

# *Team Update - January 19*



You have probably heard the mantra for MLK Day, "A day on, not a day off." This is true for us, literally, as our NATCA Brothers and Sisters came to work as usual to maintain the safest, most efficient airspace system in the world. Perhaps more importantly, though, is that the saying is true figuratively for us as well. Everyone knows about Dr. Martin Luther King, Jr.'s role in civil rights for minorities in the segregated South, but Dr. King's influence extended far beyond racial lines. Dedicated to the safety, security, and fair treatment of America's workforce, Dr. King was an outspoken supporter of and advocate for organized labor in this country. In a speech to the state convention of the Illinois AFL-CIO on Oct. 7, 1965, Dr. King emboldened workers to unionize and fight for their rights as the backbone of America:

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old-age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over

the nation, it carried to secure shores not only itself but the whole society."

Dr. King recognized the sacrifice that so many workers have made throughout America's historic rise as an industrial world power. Unfortunately, the captains of industry Dr. King made mention to build their empires on the backs of very hardworking, but otherwise unprotected people. According to Dr. King, "Life's most persistent and urgent questions is, 'What are you doing for others?'" This nation's early unionists were exemplars of selflessness, and many brave people paid the ultimate price to improve conditions for future generations of American workers. They gave their lives for the belief that workers should be respected by their employers and treated with fairness and dignity. Union efforts afforded employees such things as eight-hour workdays, fair wages, weekends, overtime, health benefits, and paid breaks and leave. Their dedication paved the way for federal protections and regulations to safeguard those rights.

Over this past long weekend, we hope that each of you found the time to reflect on the value of what you do, day in and day out, and that you feel pride in not only your professions but in yourselves as well. As a part of NATCA and a part of the U.S. labor force, you are living out part of Dr. King's dream of solidarity.

Thank you,  
Paul Rinaldi - NATCA President  
Trish Gilbert - NATCA EVP





## **Executive Order Providing for One Percent Increase**

Just before Christmas, President Obama issued an Executive Order providing for a one percent (1%) increase for General Schedule and other Federal employees who have statutory pay setting. The text of the Executive Order is below and the full Executive Order with supplemental documents is [attached](#). There are no changes in locality rates and no newly established locality areas. The statutory maximum (Administrator's salary) has increased to \$183,300.

Bargaining unit employees covered by the Red Book Collective Bargaining Agreement (CBA) will receive an equivalent increase to the GS increase effective the first full pay period in January regardless of position in band. The Red Book pay bands also increase by 1%, equivalent to the GS increase.

Bargaining unit employees covered by the Purple Book Consolidated CBA will receive an an equivalent increase to the GS increase effective the first full pay period in January up to the band maximum. If the annual adjustment will cause the employee's Basic Pay to exceed the band maximum or the employee's Basic Pay is already equal to or exceeds the band maximum, the employee will receive a pay increase up to the band maximum and the remainder as a lump sum payment. The Purple Book pay bands also increase by 1%, equivalent to the GS increase.

Bargaining unit employees covered by the Light Blue Book Multi-Unit CBA will receive an equivalent increase to the GS increase effective the first full pay period in January up to the band maximum. If the annual adjustment will cause the employee's Basic Pay to exceed the band maximum or the employee's Basic Pay is already equal to or exceeds the band maximum, the employee will receive a pay increase up to the band maximum and the remainder as a lump sum payment. The Light Blue Book pay bands also increase by 1%, equivalent to the GS increase.

Bargaining unit employees covered by the Dark Blue Book Alaska Flight Service Station CBA will receive an equivalent increase to the GS increase effective the first full pay period in January regardless of position in band. The Dark Blue Book pay bands also increase by 1%, equivalent to the GS increase.

#### *EXECUTIVE ORDER ---- ADJUSTMENTS OF CERTAIN RATES OF PAY*

*By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:*

*Section 1. Statutory Pay Systems. The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303, are set forth on the schedules attached hereto and made a part hereof:*

- (a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;*
- (b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and*
- (c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102-40) at Schedule 3.*

*Section 2. Senior Executive Service. The ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.*

*Section 3. Certain Executive, Legislative, and Judicial Salaries. The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:*

- (a) The Executive Schedule (5 U.S.C. 5312-5318) at Schedule 5;*
- (b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 4501) at Schedule 6; and*
- (c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.*

*Section 4. Uniformed Services. The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)) are set forth on Schedule 8 attached hereto and made a part hereof.*

*Section 5. Locality-Based Comparability Payments. (a) Pursuant to section 5304 of title 5, United States Code, and my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.*

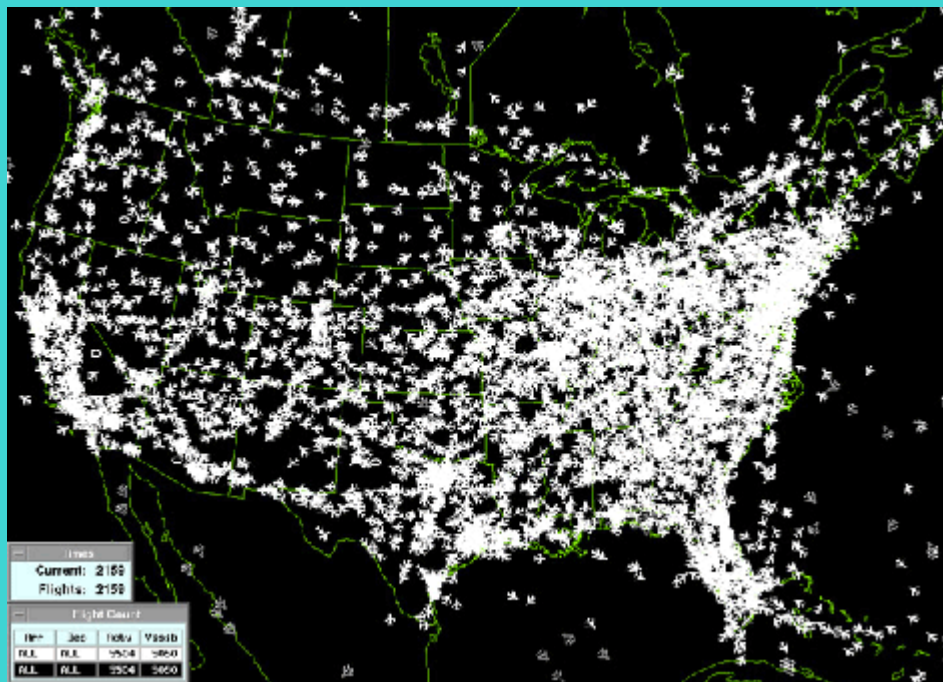
*(b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the Federal Register.*

*Section 6. Administrative Law Judges. Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.*

*Section 7. Effective Dates. Schedule 8 is effective January 1, 2015. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2015.*

*Section 8. Prior Order Superseded. Executive Order 13655 of December 23, 2013, is superseded as of the effective dates specified in section 7 of this order.*

*THE WHITE HOUSE,  
BARACK OBAMA  
December 19, 2014.*



## **Air Traffic Control Specialist Hiring**

There are two bids coming up in early 2015 for Air Traffic Controllers.

The first will be on or about January 26th and is for experienced controllers (52 weeks certified former FAA CPCs, Military controllers and Federal Contract Tower controllers). They will not need to take the



Biographical Assessment and depending on their experience may not need to go to the Academy. When the bid is out we will disseminate it far and wide.

The second bid will be in March and will a general public open bid. Applicants will need to pass the biographical assessment, the ATSAT and the Academy. They will get their facility placement upon graduation as is currently being done. There was a rumor or belief that those that did not pass biographical assessment on the Feb 10th, 2014 open bid could not apply again. That is not accurate and Feb 10th, 2014 applicants can apply again for the March 2015 open bid.

Stay tuned: We will disseminate the bids as they come out.



## **WHITE HOUSE MEMO on Modernizing Federal Leave Policies for Childbirth, Adoption, and Foster Care to Recruit and Retain Talent and Improve Productivity**

Late last week, President Obama issued a Memorandum with the purpose of modernizing leave policies for childbirth, adoption, and foster care to recruit and retain talent and improve productivity. In a White House Press Release, the President expressed his support for Federal and state legislation mandating paid sick time off, proposed more than \$2

billion in new funds to develop paid family and medical leave programs, and moved to modernize the Federal workplace by directing agencies to advance up to six weeks of paid sick leave for parents with a new child and calling on Congress to pass legislation giving Federal employees an additional six weeks of paid parental leave.

The Presidential Memorandum directs agencies to allow for the advance of six weeks of paid sick leave for parents with a new child, employees caring for ill family members, and other sick leave-eligible uses. It also provides for advance annual leave for placement of a foster child.

Agencies have until January 1, 2016 to update their policies to ensure that they are in compliance with the Presidential Memorandum.

The White House said, "This will allow mothers the opportunity to recuperate after child birth, even if they have not yet accrued enough sick leave. It will also allow spouses and partners to care for mothers during their recuperation periods and will allow both parents to attend proceedings relating to the adoption of a child."

NATCA will engage the FAA and the Department of Defense to ensure that the Agencies both meet the Presidential mandate and its bargaining obligation by the President's deadline. We will ensure that none of the changes reduce the entitlements already contained in NATCA's Collective Bargaining Agreements (CBAs). Where the President's Memorandum enhances benefits we have already negotiated, we will ensure that they apply to our bargaining units and changes to the CBAs are formalized through memoranda of understanding. If legislation is proposed to provide Federal employees with six weeks of paid parental leave NATCA will make our voices heard on Capitol Hill.

*The White House  
Office of the Press Secretary*

*For Immediate Release January 15, 2015  
Presidential Memorandum -- Modernizing Federal Leave Policies for Childbirth, Adoption  
and Foster Care to Recruit and Retain Talent and Improve Productivity*

*MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES*

*SUBJECT: Modernizing Federal Leave Policies for Childbirth, Adoption, and Foster Care to  
Recruit and Retain Talent and Improve Productivity*

*Now more than ever, our Nation's economic success rests on our ability to empower our citizens to choose jobs that best utilize their talents and interests. All employers, including the Federal Government, should support parents to ensure they can both contribute fully in the workplace and also meet the needs of their families. The availability of paid maternity leave, for example, has been shown to increase the likelihood that mothers return to their jobs following the birth of a child, and paid maternity and paternity leave has been shown to improve the health and development outcomes of the infant. In addition, it is critically important for parents and their newborn or newly adopted child to have the opportunity to form strong family attachments and relationships.*

*Men and women both need time to care for their families and should have access to workplace flexibilities that help them succeed at work and at home. Offering family leave and other workplace flexibilities to parents can help achieve the goals of recruiting and retaining talent, lowering costly worker turnover, increasing employee engagement, boosting employee morale, and ensuring a diverse and inclusive workforce. Yet, the United States lags behind almost every other country in ensuring some form of paid parental leave to its Federal workforce; we are the only developed country in the world without it.*

*My memorandum of June 23, 2014 (Enhancing Workplace Flexibilities and Work-Life Programs), directs the heads of executive departments and agencies (agencies) to more fully utilize workplace flexibilities and work-life programs to promote recruitment, retention, employee engagement, and workforce productivity. My Administration fully supports efforts to align the Federal Government with the parental leave policies of leading private sector companies and other industrialized countries, and will continue to take administrative steps to modernize leave policies to better support Federal employees.*

*By the authority vested in me as President by the Constitution and the laws of the United States of America, and to further build on these important goals and the work currently underway by the Office of Personnel Management (OPM) and other agencies to review existing personnel policies, I hereby direct as follows:*

*Section 1. Advanced Sick and Annual Leave.*

*(a) Agencies shall ensure that, to the extent permitted by law, their policies offer 240 hours of advanced sick leave, at the request of an employee and in appropriate circumstances, in connection with the birth or adoption of a child or for other sick leave eligible uses. This benefit shall be provided for purposes specified in law and regulation irrespective of existing leave balances. Within 60 days of OPM issuing its guidance pursuant to section 3 of this memorandum, agencies shall make any necessary changes to their policies to implement this section.*

*(b) Agencies shall ensure that their policies offer the maximum amount of advanced annual leave permitted by law, at the request of an employee, for foster care placement in their home or bonding with a healthy newborn or newly adopted child. This benefit shall be provided for purposes specified in law and regulation irrespective of existing leave balances. Within 60 days of OPM issuing its guidance pursuant to section 3 of this memorandum, agencies shall make any necessary changes to their policies to implement this section.*

*Section. 2. Emergency Backup Dependent Care. Agencies shall consider, consistent with existing resources, providing access to affordable emergency backup dependent care services such as through an Employee Assistance Program.*



### *Section. 3. Update Leave Policies.*

*(a) In coordination with the agency review and related OPM summary report of workplace flexibilities and work-life policies required by sections 4 and 5 of my memorandum of June 23, 2014, agencies shall make necessary changes to their policies and practices to ensure that employees experiencing the birth or adoption of a child, foster care placement in their home, or who have other circumstances eligible for sick or annual leave are aware of the full range of benefits to which they are entitled. These changes shall also ensure that discretionary flexibilities are used to the maximum extent practicable, in accordance with the laws and regulations governing these programs and consistent with mission needs, and that employees understand the benefits for which they may qualify. Any necessary changes to agency policies required by this section shall be made as soon as possible, and no later than January 1, 2016.*

*(b) For purposes of the changes required by subsection (a) of this section, agencies shall review policies with respect to the following required benefits:*

*(i) use of accrued sick leave (including period of incapacitation for birth mother, care of birth mother during period of incapacitation, doctor appointments for birth parents or newborn child, or any periods of time during which adoptive parents are ordered or required by an adoption agency or by a court to take time off from work to care for the adopted child);*

*(ii) leave pursuant to the Family and Medical Leave Act (including intermittent leave for childbirth, adoption, or foster care placement in the home; and leave without pay or substitution of appropriate paid leave in accordance with law and regulation);*

*(iii) use of accrued annual leave;*

*(iv) use of leave without pay for a longer period than what is provided for under the Family and Medical Leave Act; and*

*(v) break times and private space for nursing mothers.*

*(c) For purposes of the changes required by subsection (a) of this section, agencies shall ensure those changes provide to the maximum extent practicable the following discretionary benefits:*

*(i) advancement of sick or annual leave, consistent with the requirements set forth in section 1 of this memorandum;*

*(ii) donated annual leave under the Voluntary Leave Transfer Program;*

*(iii) donated annual leave under the Voluntary Leave Bank Program;*

*(iv) emergency backup dependent care services, such as through an Employee Assistance Program;*

*(v) telework; and*

*(vi) flexible work schedules, including part-time schedules and job sharing arrangements.*

*d) Within 90 days of the date of this memorandum, OPM shall issue guidance to agencies regarding implementing advanced sick and annual leave policies, including their application to part-time employees. The OPM summary report of workplace flexibilities and work-life policies required by section 4 of my memorandum of June 23, 2014, shall provide further guidance to implement this memorandum.*

*Section. 4. General Provisions.*

*(a) Nothing in this memorandum shall be construed to impair or otherwise affect:*

*(i) the authority granted by law to a department or agency, or the head thereof; or*

*(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.*

*(b) This memorandum shall be implemented consistent with applicable law and subject to the availability of appropriations.*

*(c) This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.*

*(d) The Director of OPM is hereby authorized and directed to publish this memorandum in the Federal Register.*

*BARACK OBAMA*



## Archie League Medal of Safety Awards 2015

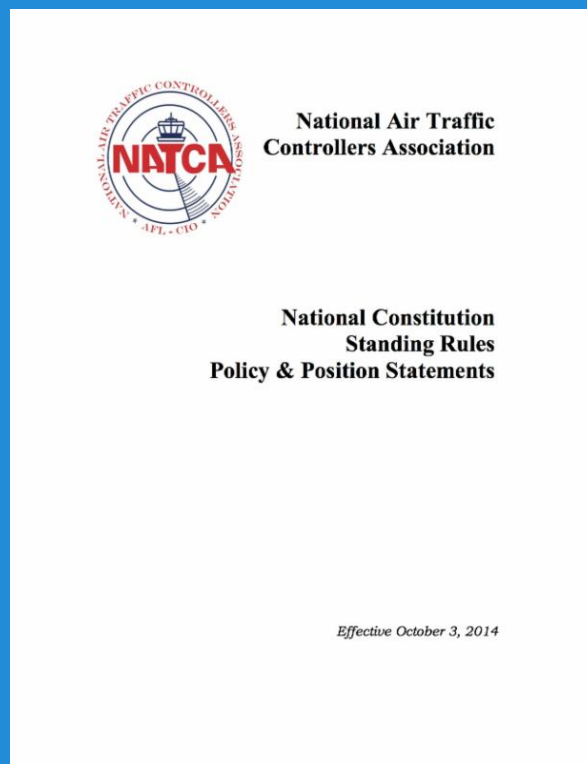
We are excited to announce the winners of the 2015 Archie League Medal of Safety Award. Named after the first air traffic controller, Archie League, the awards recognize the important role our members play in keeping the NAS safe and efficient. NATCA members nominate their brothers and sisters who performed an outstanding flight assist during 2014. On Friday, Jan. 9, a panel of judges, including NATCA Safety and Technology Director Dale Wright, AOPA Air Safety Institute Senior Safety Advisor and past president Bruce Landsberg, and ALPA Aviation Safety Chair Chuck Hogeman, viewed 53 nominations to decide this year's winners.

- ALASKA REGION-Parker Corts, Anchorage Center (ZAN)
- CENTRAL REGION-Travis Arnold, Omaha TRACON (R90)
- EASTERN REGION-Joseph Rodewald, Potomac TRACON (PCT)
- GREAT LAKES REGION-Adam Helm, Justin Krenke and Mike Ostrander, Green Bay (GRB)
- NEW ENGLAND REGION-Kelly Eger & Sarah LaPorte Ostrander, Boston Tower (BOS)

- NORTHWEST MOUNTAIN REGION-Matt Dippe, Mark Haechler and Alan Passero, Seattle Center (ZSE)
- SOUTHERN REGION-Sarina Gumbert, Central Florida TRACON (F11)
- SOUTHWEST REGION-Hugh McFarland, Houston TRACON (I90)
- WESTERN PACIFIC REGION-Jesse Anderson, La Verne Brackett (POC)

## 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 and the Union Plus Scholarship  
Deadlines Coming Soon!

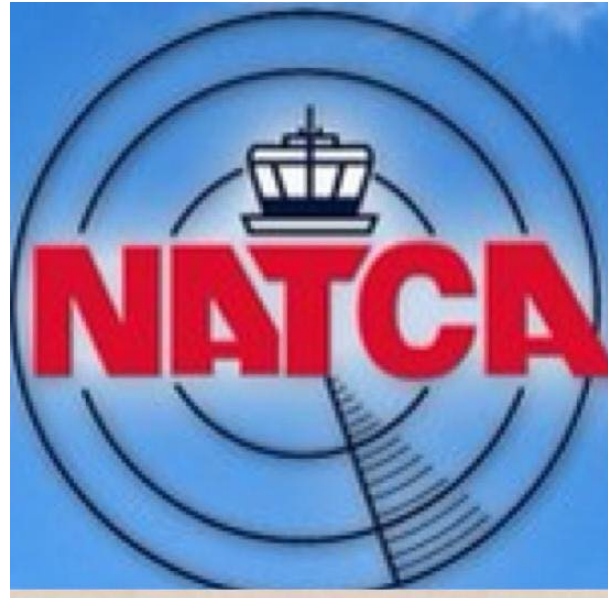


Coming up soon: the deadlines to apply for two notable scholarships available to NATCA members and their children:

[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.

[The Union Plus Scholarship Program:](#) Jan. 31 (noon EST) is the deadline to submit an application. Since 1992, the program has helped union members and their children attend college, distributing over \$3.6 million to working families.



**HAVE YOU  
REGISTERED?**

♦ **MARCH 2-4, 2015**

♦ **THE RIO, LAS VEGAS**

♦ **NATCACFS.COM**



**Where Aviation Leaders Come Together**

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## **Important Dates in 2015**

- **January 26:** Last day for online shirt ordering and refund requests for shirt orders.
- **February 1:** Online registration ends. Please email [natcacfs@natca.net](mailto:natcacfs@natca.net) to register after this date. Unmatched members requesting a roommate will be randomly paired.
- **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.

**Access important information about the conference, including the local facility attendance request form and frequently asked questions is available at [natcacfs@natca.net](mailto:natcacfs@natca.net).**

## **First-Ever Media Speaker at CFS 2015**

Tom Costello, the NBC News aviation correspondent based in Washington, D.C., will speak about reporting on aviation on the morning of Wednesday, March 4, 2015.

Costello is a veteran reporter, and has covered many stories that include NATCA. He was also the first national correspondent to report on NATCA's Archie League Medal of Safety Awards.

Costello reports daily for the "Today Show," "NBC Nightly News," MSNBC, and CNBC. In addition to covering aviation for the network, his assigned beats include transportation, NASA, regulatory-related, and consumer-related issues.



Watch Costello's first news report on the Archie League Awards in 2005

his [news report](#) on two of NATCA's 2012 Archie League Award winners, and his [report](#) on a 2010 NATCA Archie League winner.



## *NATCA Academy Schedule 2015*

Basic Legislative Activism Training	January 26-27	Las Vegas, NV
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



## 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.



## **NATCA Charitable Foundation Seeking Volunteers For The Events Committee**

The NATCA Charitable Foundation (NCF) is seeking passionate and committed volunteers to be part of the newly formed NCF Events Committee. These volunteer positions are open to all NATCA members, friends and family over the age of 21. The following is a description of responsibilities and expectations for this exciting opportunity.

- Plan activities and/or entertainment throughout the three major NATCA events (CFS, NiW, and Convention) plus any other NCF Executive Board approved events.
- Work with the NCF President and Treasurer (or designated NCF representative) to comply with budgetary constraints.
- Participate in and conduct planning meetings as necessary.
- Work with donors, local businesses, and vendors to co-sponsor/underwrite entertainment and prizes.
- Collaborate with NATCA event committee advisors to ensure theme/presentation continuity.
- Recruit other volunteers to help with events, including logistics, printing, and supplies needed for planned events.
- Coordinate with the NATCA Communications department on marketing, public relations, and advertising for NCF events.

Please submit your request for consideration, including any supporting information that you feel the NCF board should consider on your behalf to [natcacharitable@natca.net](mailto:natcacharitable@natca.net). Deadline for consideration is Jan. 21, 2015.

If you would like more information or have questions about the position please contact Elena Nash at 352.360.8424 or [ncf.enash@natca.net](mailto:ncf.enash@natca.net).



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](mailto:john.bratcher@natca.net).

### **2015 Retirement Seminars**

<b><u>Alaska</u></b>	
Juneau	January 26-27
Anchorage	November 12-13
<b><u>Central</u></b>	
Omaha	July 14-15
Des Moines	July 16-17
Olathe	August 4-5
<b><u>Eastern</u></b>	
Long Island	April 7-8
Philadelphia	April 9-10
Washington, DC	May 28-29
West Virginia	November 3-4
<b><u>Great Lakes</u></b>	



	Minneapolis	May 5-6
	Milwaukee	May 7-8
	Columbus, OH	June 9-10
	Kalamazoo	June 11-12
	<b><u>New England</u></b>	
	Hartford	April 16-17
	Nashua	October 13-14
	New Bedford	October 15-16
	<b><u>Northwest Mountain</u></b>	
	Portland	May 12-13
	Denver	June 23-24
	Seattle	September 2-3
	<b><u>Southern</u></b>	
	Pensacola	March 12-13
	Charlotte	May 26-27
	Nashville	July 28-29
	Birmingham	September 22-23
	<b><u>Southwest</u></b>	
	Albuquerque	July 16-17
	Houston	August 18-19

Fort Smith	October 27-28
Dallas/Ft. Worth	October 29-30
<b><u>Western Pacific</u></b>	
Long Beach	March 24-25
Phoenix	June 9-10
Las Vegas	November 12-13
<b><u>Region X</u></b>	
Chicago Reg. Office	April 14-15
Seattle Reg. Office	June 16-17
New England Reg. Office	October 6-7

Since the new year we have attended the [American Association of Airport Executives Conference](#), a CFS planning meeting, our National Executive Board meeting and four facility visits. The year is shaping up to be another very busy one as we also prepare for FAA Reauthorization legislation.

A large group of NATCA members and staff gathered at the National Office on January 6, to attend a pay training session, led by Special Counsel to the President Eugene Freedman and Alaska Region Vice President Scot Morrison. The training proved to be very valuable and will be broken up into modules and given to many other activists in other venues.



STAY CONNECTED



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