Denver	June 23-24
	Seattle	September 2-3
	<u>Southern</u>	
	Pensacola	March 12-13
	Charlotte	May 26-27
	Nashville	July 28-29
	Birmingham	September 22-23
	<u>Southwest</u>	
	Albuquerque	July 16-17
	Houston	August 18-19
	Fort Smith	October 27-28
	Dallas/Ft. Worth	October 29-30
	<u>Western Pacific</u>	
	Long Beach	March 24-25
	Phoenix	June 9-10
	Las Vegas	November 12-13
	<u>Region X</u>	
	Chicago Reg. Office	April 14-15
	Seattle Reg. Office	June 16-17

New England Reg. Office	October 6-7
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The last two weeks have been filled with greeting the new Congress, an NEB meeting and a member meet and greet in New Orleans and the quarterly Labor/Management Forum in DC.



Air Force One in Boise

STAY CONNECTED



NATCA, 1325 Massachusetts Ave NW, Washington, DC 20005

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Sent by tgilbert@natcadc.org