

NEW BUSINESS – DAY 2 FORT LAUDERDALE 2023

These following proposals were submitted by 07:00 AM on June 22, 2023 in accordance with the NATCA 2023 Fort Lauderdale Convention Rules.

UA23-12

AMEND Article VIII: National Conventions, § 5

~~**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 delegate shall be entitled to cast a number of votes equal to the number of active members in good standing in their 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.~~

Section 5. Each Local shall be entitled to the delegates as listed below:

Member Count:	Entitled Delegate(s):
1 to 149 members	1
150 to 199 members	2
200 to 249 members	3
250 to 299 members	4
300 to 349 members	5
350 to 399 members	6
400 to 449 members	7
450 to 499 members	8
500 to 549 members	9
550 to 599 members	10

The number of active members in good standing of a Local thirty (30) days in advance of the opening of the Convention, divided by the number of properly registered and credentialed delegates representing the Local at the time of the vote, shall be the number of votes a delegate is entitled to cast.

Rationale: This amendment will not change the current entitled delegate counts but explains the breakdown of delegates in an easily readable table versus the current wording to avoid the biennial confusion for Locals with delegate counts. The last sentences (after the chart) were reworded so it can be read better.

Author: Ryan Herrick (M98)

- Passed
- Defeated
- Amended
- Withdrawn

UA23-13

AMEND Article III: Membership, § 1

Section 1. Any employee employed in a bargaining unit represented by the Association shall be eligible for active membership in the Association. In order to be an active member, the employee needs to have signed up to pay dues to the Association. The employment requirement shall be waived because of service to the Association, provided the requirement was met prior to the leave of absence or voluntary termination of employment.

Rationale: There is currently no definition within the NATCA Constitution on what exactly an 'active member' is in Article 3 Section 2, and subsequent articles, but Article 3 Section 3 defines what 'in good standing' means so it seems appropriate to define an 'active member' for clarification as well.

Author: Ryan Feil (EAL)

- Passed
- Defeated
- Amended
- Withdrawn

UA23-14

AMEND Article VIII: National Conventions, § 6

Section 6. At least ~~one year~~ fifteen (15) months prior to any scheduled Convention, the President shall ensure the establishment of a Convention Committee, which shall be comprised of NATCA staff and other designees as appointed by the President and approved by the National Executive Board. At a minimum, appointments shall include two members from the hosting Local(s) or designated Region and the Regional Vice President from the hosting region. This committee will forward all plans and provisions to the National Executive Board for approval.

At least fifteen (15) months prior to any scheduled Convention, ~~The~~ President shall appoint a Credentials Committee Chairperson for each National Convention.

At least three (3) months prior to any scheduled Convention, the President shall ensure the establishment of a Credentials Committee. The Credentials Committee shall be composed of at least ~~three (3)~~ six (6) active members in good standing, among whom no two (2) members may be from the same NATCA Region. Prior to the start of the Convention, the Credentials Committee shall meet and issue a report listing the names of all eligible delegates and their alternates and the number of votes that each delegate is entitled to cast.

The Constitution Committee shall be the Rules Committee for each National Convention.

Other committees shall be established as deemed necessary by the President or by the voting delegates at the National Convention.

Rationale: Having adequate time to prepare and participate in developing the registration process is vital to having a successful event. When registration opens, only the credentials committee members may handle the actual credentials, so having a chairperson and at least 4 additional committee members will ensure we have an adequate workforce to handle the demand of mass check in at convention.

Authors: Credentials Committee & Convention Committee

- Passed
- Defeated
- Amended
- Withdrawn

R23-25

ADD NEW: PSA-XX[†]

Within 180 days of the closing of the 2023 NATCA Convention, NATCA shall propose a collaborative workgroup (CWG) with the FAA to review and reform mental health and medical thresholds applied to Aviation Medicals granted to air traffic control specialists. This CWG should include, but not be limited to, members from NATCA, the FAA, and FAA Medical/Flight Surgeons' offices. The intent and scope of the workgroup shall include developing collaborative processes for employees to utilize their own private health care to receive mental wellness and mental health treatment.

Rationale: NATCA members deserve direct representation and influence on the medical standards we are held to as air traffic controllers. We have collaborative work groups in every facet of Aviation Safety and there should be full efforts to help improve the mental wellness of the workforce so that they can meet the constant and ever-increasing demands of this job. Current policy allows controllers to seek help through EAP without reporting to the flight surgeon as long as employees are not considered a danger to themselves or others. We should have the right to the same policies when using our own insurance and not government provided programs.

Author: Matt Morgan (BOS)

- Passed
- Defeated
- Amended
- Withdrawn

[†] If adopted, the Constitution Committee will assign a number and title to the resolution.

R23-26

ADD NEW: PSE-XX[†]

Whereas NATCA's power comes from the size, diversity, and activism of its membership;

Whereas the Retired NATCA Active Volunteers (RNAV) have established themselves as an integral part of NATCA through active participation in all things NATCA, including but not limited to NATCA Benefits, NATCA Organizing, NATCA Disaster Response, NATCA Historical, NATCA Communications, NATCA IT, NATCA Boots on the Ground, the NATCA Charitable Foundation, NATCA in Washington, and IFATCA;

Whereas maintaining close ties with retired NATCA members is an essential part of making our Union stronger;

Whereas RNAV has established itself as an important source of information, support, activism, and pride for over 3,300 NATCA members and their families;

Whereas RNAV activists volunteer their time both internally and externally with numerous political, labor, civil and human rights organizations and continue to leave their mark on political and legislative activities and issues that affect both active and retired members; and

Whereas RNAV members bring decades of experience, skill, and enthusiasm to any project on which they serve, contributing greatly to NATCA's tactical and strategic short and long term goals in an atmosphere of camaraderie and esprit-de-corps that reflects great credit upon our Union; now,

Therefore, be it resolved that

1. NATCA will continue to seek ways to involve RNAV members in NATCA organizing, legislative activities, and other issues impacting our Union communities, and
2. NATCA will conduct a survey of the RNAV membership to ascertain at a minimum the RNAV membership’s knowledge, skills, abilities, unique talents, and the RNAV member’s ability/willingness/desire to use those talents for the benefit of our Union; and
3. The RNAV Committee Chair will be invited to attend a minimum of one NEB Meeting per calendar year. †

Author: John Carr (Retired)

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† Only the language following “Therefore, be it resolved that” would become the resolution.

‡ If adopted, the Constitution Committee will assign a number and title to the resolution.

R23-27

ADD NEW: SRE-XX E-mail Communication to Membership‡

E-mail communication from the National Office shall include updates quarterly to include but not limited to the following committees:

- Finance Committee
- National Safety Committee
- Organizing Committee
- Legislative Committee
- Airspace and Procedures

Furthermore, full-time Article 114 representatives shall provide semiannual updates and a link to view these updates will be available in a national e-mail.

Rationale: NATCA Members receive excellent and timely e-mail communication from the National Office. There are specific items that the general membership may want to hear more about. This resolution provides a foundation for some of those items with a specific frequency but still gives the NEB latitude for any other information they deem important. The Article 114 representatives used to have a link in a national e-mail to read what each rep was accomplishing on their details. Giving the Article 114 representatives more transparency with the members to understand what they are working on would be a benefit for all.

Author: Megan Nowak (ZDV)

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‡ If adopted, the Constitution Committee will assign a number and title to the resolution.

R23-28

Amend: SRI-9 Official Management Development Programs

In the event any bargaining unit member applies for or is selected for an official management development program (~~i.e.~~ e.g. ATLDP, PEL, etc.), he/she shall immediately vacate any presently held elected/appointed Union position. They shall not be eligible to run for or hold office, or be appointed to any position within the Union for a period of twelve (12) months after their application or completion/termination of an above-mentioned program whichever occurs later.

Rationale: The abbreviation “i.e.” stands for id est, which is Latin for “that is.” The abbreviation “e.g.” stands for the Latin phrase exempli gratia, meaning “for example.”

Author: Drew Stewart (ZSE)

Passed
Defeated
Amended
Withdrawn

R23-29

Amend: SRN-5 Paid Moves for National Officers

It is NATCA’s policy to pay for moves of the NATCA President and Executive Vice President only. NATCA will pay for all legitimate costs (excluding real estate losses) associated with the President’s and Executive Vice President’s moving expenses, as in accordance with the current Department of Transportation travel manual (excluding the relocation program).

In the event this policy conflicts with specific expenses covered in the DOT travel manual, the provisions of this policy shall prevail. NATCA will only pay for the move from the new President’s or new Executive Vice President’s place of residence at the time the election results are announced. In the event that there is a new President or new Executive Vice President, NATCA will pay for all legitimate moving expenses, consistent with the above paragraph, for the outgoing President or outgoing Executive Vice President, or both.

NATCA will pay to move the outgoing President or the outgoing Executive Vice President to their former place of residence or a distance equal from the National Office to their ~~formal~~ former residence if the outgoing President or outgoing Executive Vice President decide to relocate to an area different than their former place of residence.

The payment of legitimate associated moving expenses shall be authorized from the budget of the fiscal year immediately following the election year. All completed vouchers shall be submitted to the NEB for final scrutiny prior to payment. Any alleged excess in any voucher area shall be voted on individually by the NEB.

Rationale: Removes ambiguity and corrects the error pointed [formal/former] out yesterday during debate of A23-01.

Author: Drew Stewart (ZSE)

Passed
Defeated
Amended
Withdrawn

R23-30

ADD NEW: PSF-XX[‡]

Whereas the Air Traffic Collective Bargaining Agreement (CBA), Article 124 currently states that an employee at a Facility Pay Level 10-12 must have a minimum of fifteen (15) years as a CPC at their current facility in order to attain priority placement status for interfacility in-grade/downgrade bargaining unit vacancies/positions;

Whereas it is important for individuals to have the opportunity to work in locations that support their well-being;

Whereas the option to upgrade will broaden their location selections; now,

Therefore, be it resolved that NATCA supports priority placement status for any employee at a Facility Pay Level 10-12, who has a minimum of fifteen (15) consecutive years as a CPC at their current facility, for any bargaining unit vacancies/positions.[†]

Author: Donald White (ZOA)

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	Withdrawn <input type="checkbox"/>

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

[†] Only the language following “Therefore, be it resolved that” would become the resolution.

R23-31

AMEND: PSF-3 Career Progression

We pride ourselves in working to ensure the American taxpayers reap maximum benefit from the dollars they spend in training air traffic controllers. In recognition of this duty, and to enhance safety, efficiency, and morale, NATCA will seek to ensure the FAA makes every effort to fill vacancies with Certified Professional Controllers who meet the qualifications and who express a desire to relocate to areas where vacancies exist. This policy also ensures the greatest return on investment possible for newly hired air traffic controllers who will, as a consequence, generally be placed in lower level ATC facilities where they have a greater opportunity to be successful.

NATCA will seek to create a minimum time of 12 months as a CPC in a facility before a CPC is eligible to transfer from the facility.

Rationale: We believe that a CPC should be required to train their replacement before being eligible to transfer out of their facility. It ensures that we keep safety as a priority of the NAS, and gives senior controllers additional opportunity to apply for facilities in need of them.

Author: Mateusz Oskarbski (FNT)

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A23-09

Article XV: Seniority, § 5

ADD NEW: Section 5. Any bargaining unit employee who voluntarily works past their initial mandatory retirement date, after October 1, 2023, will have their seniority date reset to zero.

Rationale: PSF-8 age 56 waivers already quote an increased health risk and loss of proficiency working over age 56. In addition, waivers allow the agency to ignore the ongoing staffing crisis. NATCA already does not support age 56 waivers.

Author: Ray Propst (DAB)

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🕒 This proposal was postponed yesterday by the convention body until 11am today.