

NATCA National Executive Board Meeting

San Francisco, CA

May 7-8, 2025

The meeting of the National Executive Board was held from May 7-8, 2025, beginning at 9:06 am PST at the San Francisco Marriott Marquis, San Francisco, CA. President Nick Daniels and Executive Vice President Mick Devine were present.

Attendees

Nick Daniels, President
Mick Devine, Executive Vice President
Clint Lancaster, Alaska Regional Vice President
Aaron Merrick, Central Regional Vice President
Drew MacQueen, Great Lakes Regional Vice President
Dan McCabe, Southern Regional Vice President
Joel Ortiz, Western Pacific Regional Vice President
Stephanie Winder, Northwest Mountain Regional Vice President
Kevin Curtiss, New England Regional Vice President
Mark Rausch, Region X Vice President
Mike Christine, Eastern Regional Vice President
John Bratcher, Southwest Regional Vice President
Dean Iacopelli, NATCA Chief of Staff
Olivia Hughes, Executive Administrative Assistant

The meeting was called to order on May 7, 2025, at 9:06am PST.

Proposals

Level 4-9 Group Charter

President Daniels proposed a charter (see Appendix C) for the Level 4-9 Group. This proposal was approved unanimously.

FCT Group Charter

President Daniels proposed a charter (see Appendix B) for the FCT Group. This proposal was approved unanimously.

Level 4-9 Group

The following names were proposed to be named on the new Level 4-9 Group:
Steven McKinney (APA)

Cassie LaBelle (GEG)
Ariel Ortega (PRC)
Bo Sonnenberg (HWD)
Travis Schlumpberger (CRP)
Justin Andre (MLU)
Jeremy Heinbach (MCO)
Remigio Castlewhite (TRI)
Ken Springer (ROC)
Dana Plagmann (BWI)
Bryan Krampovitis (BDL)
Malcom Latvala (BTV)
Jen Trader (BIS)
Dab Leipold (CLE)
Scott Muzzy (ICT)
Bryan Martini (SUX)
Janet Muller (ANC)
Jonathan Eiesenmyer (FAI)
Kevin Curtiss (NNE RVP)
John Bratcher (NSW RVP)
This proposal was approved unanimously.

FCT Group

The following names were proposed to be named to the newly formed FCT Group:

Josh Morris (IWA)
Shawn Foresberg (SAF)
Ed Boroski (LYH)
Andy Brennan (BAF)
Andrew Fowler (OSU)
Kris Koenig (BBG)
Bob Moore (RBD)
Barb Shivers (FTY)
Harris Weigum (BZN)
Aaron Merrick (NCE RVP)
Joel Ortiz (NWP RVP)

This proposal was approved unanimously.

RVA Contract Team

President Daniels proposes the following people be named to the RVA Contract Team:

Bob Moore (RBD)
John Phillips (CFO)

This proposal was approved unanimously.

CI Squared Contract Team

President Daniels proposed Barb Shivers (FTY) be named to the CI Squared Contract Team. This proposal was approved unanimously.

Section 804/Article 76 Region X Member

RVP Rausch proposed that John Stanton (ENE) be named as the Region X member on Section 804/Article 76. This proposal was approved unanimously.

Drug and Alcohol Committee Charter (DAC)

Martin Ramirez (ZLA) proposed a new charter (see Appendix D) for the DAC. This proposal was approved unanimously.

Employee Assistance Program (EAP) Charter

Martin Ramirez (ZLA) proposed a new charter (see Appendix E) for EAP. This proposal was approved unanimously.

EAP Vice Chair

President Daniels proposes Jamie Sanders (APA) be named as the vice chair for the EAP committee. This proposal was approved unanimously.

CISM Charter

Sarah Grampp (ZKC) proposed changes to the CISM charter (see Appendix F). This proposal was approved unanimously.

Union Synergy (US) Charter

Alex Navarro (ZSE) proposed changes to the US Charter (see Appendix G). This proposal was approved unanimously.

Union Synergy Mentees

President Daniels proposed Kristi Hopson (TUL) and Branden Esquer (P50) to be named as Union Synergy mentees. This proposal was approved unanimously.

Southern Region OSHA Rep

RVP McCabe proposed Madline Bostic (ILM) to be named as the Southern Region OSHA rep. This proposal was approved in closed session.

CSA ATSAP ERC

President Daniels proposed Sarah Haight (NCT) be named as the CSA ATSAP ERC. This proposal was approved in closed session. (*conducted via telcon 3/23/25*)

Logos

RVP Ortiz proposed a logo for PAO. This proposal was approved unanimously.

RVP Christine proposed a logo for BGM. This proposal was approved unanimously.

RVP McCabe proposes a new convention logo for the Southern Region. This proposal was approved unanimously. (*conducted via telcon 3/23/25*)

Section 804/Article 76 Lead

President Daniels proposed Steve Leineger (RDG) be named as the new 804/Article 76 lead. This proposal was approved unanimously. (*conducted via telcon 3/23/25*)

Oshkosh

President Daniels proposed the list of names in Appendix A to be named as Oshkosh volunteers. This was approved unanimously. (*conducted via telcon 3/23/25*)

NNM GRT Member

RVP Winder proposed Rick Tornabell (D01) be named as the next NNM member on the Grievance Review Team. This was approved unanimously. (*conducted via telcon 4/16/25*)

Public Affairs Administrator

President Daniels proposed the hiring of Kevin White as the next Public Affairs Administrator. This was approved unanimously. (*conducted via telcon 4/25/25*)

Region X ARVP

RVP Rausch advises that Jason Holland (ENE) is being named as the next ARVP for Region X. (*conducted via telcon 4/25/25*)

Onboarding Committee Chair

RVP Merrick proposes Anthony Schifano (CLT) be named as the next chair for the Onboarding Committee. This was approved unanimously. (*conducted via telcon 4/25/25*)

ASI Investigations

Executive Vice President Devine proposed that NATCA takes \$20,000 from savings and moves it into revenue to be allocated to the ASI investigations budget line, raising budget line 45 to \$50,000. This proposal was passed unanimously.

NGL ARVP

RVP McQueen advises that Matt Reavis (D21) is being named the ARVP for NGL. (*conducted via telcon 4/30/25*)

The meeting adjourned at 11:45am PST.

Briefings

Recruitment & Retention MOU

NATCA Chief of Staff, Dean Iacopelli, briefed the board on the recruitment & retention MOU. A board discussion ensued.

Facrep Town Hall

President Daniels discussed adding a Facrep town hall to add to the suite of communications from the NEB. The NEB followed up with a discussion on feedback from the field in regards to communication.

Abacus

Nate Pair (ZLA) briefed the board on the Abacus timeline and a status of the project.

NTI Workgroup

Jamaal Haltom (LAS) gave a briefing on the status of the NTI Workgroup.

Central Altitude Reservations Function (CARF)

RVP Christine have a briefing on the status of CARF and where they are on maintaining their status of being covered by NATCA.

CRWG Implementation

Jamaal Haltom (LAS), Nichole Surunis (A80) and Jake Detwiler (ZBW) gave a briefing in closed session on the status of CRWG MOU and the implementation strategy.

CISM

Sarah Grampp (ZKC) briefed the NEB on CISM, the new wellness toolkit, and sections 411 and 413 of the FAA Reauthorization Act.

Section 623

RVP Winder briefed the board on Section 623 of the FAA Reauthorization Bill and where Section 804 / Article 76 is with it.

A handwritten signature in black ink, appearing to read 'Mick Devine', written over a horizontal line.

Mick Devine

Appendix A

Patricia	Davitt
Corey	Soignet
Rachel	Gilmore
Andy	Rhodes
Brittney	Armbrust
Carlton	Wickstrom
Gabe	Benjamin
Jared	Gregg
John	Goebel
Joseph	Koziuk
Joshua	Haviland
Justin	Hink
Lee	Moore
Michael	Hebel
Paul	Konosky
Remigio	Castaldini
Sofia	Loerch
Stephen	Lorange
Tara	Zeck
Wendy	Smith

Ryan	Hakim
Eirlys	Willis
Neil	Patel
Adam	Juriga
Charles	Howell
Christopher	Porta
Jeffrey	Litwin
Jesse	Strickland
Karoline	Gorman
Lindsay	Anderson
Marcus	Miller
Paul	Behan
Scott	Hughes
Sean	Smith
Carlos	Diaz-Colon
Edward	Szczuka
Kevin	Barnett
Helen	Hnarakis
Arshan	Appleby
Alex	Handsaker
Bobby	Scurlock

Appendix B

NATCA FCT GROUP CHARTER

1. Purpose

The NATCA Federal Contract Tower (FCT) Group, hereafter referred to as the “FCT Group”, represents the unique interests of the membership in FAA Federal Contract Towers.

2. Background

The FCT Group was formed to allow a clear channel of communication among members from FCT’s to compare, discuss, and evaluate items specific to our similar type facilities. The FCT Group shall also allow for a united position to present to NATCA leadership on issues affecting each facility’s NATCA members.

3. Membership

The FCT Group shall consist of one member from each region with a NATCA-represented FCT. This member will be appointed by the Regional Vice President (RVP) and confirmed by the National Executive Board (NEB). The FCT Group’s membership will include at least one representative from each Federal Contract Company (SERCO, RVA, CI2, and Midwest), unless already represented by the appointed Regional Representatives. The FCT Group shall appoint a Chair for a two-year term beginning June 1, 2025. All subsequent terms shall be two years, and there shall be no limit on the number of terms held. The responsibilities of the Chairperson and/or vice-chair shall be to address any issues, as determined by the group, with senior NATCA leadership.

4. Teams Channel

Teams Channel shall be maintained for the purpose of member communications. Only members on the FCT Group, any member of the National Executive Board, and other NATCA members or NATCA employees, as deemed appropriate by the FCT Group, shall have access to the Teams Channel. Forwarding any internal FCT Group communication from the Teams Channel shall require the authorization of the author(s) of the communication.

5. Meetings

The FCT Group shall meet virtually/in person a of twice per year. Additional meetings may be called at the discretion of the Chair and approved by the Executive Vice President. A quorum shall consist of the FCT group members present. Any invited guests, excluding speakers, for meetings of the group shall be approved in advance by a majority vote. Agenda items for future meetings shall be discussed on the Teams Channel. For meetings, the Chairperson will serve as Chair and will designate a member of the FCT Group to take minutes. Minutes will be sent to the FCT Group Teams Channel for amendments/adoption as soon as practicable.

8. Voting

Any issue requiring a vote of the group members shall require a majority of the votes cast.

9. Finances

The Chair is responsible for organizing a meeting/event. The Chair will be responsible for advising the FCT Group attending members of the costs per local/person for the meeting/event.

The NATCA National Office will be responsible for all accounting and reporting requirements for the FCT Group.

Appendix C

NATCA LEVEL 4-9 FACILITIES GROUP CHARTER

1. Purpose

The NATCA Level 4-9 Facilities Group, hereafter referred to as the “4-9 Group”, represents the unique interests of the membership in level 4-9 facilities.

2. Background

The 4-9 Group was formed to allow a clear channel of communication among member FACREPs to compare, discuss, and evaluate items specific to level 4-9 facilities. The 4-9 Group shall also allow for a united position to present to NATCA leadership on issues affecting each facility’s NATCA members.

3. Membership

The 4-9 Group shall consist of two members from each region. These members will be appointed by the Regional Vice President (RVP) and confirmed by the National Executive Board (NEB)., Members from level 4-9 facilities in each region representing Air Traffic Control Specialists (NEA, NNE, NSO, NGL, NWP, NSW, NAL, NNM, NCE).

4. Teams Channel

Teams Channel shall be maintained for the purpose of member communications. Only FACREPs member facilities, the designated NEB liaison(s), any member of the National Executive Board, and other NATCA members or NATCA employees, as deemed appropriate by the 4-9 Group, shall have access to the Teams Channel. Forwarding any internal 4-9 Group communication from the Teams Channel shall require the authorization of the author(s) of the communication.

5. Chairperson

The 4-9 Group shall appoint a Chairperson for a two-year term beginning June 1, 2025. All subsequent terms shall be two years, and there shall be no limit on the number of terms held. The responsibilities of the Chairperson shall be to address any issues, as determined by the group, with senior NATCA leadership.

6. Local Host

The 4-9 Group shall vote on the next meeting location and the local host will serve as the vice chair upon the selection of that location. The local host will assist the chair in making the arrangements for the next meeting and serve as an ambassador for that meeting.

7. Meetings

Meetings will be scheduled by the group as needed. A quorum shall consist of the group member FACREPs present. Any invited guests, excluding speakers, for meetings of the group shall be approved in advance by a majority vote. Agenda items for future meetings shall be discussed on the Teams Channel. For meetings, the Chairperson will serve as Chair and will designate a member of the 4-9 Group to take minutes. Minutes will be sent to the 4-9 Group Teams Channel for amendments/adoption as soon as practicable.

8. Voting

Any issue requiring a vote of the group members shall require a majority of the votes cast.

9. Finances

The Chair will serve as the budget manager for the 4-9 Group.

The NATCA National Office will be responsible for all accounting and reporting requirements.

Appendix D

NATCA National Drug and Alcohol Committee Charter

adopted May 7, 2025

The NATCA National Drug and Alcohol Committee (NDAC) shall be an ad hoc committee responsible to the President and National Executive Board (NEB). Its purpose is to provide subject matter expertise to the Union on Drug and Alcohol matters related to the collective bargaining agreement (CBA) and the Agency's Drug and Alcohol rules and regulations.

Composition:

The NDAC shall be comprised of a representative from NATCA's Labor Relations department, and Designees as selected by the President and approved by the NEB. The NEB shall appoint a Committee Chairperson and a Vice Chairperson.

Meetings:

The NDAC shall meet a minimum of three (3) times per year in person, or as deemed necessary by the committee and in concurrence with the NATCA President.

In addition to in person meetings, the committee may facilitate interaction between committee members through internet-based information sharing, conference calls or other means as appropriate.

A quorum is required for the committee to conduct business. A quorum consists of one co-chair and four (4) additional committee members. The committee will make decisions by consensus.

Budget and Finance:

The NEB shall establish an annual budget to support the function of the NDAC. The committee shall be responsible for conducting their affairs in accordance with NATCA's standard budgetary and financial requirements.

Committee Roles and Responsibilities:

The Drug and Alcohol Committee shall:

- Advise the President and/or the NEB on drug and/or alcohol issues that may affect NATCA's bargaining unit employees.
- Brief the NEB and Employee Wellness Council at least once annually, or as requested, on the committee's work and progress on drug and/or alcohol related matters.
- Be a resource to all facilities for assistance regarding the CBA as well as the Agency's Drug and Alcohol rules and regulations.
- Be a resource for NATCA Facility Representatives and/or RVPs to utilize when additional subject matter expertise is needed on matters related to the CBA as well as the Agency's Drug and Alcohol rules and regulations.
- Be utilized to further educate NATCA representatives and members on their rights, and responsibilities as federal employees in safety/sensitive and/or testing designated positions (TDPs) with respect to the CBA as well as the Agency's Drug and Alcohol rules and regulations.
- Develop guidance and provide support as necessary to all regional Drug and Alcohol representatives.

Appendix E

NATCA Employee Assistance Program (EAP) Committee Charter May 7, 2025

The NATCA EAP Committee shall serve as an advisory body responsible to the President and National Executive Board (NEB). Its mission is to support the overall health and well-being of NATCA members through education, advocacy, and coordination with the Agency's EAP programs. The committee provides subject matter expertise, promotes awareness, and supports implementation of services aimed at improving members' personal and professional lives.

The committee shall be composed of three (3) members selected by the NATCA President and approved by the NEB. The President shall appoint a Chairperson and a Vice Chairperson. EAP committee members will be from both the NATCA National Drug and Alcohol Committee and the NATCA Critical Incident Stress Management Team.

The committee shall meet a minimum of two (2) times per year, or as needed, in coordination with the NATCA President. A quorum shall consist of the Chair (or Vice Chair) and at least one (1) additional committee members. Decisions shall be made by consensus.

The committee shall adhere to all NATCA budgetary and financial protocols. The committee chair will request funding from the EVP.

The EAP Committee shall:

- Serve as a liaison with the Agency on EAP-related issues and initiatives.
- Educate members and representatives about available EAP resources and services.
- Promote wellness, work-life balance, and mental health support across all bargaining unit members.
- Advise the President and/or NEB on matters relating to employee assistance and wellness.
- Brief the NEB and Employee Wellness Council at least once annually, or as requested, on the committee's work and progress on EAP related matters.
- Develop and distribute outreach materials to support awareness and engagement.
- Provide guidance and support to bargaining unit employees dealing with EAP-related concerns.

Appendix F

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.

Appendix G

US: Union Synergy

NATCA

Committee Charter

“The whole is greater than the sum of its parts.”

Purpose:

To promote and maintain a union that is inclusive of all members and thrives on the talents of our diversity. Through research, awareness, education, and with a clear understanding of our professional/conduct codes and the NATCA constitution, we work to recognize and address the effect of bias on the work culture and climate amongst all NATCA’s safety professionals.

Membership:

Up to 10 members and up to four (4) mentees appointed by the President and confirmed by the NEB. The committee shall be comprised of at least one (1) member with Professional Standards training, one (1) member of the National Training Committee, and one (1) Regional Vice President.

The committee shall be co-chaired by a Regional Vice President and one (1) member elected by the committee.

The committee may utilize Subject Matter Experts and/or sub-groups to accomplish tasks that involve specific areas of expertise as necessary.

Meetings:

The committee shall meet a minimum of two (2) times a calendar year.

Voting:

A quorum will be defined as those committee members present. Any issue requiring a vote of the committee shall require a majority of the votes cast in order to be adopted.