

Proposed Amendments and Resolutions Supplement



**18th Biennial Convention
Houston, Texas
December 9-10, 2021**

Corrections and/or Amendments to the 2021 Constitution Amendment Package

A21-11

HAS BEEN WITHDRAWN

A21-18

Article XV: Seniority, § 4 **ADD NEW: Section 4**

The wrong Section number was submitted by the author and wasn't recognized prior to printing. Section 4 already exists in the NATCA National Constitution. Update your booklet to read **§ 5, ADD NEW: Section 5.**

R21-07

SRF-21 Local ~~Expense~~ Vouchers

The NFC decided to amend their proposal. For clarity R21-07 has been withdrawn and replaced below with R21-29.

R21-13

SRF-XX National Convention Lodging

The authors decided to amend their proposal. For clarity R21-13 has been withdrawn and replaced below with R21-30.

R21-17

HAS BEEN WITHDRAWN

ADDITIONAL AMENDMENTS

In accordance with SRC-1 the following amendments have been submitted for consideration following the postponement of the Convention due to the COVID 19 pandemic.

A21-21 Article VI: Rights and Responsibilities of Members, § 2, SRI-8, SRI-XX[†]

AMEND: Section 2. Negotiated term agreements and negotiated term agreement extensions or renewals shall be sent to the affected membership for ratification. Ratification shall require a majority of the votes cast.

AMEND: SRI-8 Distribution of Agreements

All negotiated term agreements sent to the affected membership for ratification shall include all elements of the agreement including those that may not be subject to ratification. This would include but not be limited to all contract articles, provisions, memoranda of understanding, memoranda of agreement, side bar agreements, and/or pay provisions whether they are agreed to by the parties, a result of an impasse procedure or the outcome of binding arbitration.

Negotiated term agreement extensions or renewals sent to the affected membership for ratification need only include that memorandum of understanding, memorandum of agreement, or modified contract article which effects the extension or renewal.

ADD NEW: SRI-XX Automatic Renewal of Agreements[→]

Article VI, Section 2 notwithstanding, negotiated term agreements may be allowed to automatically renew up to two times, or for a period not to exceed two calendar years beyond their originally ratified expiration date, whichever is less, if provided for in the agreement. Such automatic renewals do not require ratification by the affected membership. The third and subsequent renewals, and renewals into the third and subsequent years since the originally ratified expiration date, shall be subject to ratification by the affected membership. Any negotiated extension or renewal shall be subject to ratification by the affected membership regardless of timeframe.

Rationale: In these times when democracy is under attack both abroad and at home, we must make a concerted effort to actively advance the democratic process in every aspect of our lives. Our contracts with our employers define every aspect of our careers, and the affected membership should have a voice when deciding whether or not to extend any given contract beyond its ratified end date—just as they did when deciding whether or not to ratify it originally.

Authors: Jacob September (SPI) & Gregory Plautz (FFZ)

□

Passed ☐
Defeated ☐
Amended ☐
Withdrawn ☐

[†] This proposal combines **amendments** to NATCA National Constitution as well as **resolutions** that are in the Standing Rules and Policy & Position Statements. This proposal shall require a 2/3 vote to pass in its entirety to satisfy the threshold for amendments to the NATCA National Constitution.

[→] If adopted the Constitution Committee will assign a number to the resolution.

Section 5: ~~Each Local shall be entitled to one delegate. Each Local shall be entitled to an additional delegate for every 50 active members in good standing over and above 100 members.~~ Each Local shall be entitled to the number of delegates based on the number of active members in good standing in the Local as indicated on the following scale:

1 to 59 members: 1 delegate,
over 60 but no more than 119 members: 2 delegates,
over 120 but no more than 179 members: 3 delegates,
over 180 but no more than 239 members: 4 delegates,
over 240 but no more than 299 members: 5 delegates,
over 300 but no more than 359 members: 6 delegates,
over 360 but no more than 419 members: 7 delegates,
over 420 but no more than 479 members: 8 delegates,
plus 1 (one) additional delegate for each 60 members over 480.

In the event of a roll call vote, Each delegate shall be entitled to cast a number of votes equal to the number of active members in good standing in the his or her Local thirty (30) days in advance of the opening of the Convention, divided by the number of delegates representing the Local properly registered and credentialed at the time of the vote. The National Office shall make the final determination of the number of entitled delegates for each Local thirty (30) days in advance of the opening of the National Convention.

Rationale: This amendment provides a more equitable and proportional representation of each member, regardless of their assigned facility and regardless of the size of the Local, each member will have a similar voice when the delegates cast votes. This is common in many different types of representational bodies, most notably in the U.S. House or Representatives, each elected delegate represents the views of members that cannot be present. This amendment will allow for equal and proportional representation. When compared to other AFL-CIO organizations, they most often have this type of breakdown of delegates for representation; but on a larger scale since some organizations are 10x the size of NATCA. There is no requirement to bring the maximum number of delegates to Convention, this simply levels the "playing field" for all members to have equal representation.

We are simply looking to provide the best representation of each member of NATCA, and each number of members should be represented by approximately the same number of delegates at the National Convention. Therefore, we ask for your support in correcting this and making representation equitable and proportional among all members of NATCA.

Authors: Ryan Herrick (M98), Adam Rhodes (I90), Michael Driscoll (DAB), Nick Stott (RDU), Graeme Gerdorn (MDW), Chris Barrie (RST)

□

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

R21-29**AMEND & RENAME: SRF-21 Local ~~Expense~~ Vouchers[†]**

All NATCA Locals shall use vouchers to account for their financial transactions, expenses. NATCA Locals with two or more officers are required to have dual signatures on checks and vouchers.

Rationale: Changing the wording would require Locals to track and document all activity that occurs on a bank statement, improving awareness of activity on the Local's bank account. This would apply to all accounts held by the local. This practice is already taught in Secretary/Treasurer Training and encouraged by the NFC. Dual signatures on vouchers are intended to ensure that non-check transactions (Debit cards and EFTs) have dual officer approval.

Author(s): National Finance Committee

Passed ☐
 ☐ Defeated ☐
 Amended ☐
 Withdrawn ☐

[†] The authors wish to amend their previous proposal R21-07. This was submitted after the second booklet was printed and the Convention was re-scheduled. In accordance with SRC-1, NATCA reopened the ability to submit proposals 120 days prior to the rescheduled date.

R21-30**ADD NEW: SRF-XX National Convention Lodging[†]**

No later than 180 days prior to the National Convention, the NATCA National Executive Board (NEB) shall determine whether to issue or amend a National Convention lodging policy. A National Convention lodging policy, if issued, shall provide that, one (1) NATCA delegate per Local that is eligible for reimbursement under SRF-12, the lodging costs for one (1) night prior and all three (3) nights of the convention are covered if a NATCA member rooms with another NATCA member, or half of the lodging costs if a member elects to have a single room.

Rationale: This amendment brings the lodging policy in line with other NATCA Events (NATCA in Washington and Communicating for Safety). The projected cost of the hotel at this convention for four (4) nights is \$756 plus taxes and fees. This overall lodging cost ranges from 13% to over 50% of annual dues rebates for those that currently meet the criteria in SRF-12.

Even with a convention subsidy, small locals are forced to make tough decisions on member attending other NATCA events due to lack of funding during Convention years. By aligning the policy with other national events, it will allow locals to budget for increased participation at other national and local NATCA events.

This ultimately provides:

- 1) The same level of lodging support small locals receives at all other NATCA events for a local's delegate.
- 2) The option for the NEB to fund it based on the current financial situation.
- 3) Link it to an amount that is already in the constitution (no need to change the language if SRF-12 is amended)

Authors: Benjamin Kaufman (MDT) & Phil Gesumaria (MDT)

Passed ☐
 ☐ Defeated ☐
 Amended ☐
 Withdrawn ☐

[‡] If adopted the Constitution Committee will assign a number to the resolution.

[†] The authors wish to amend their previous proposal R21-07. This was submitted after the second booklet was printed and the Convention was re-scheduled. In accordance with SRC-1, NATCA reopened the ability to submit proposals 120 days prior to the rescheduled date.

The affected membership shall be notified prior to the commencement of talks with the Agency or with any employer that are undertaken for the purpose of negotiating a new term agreement or an extension to an existing term agreement. Such notification may be directed (e.g. mailed postcards) or general (e.g. an emailed news bulletin). Specific negotiating positions need not be disclosed.

To the extent feasible, the affected membership shall be surveyed for their desired negotiating positions and end goals prior to the commencement of talks with the Agency or with any employer that are undertaken for the purpose of negotiating a new term agreement. Such surveying may be accomplished via an online form. The survey may be multiple-choice or open-answer or both, as deemed appropriate by the National Executive Board or Bargaining Committee.

Rationale: Knowing which positions are most important to the membership will help our negotiation team focus on those issues. An actively engaged membership is the best source of strength and support for that team. A membership which knows their opinions and needs are actively solicited is an engaged membership. For all of these reasons, the membership should be aware of major negotiations being undertaken on their behalf, and should have a say in the directions those negotiations take.

Polling the membership prior to beginning negotiations, and informing the membership when such negotiations begin, is common practice in labor unions across all industries; codifying this practice as a Standing Rule would send the message that NATCA is first and foremost a member-oriented union.

Authors: Jacob September (SPI) & Gregory Plautz (FFZ)

□

Passed ☐
 Defeated ☐
 Amended ☐
 Withdrawn ☐

[↗] If adopted the Constitution Committee will assign a number to the resolution.

