CISM Proposed Charter Change

NATCA National Critical Incident Stress Management Team

Purpose: The NATCA Critical Incident Stress Management (CISM) team provides confidential, non-judgmental, peer-to-peer support in the wake of stressful events to promote recovery following a difficult experience. *Some examples of situations the CISM team may respond to are aviation incidents/accidents, loss of a co-worker, emotional impact after a natural disaster, other emotional responses to work-related stressors and/or stressors that have had an impact on them while at work*.

The CISM team operates in accordance with Article 74 of the NATCA Collective Bargaining Agreements*, applicable Agency directives and within the scope of their training as a Certified International Critical Incident Stress Foundation (ICISF) Team.*

~~The CISM Program will include fifteen (15) Peer Debriefers appointed by the Union for the purpose of responding to critical incidents and providing peer support. From within this team, the Union, at the national level, will designate up to four (4) national CISM coordinators to work with jurisdictional Employee Assistance Program (EAP) Managers to arrange for critical incident response. The National Executive Board will designate a Peer Debriefer as the team lead and one as the assistant team lead.~~

Team Structure and selections: The CISM Team is composed of 15 nationwide Peer Debriefers. The NATCA President will appoint one Peer Debriefer as Chairperson and one Peer Debriefer as Vice-Chair*, subject to the approval of the National Executive Board.* New applicants to the team will be identified through a national solicitation *process*, followed by an interview process conducted by the Chair and/or Vice-Chair, *and recommendations will* be forwarded to the NEB for approval*.*

Training and Meetings: The CISM team will meet annually for *ICISF training. Any additional meetings may be scheduled as necessary.*

Budget: The Committee is allocated a budget line within the NATCA Budget to accomplish the tasks outlined in this charter.