

NATCA National Executive Board Meeting
Seattle, Washington
June 30-July 1, 2025

The meeting of the National Executive Board was held from June 30 - July 1, 2025, beginning at 9:06 am PST at The Westin, Seattle, WA. 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 June 30, 2025, at 9:06am PST.

Briefings

Seniority Amendment

The NEB received a briefing from NATCA's General Council, Special Council to the President, and NATCA's Labor Relations Director about the seniority amendment which was passed at NATCA's convention. Independent research was conducted, and all came to the same conclusion which was that NATCA would have trouble succeeding in courts due to EEO laws. The NEB subsequently decided unanimously not to pursue a case through arbitration. (Conducted in closed session on telcon 5/28/25)

Public Relations Firm

The NEB was briefed by President Daniels and Chief of Staff Iacopelli on the hiring of Berlin Roseen as NATCA's new Public Relations firm. *(Conducted in closed session on telcon 5/28/25)*

Fatigue Schedules

President Daniels briefed the board on the status of the discussions with the FAA on the fatigue MOU and its status for the 2026 schedule year. Further discussion was held in closed session.

Regional Updates

The RVPs discussed what is going on in their regions, what they are working on currently and challenges they are having.

Information and Technology Committee (ITC) Briefing

ITC Chair Jason Doss (ZJX) and Vice Chair Kristena Jones (ZDC) briefed the board on MyNATCA's logo archive feature, the local officer update feature, the NEB council structure as it relates to the MyNATCA platform, MyGrievance, BidATC ideas, and an initial discussion on Discord.

Communication Survey

President Daniels briefed the board on the upcoming communications survey for the membership, and the board reviewed the survey and made suggestions for potential changes.

Abacus / NVT

President Daniels briefed the board on the status of Abacus and the National Validation Team (NVT). The team is still on pace to produce a product before the end of 2025.

National Childcare Rep

National Childcare Rep, Christina Wilko (SCT) presented the board on Worklife Balance and the childcare subsidies.

Cambridge Financial

RVP Merrick briefed the board on Cambridge Financial Partners and the process of including a brochure in the new member kits.

Legislative

NATCA Special Council to the President Eugene Freedman, NLC Chair David Skarphol, and NLC Vice Chair Allison Schwaegel, briefed the board on our legislative activity recently, budget reconciliation, lobbying efforts, ATC modernization, Mental Health in Aviation Act, and the Safe Operation of Shared Airspace Act.

FCT / FSS Briefing

National Flight Service Rep Bobby Scurlock briefed the board on the idea of bringing certain FCTs back into the FAA as Flight Service Stations similar to how they are worked in Alaska and the insourcing of FCTs.

Polling

EVP Devine initiated a discussion about polling our membership. The board had a follow-on discussion about the possible avenues in which polling would potentially be beneficial.

Wellness Toolkit

CISM Chair Sarah Grampp (ZKC) briefed the board on the rollout of the new wellness toolkit. A national briefing of facreps will occur on July 9th.

National Training Rep Jamaal Haltom briefed the board on Advanced ATC.

Chief of Staff Iacopelli briefed the board on the NDAA amendments to 5 USC 6323 regarding the change of military leave from 15 days to 20 days.

Proposals

Logos

RVP Merrick proposed a logo for the T75 local. This proposal was approved unanimously. (*via telcon 5/21/25*)

RVP Winder proposed a new logo for NATCA's OWCP Committee. This proposal was approved unanimously. (*via telcon 5/21/25*)

RVP Merrick proposed a logo for ZKC. This proposal was approved unanimously. (*via telcon 6/25/25*)

RVP Curtiss proposed a logo for ACK. This proposal was approved unanimously. (*via telcon 6/25/25*)

RVP Rausch proposed a logo for NRX. This proposal was approved unanimously. (*via telcon 6/25/25*)

RVP Winder proposed a temporary 2029 Seattle Convention Logo. This proposal was approved unanimously.

RVP Curtiss proposed four new logos for Y90. These proposals were approved unanimously.

RVP Rausch proposed a logo for RNAV. This proposal was approved unanimously.

NATCA Employee Annual Leave and Sick Leave Cashout

The NEB unanimously approved an annual leave and sick leave buyout for a NATCA employee in closed session. (*via telcon 5/21/25*)

NSW OWCP Rep

RVP Bratcher proposed that Jason Potter (D10) be named as the OWCP Representative for the Southwest Region on the National OWCP Committee. This proposal was approved unanimously. (*via telcon 5/21/25*)

Senior Accounting Associate

President Daniels proposed hiring Latoya Sturge as NATCA's Senior Accounting Associate. This proposal was approved unanimously. (*Conducted in closed session on telcon 5/28/25*)

National Airports Rep

President Daniels proposed making Katie Fields-Pack (ESW) as the new NATCA National Airports Rep. This proposal was approved unanimously. (*Conducted in closed session on telcon 5/28/25*)

ASI

President Daniels proposed naming Blythe Wolfe (CVG) to be named as a tower SME on the ASI committee and to name Nick Luce (ORD) as a tower mentee for ASI. These proposals were approved unanimously. (*Conducted in closed session on telcon 5/28/25*)

Datacom Air Traffic National Training Cadre

President Daniels proposed the following names be named as Datacom Air Traffic National Training Cadres and alternates:

Cadres

Donald Hofmeister (ZOB)

John Reis (ZLC)

Rosilla Owen (ZBW)

Taylor Rubin (ZAB)

Kyle Drake (ZDC)

Chris Bright (ZTL)

Ian Newell (ZOA)

Andrew Eakin (ZKC)

Matt Braunstein (ZSE)

William Eley (ZFW)
Carlyann Blackwell (ZLA)

Alternate
Nathaniel McCray (ZMA)
Joey Hardin (ZKC)
Lindsay Jestilla (ZKC)

This proposal was approved unanimously. *(Conducted in closed session on telcon 5/28/25)*

Collaboration Facilitator ESA-South

RVP McCabe proposed David Harness (TYS) be named as the new ESA-South Collaboration Facilitator. This proposal was approved unanimously. *(Conducted on telcon 6/2/25)*

Tower Data Link Service (TDLS)Rep

President Daniels proposed naming Chris Espada (IAH) as the TDLS Rep. This proposal passed 10 to 1. *(Conducted in closed session on telcon 6/2/25)*

Southern Region Legislative Chair

RVP McCabe proposed naming Anthony Schifano (CLT) to be named NLC Chair for NSO. This proposal was approved unanimously. *(Conducted on telcon 6/2/25)*

Operational Contingency Plan (OCP) Rep

President Daniels proposed Dan Paschke (PDX) be named as the OCP Rep. This proposal was approved unanimously. *(Conducted in closed session telcon 6/11/25)*

TFDM Adaptation Lead

President Daniels proposed Chris Powell (SAN) be named as the TFDM lead. This proposal was approved unanimously. *(Conducted in closed session on telcon 6/11/25)*

TFDM Training Lead

President Daniels proposed Dan Mullin (LAX) be named as the TFDM Training lead. This proposal was approved unanimously. *(Conducted in closed session on telcon 6/11/25)*

Right from the Start (RFTS)

President Daniels proposed Sarah Grampp (ZKC) be named as the new Right from the Start Rep. This proposal was approved unanimously. *(Conducted in closed session on telcon 6/11/25)*

Human Performance Rep

President Daniels proposed John McFerren (MYF) be named as the Human Performance rep. This proposal was passed 6 to 5. *(Conducted in closed session on telcon 6/11/25)*

OSHA Committee Vice Chair

RVP Winder proposed Xavier Rivera (ZID) be named as the Vice Chair of the OSHA Committee. This proposal was approved unanimously. *(via telcon 6/25/25)*

NSO Hardship Rep

RVP McCabe advises that Brandon Bonfanti (ZMA) is being named the NSO Hardship Rep. *(Conducted via telcon 6/25/25)*

NSO Alternate NLC Rep

RVP McCabe proposed Matt Tremble (CAE) be named as the NSO alternate NLC Rep. This proposal was approved unanimously. *(via telcon 6/25/25)*

NNE Alternate NLC Rep

RVP Curtiss proposed Tim Roig (Y90) be named as the NNE Alternate NLC Rep. This proposal was approved unanimously. *(via telcon 6/25/25)*

National Cadre Facilitator for Recurrent Training Instructor Led Training

President Daniels proposes the following people be named as National Cadre Facilitator for Recurrent Training Instructor Led Training:

Primary

Tim Scott (ABQ)
Amanda Crumbley (ZSE)
Lindsay Jestilla (ZKC)
Areil Smith (TYS)

Alternate

Antonio Sasmitamanggala (ORD)
Spencer Meche (ZFW)
Adam Guerrero (SCT)

This proposal was approved unanimously. *(via telcon 6/25/25)*

Security Breach Rep

President Daniels proposed that Armando Dominguez (EWP) be named as the National Security Breach Rep. This proposal was approved unanimously. (*via telcon 6/25/25*)

Chicago Convention Committee

President Daniels proposes the following people be named to the 2027 Chicago Convention Committee:

Chair: Jen Rivera (ZID)
Charles Howell (ZOA)
Venessa Gurrola (ORD)
Mary Hernandez (ARR)
Drew Stewart (ZSE)
Dave Lysen (ZAU)
Sarah Ezell (C90)

This proposal was approved unanimously.

2029 Seattle Convention Committee Chair

President Daniels proposed Drew Stewart (ZSE) be named as the 2029 Seattle Convention Committee Chair. This proposal was approved unanimously.

NATCA Building Mortgage

President Daniels proposed lending NMI \$2 million to pay off the balance in full on the purchase of the Krasner building. NATCA NMI will own the Krasner building with no mortgage payments for the first time since its purchase. In addition, NATCA will assume the 6th floor of the building for use, while significantly lowering our monthly lease payment. This plan saves NATCA over \$2 million in satisfying the mortgage alone, and hundreds of thousands of dollars in lease payments going forward. NMI will repay the loan over the course of 67 months. This proposal was approved unanimously.

Untimely Reimbursements

EVP Devine proposed approving an untimely voucher for Dave Boerner (ZDV) for \$677.81. This proposal was approved unanimously.

RVP Christine proposed approving an untimely voucher for Ian Muhammed (TEB) for \$625.44. This proposal was approved unanimously.

National Training Committee Charter

RVP Lancaster proposed changes to the NTC Charter. This proposal was approved unanimously. (see Appendix A)

Communications Committee Charter

National Communications Committee Chair Shannon Lyman (BOS) proposed a change to the Communications Committee Charter. This proposal was approved unanimously. (see Appendix B)

FCT Charters

RVP Bratcher proposed the chartering of the following FCTs: TZR, BAK, OTH, LBE. This proposal was approved unanimously.

FCT Group Charter

RVP Merrick proposed changes to the FCT Group Charter. This proposal was approved unanimously. (see Appendix C)

A114 Two-Year Review

RVP Bratcher proposed approving the A114 reps be extended until July 24 in order for the NEB to review them at the next NEB meeting in Bismark. This proposal was approved unanimously.

The meeting was adjourned at 5:10pm PST on July 1, 2025.



Mick Devine
Executive Vice President

Appendix A

National Training Committee Charter adopted 7-1-2025

1. The NATCA National Training Committee (NTC) shall be responsible for all NATCA Academy courses and other NATCA training. The NTC will maintain existing courses, develop and deploy new training, and review all national and/or regional training to ensure that content is relevant, standardized, and consistently delivered. The NTC will address training gaps identified at the national and regional levels and make recommendations to the NEB for resolution.
2. The NTC shall be comprised of one (1) Regional Vice President, a minimum of five (5) active members in good standing, and two designated employees of the national office staff. Selection(s) will be made by the NATCA President and confirmed by the National Executive Board (NEB). The NEB shall appoint one member as the Committee Chairperson and one member as the Vice Chairperson.
3. The NTC shall meet a minimum of twice annually.
4. The NTC shall utilize subject matter experts and/or sub-groups to accomplish tasks that involve specific areas of expertise, as necessary.
5. The NTC will notify the NEB of instructor vacancies for all NATCA Academy courses and, if requested by the NEB, make candidate recommendations.
6. The NTC shall be responsible for ensuring that NATCA Academy instructors receive proper training.
7. Prior to the annual national budget review, the NTC will make recommendations to the NEB for the type and number of NATCA Academy courses to be offered to the membership.
8. The NTC shall be responsible for developing and coordinating the NATCA Academy course schedule and promoting course curriculum.
9. The co-chairs, or their designee(s), shall be the liaisons to the NEB regarding NTC activities.

Appendix B

Communications Committee Charter

Updated 1 July 2025

The Communications Committee shall be an ad hoc committee responsible to the National Executive Board (NEB). The purpose of the committee is to develop, collect, organize, and maintain content for use by the Regional Vice Presidents (RVP) and respective regional communication teams and to help facilitate the distribution of the content at the direction of the RVP.

Composition

The Communications Committee shall be comprised of one (1) active member in good standing from each region, any ad hoc members, including National Office staff, as needed, and one RVP. The NEB shall appoint one committee member to serve as the Chairperson. The committee shall select one of its members to serve as Vice-chairperson, subject to NEB approval.

Meetings

The Communications Committee shall meet in person one (1) time per year. Any other meetings will normally be conducted virtually. A quorum will be defined as those members present and participating in the meeting. Any issue requiring a vote of the committee will require a majority of the votes cast in order to be adopted.

Roles and Responsibilities

The Communications Committee will act as a conduit of information from the NATCA committees, NATCA events, timely NATCA news, and any other pertinent information relating to NATCA. The committee shall keep and maintain this information in a place accessible to the committee and the NEB for use determined by the RVPs. Committee members will brief their respective RVPs on updates and changes to the information.

The Chairperson or their designee, shall attend Committee Chair meetings and report to the committee on information obtained from the meetings, as soon as practicable.

Appendix C

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 FCTs 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 Chairperson and a Vice-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 and/or Vice-Chairperson shall be to address any issues, as determined by the group, with senior NATCA leadership.

4. Teams Channel

A 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 minimum 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.