



NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION, AFL-CIO

NATCA[®] CONSTITUTION

AS AMENDED – SAN FRANCISCO 20TH BIENNIAL CONVENTION

MAY 9–11

2025

 **NATIONAL CONSTITUTION**

 **STANDING RULES**

 **POLICY & POSITION STATEMENTS**

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SUMMARY OF CHANGES

Summary of Changes to the NATCA Constitution, Standing Rules, and Policy & Position Statements Approved at the 2025 NATCA National Convention

- Article I, Section 2** – Amended to add “pay, benefits, and” and reorder the objectives. Original proposal was amended by the authors to keep the word “preserve.” (A25-01)
- Article III, Section 8** – Amended to clarify rights of associate and retired members, which excludes the right to propose changes to the bylaws. (A25-03)
- Article IV, Section 7** – Amended to simplify language. The original proposal was amended by the authors to strike through “or is unable to complete their term.” (A25-11)
- Article V, Section 1, Section 9, Section 11** – Amended to add an Air Traffic Training Committee. Sections after the new Section 9 were renumbered. (A25-16)
- Article V, Section 7** – Amended to update the members of the National Safety Committee. (A25-17)
- Article V, Section 8** – Amended to change “Vice Presidents, excluding the Executive Vice President,” to “Regional Vice Presidents.” (A25-18)
- Article VI, Section 4** – Amended to add “or active member (excluding RNAV) in good standing” to clarify that active members cannot be benefits partners due to conflict of interest. (A25-20)
- Article VI, Section 7** – Amended to fix a run-on sentence. (A25-21)
- Article X, Section 3** – Amended to remove a hyphen from “Vice-President.” (A25-37)
- Article XIV, Section 1** – Amended to add a temporary provision that the deadline for proposed amendments to the Constitution for the Chicago convention will be December 3, 2026. (UA25-51)
- Article XV, Section 5** – Amended to add new section that beginning October 1, 2025, seniority will be reset to zero for those working under an exemption. The original proposal was amended by the authors to strike “who is actively engaged in the separation and control of air traffic.” (A25-45)
- SRC-1** Amended to limit the number of authors of any constitutional amendment to 10. The original proposal was amended by the authors to remove “Any authors beyond the first 10 will not be included in the constitutional amendment package. The NCC will annotate when there are more than 10 submitted authors.” (R25-01)
- SRE-7** Amended to fix a typo “term” to “terms.” (R25-07)
- SRF-5** Amended to add a reimbursement of up to \$500 for SRF-12 facilities to use toward expenses related to NATCA in Washington. (R25-74)
- SRG-14** Added new rule to create Protections from Sexual Harassment. (R25-25)
- SRH-1** Amended to add procedures for filling vacancies for National Representative positions between regularly scheduled elections. (NEB Resolution 1)
- SRL-8** Amended to change to gender-neutral language. (R25-47)
- PSD-3** Deleted. (R25-58)
- PSF-7** Amended to express the high priority of protecting any job functions from being removed from a NATCA bargaining unit. (R25-72)
- PSF-10** Added to express NATCA’s support for updating traffic complexity formulas. (R25-68)
- PSG-11** Added to express NATCA’s support for compensating facilities for traffic complexities and volume until ABACUS is implemented. Amended by the convention body to strike through the second paragraph. (R25-69)
- PSG-12** Added to express NATCA’s support for codifying new multipliers for the Traffic Complexity Index. Amended by the convention body to add “ground complexity factors.” (R25-70)
- PSH-1** Adopted to honor Patricia “Trish” Gilbert with the status of Vice President Emeritus. (R25-71)

NATCA National Convention in 2029 will be in Seattle – The Convention body determined by standing vote that the 2029 National Convention will be held in Seattle, WA. Atlanta was the only other city that submitted a proposal.

NATIONAL CONSTITUTION

NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION NATIONAL CONSTITUTION

Preamble

As the working professionals who make up our nation's air traffic control system, we play a critical role in the provision of safe and efficient air transportation in the United States. Deserving recognition for our contributions to modern aviation and desiring a strong voice in matters bearing on our work lives and the safety of the flying public, we have formed the National Air Traffic Controllers Association ("the Association"). The Association will seek to advance the status, professionalism and working conditions of all air traffic controllers and other aviation-safety-related employees through collective bargaining, political action, and other lawful concerted activity. The Association will also dedicate itself to furthering the public's interest in safe and efficient air transportation. We hereby establish this Constitution to govern us in these efforts.

Article I: Name and Objectives

Section 1. This organization shall be known as the National Air Traffic Controllers Association.

Section 2. The objectives of the Association shall be:

- a. To preserve, promote and improve the pay, benefits, and working conditions of air traffic controllers and other aviation-safety-related employees;
- b. To preserve, promote and improve the rights of its members through all lawful means, including collective bargaining, political action, and contributing to such civic and charitable organizations as the National Executive Board deems in the best interests of the Association;
- c. To preserve, promote and improve the safety of air traffic within the United States, its territories and possessions;
- d. To preserve, promote and improve the professionalism and competence of air traffic controllers and other aviation-safety-related employees;
- e. To preserve, promote and maintain the best interests of the United States of America and particularly her leadership role in the aviation community.

Article II: Affiliations

The Association may be affiliated, at the discretion of the National Executive Board, with the AFL-CIO on such terms and conditions as are mutually agreeable to the AFL-CIO and the National Executive Board of the Association. The National Executive Board has the authority to pursue and enter into other affiliations as are beneficial to the Association.

Article III: Membership

Section 1. Any employee employed in a bargaining unit represented by the Association shall be eligible for active membership in 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.

Section 2. Only active members, in good standing, shall have the right to vote and hold office.

Section 3. A member shall be considered in good standing if:

- a. The payment of their dues is not more than forty-five (45) days in arrears; and
- b. Their membership has not been otherwise modified by disciplinary action imposed in accordance with this Constitution.

In the event of the death of an active member in good standing, the member's spouse, if also an active member in good standing, will be granted a waiver from the requirement to pay dues in order to maintain active membership in good standing, and will retain the right to vote and hold office.

Dues shall be waived for active members in good standing while recalled for active military service. These members shall retain all the rights of membership, including the right to vote and hold office.

Section 4. Members not in a duty status but who are in a full pay status (e.g. extended sick leave), or members in a part-time status, shall retain the rights, privileges, and responsibilities of full active membership, including the right to vote and hold office.

Members granted a leave of absence where pay and allowances are not provided, other than for service to the Association, shall be entitled to all privileges and benefits of membership, except the right to vote and hold office. These members, upon

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their return to full duty and pay status, shall be entitled to full reinstatement in the Association as members in good standing and shall not be required to pay the initiation fee, if any exists.

It shall be the responsibility of each member to keep their facility representative informed of the member's status under the provisions of this section.

Section 5. Should a member in good standing be terminated from their bargaining unit position for any reason, they shall be considered an active member as long as their case is under appeal by the Association and shall be entitled to all privileges and benefits of membership except the right to vote and hold office.

Section 6. When a member of the bargaining unit is reassigned by the Agency to a position outside of the bargaining unit, the Union considers the status of a bargaining unit member terminated. They shall not be entitled to representation as a matter of right or be granted access to the negotiated grievance procedure and/or the collective bargaining agreement. If such an employee is an active NATCA member, they shall be divested of all rights, powers, privileges, immunities and responsibilities granted to the Union, including the right to vote and hold office.

Section 7. A member shall stand automatically expelled if their unpaid dues are not paid within thirty (30) days after receipt of written notification that their dues are forty-five (45) days in arrears.

Section 8. The Association may accept associate members and other categories of members under rules and regulations established by the National Executive Board. No individual shall be eligible for membership as an associate or retired member if the individual is or becomes eligible for active membership. A Lifetime Retired Member who subsequently becomes eligible for active membership shall have their retired membership fee refunded.

Any bargaining unit member who was a member in good standing for the twelve (12) months immediately preceding their retirement shall be eligible for retired member status. Associate and retired members shall be entitled to all privileges and benefits of membership, except the right to vote, hold office, and propose changes to the bylaws.

Article IV: Organizational Structure and Officers

Section 1. The National Convention shall be the Supreme Body with full and complete authority over all the affairs of the Association.

Section 2. The officers of the Association shall be the President, the Executive Vice President and the Regional Vice Presidents. These officers together shall constitute the National Executive Board. The National Executive Board shall be responsible for the creation of policy for the organization between Conventions.

Section 3. The Regions shall cover the following geographic areas:

Alaskan: Alaska

Eastern: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, Virginia, West Virginia

Central: Iowa, Kansas, Missouri, Nebraska

Great Lakes: Illinois, Indiana, Michigan, Minnesota, North Dakota, Ohio, South Dakota, Wisconsin

New England: Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, Vermont

Northwest Mountain: Colorado, Idaho, Montana, Oregon, Utah, Washington, Wyoming

Southern: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virgin Islands

Southwest: Arkansas, Louisiana, New Mexico, Oklahoma, Texas

Western Pacific: American Samoa, Arizona, California, Guam, Hawaii, Marshall Islands, Nevada

Region X: Employees in bargaining units in the United States, its territories and possessions, and other countries/territories where NATCA bargaining unit members are employed, as determined by the National Executive Board.

Section 4. The President shall be the chief executive officer of the Association and shall be responsible for implementing all policies established by this Constitution, the National Convention and the National Executive Board.

The President, subject to the authority of the National Executive Board, shall be empowered to employ any person or organization the President deems necessary and to direct, manage and supervise any affairs of the Association.

The President shall preside at all National Conventions and meetings of the National Executive Board, and shall chair or direct the chair of the Association's Negotiating Team.

Section 5. The Executive Vice President shall preside at any Convention or meeting from which the President is absent, and in the case of a vacancy in the office of President, the Executive Vice President shall succeed to the Presidency until the next regular election.

The Executive Vice President shall be responsible for keeping the minutes of all National Executive Board meetings and for the maintenance and protection of all records, books, papers and contracts, including financial reports, of the Association, and shall receive, hold and keep a proper account of all monies of the Association, pay all legitimate bills, and render annual financial reports to the National Executive Board.

Section 6. The Regional Vice Presidents, subject to the discretion of the President, shall administer the affairs of their respective Regions, and shall implement all policies established by this Constitution and the National Executive Board.

They shall provide guidance and assistance to locals and local officers in their respective areas.

The National Executive Board makes the determination of which bargaining units are part of Region X.

Section 7. If the Executive Vice President or a Regional Vice President vacates their office, the President shall appoint an active member in good standing to fill the position for the remainder of the term. This appointment is subject to National Executive Board approval. The appointee shall have all rights, powers, and responsibilities of the office as if elected.

Section 8. The National Executive Board shall have at least two regularly scheduled meetings every year at such times and places as shall be designated by the President. Advance notice of the meetings shall be published at least 30 days prior to the meeting unless the meeting is an emergency meeting. A copy of the minutes of all meetings shall be prepared as soon as practicable and then posted on the members-only section of the NATCA web site. A quorum of the Executive Board shall be at least two-thirds of its members.

The National Executive Board may conduct business via teleconferences, provided these meet the minutes criteria of regularly scheduled meetings, but teleconferences do not satisfy the requirements of regularly scheduled meetings.

Article V: National Standing Committees

Section 1. There shall be maintained at all times a Constitution Committee, Finance Committee, Organizing Committee, Safety Committee, Air Traffic Training Committee, and a Legislative Committee. The Constitution, Finance, and Legislative Committees shall be composed of one (1) active member in good standing from each Region. The President shall be a non-voting ex officio member of the Constitution, Safety, and Legislative Committees. The Executive Vice President shall be a non-voting ex officio member of the Finance and Organizing Committees.

Section 2. There shall be maintained a charter for each Standing Committee. This charter will clearly delineate the roles and responsibilities for each Standing Committee.

Section 3. Charters for all NATCA Committees (including non-standing committees) shall require majority approval of the National Executive Board and shall be maintained by the respective committee chair. Charters for all NATCA Committees shall be kept on file at the National Office and available to the membership through online resources.

Section 4. All meetings of any NATCA standing committee are open to any member in good standing.

Section 5. National committee members (including members of non-standing committees) may attend meetings electronically. Procedures for conducting electronic meetings shall be established by each committee. Electronic meetings shall not satisfy the requirements for regular meetings as required within respective committee charters.

Section 6. The Organizing Committee shall be comprised of NATCA members and staff as appointed by the National Executive Board. The NEB shall appoint one of the Committee members as Chairperson. The representative makeup of the Committee shall be reviewed annually to ensure its alignment with current organizing goals and strategies.

Section 7. The Safety Committee shall be composed of active members in good standing selected for positions of expertise in the following areas:

- National Safety Representative
- Air Safety Investigation Committee Chair
- Service Area Safety Representative Lead
- Runway Safety Representative
- Aircraft Certification Representative
- Region X Representative
- Voluntary Safety Reporting Representative
- Pilot/Controller Liaison
- Human Performance Representative
- Safety Management Systems Representative
- Partnership for Safety Representative

Ad Hoc members may be appointed by the President and confirmed by the National Executive Board.

Vacancy will be advertised to all active members and selection(s) will be made by the NATCA President and confirmed by the National Executive Board. When there is a vacancy on the National Safety Committee that leaves a region unrepresented, a representative from that region shall be given priority during the selection process.

Section 8. The National Finance Committee shall review the financial reports and annual budget, as submitted by the Executive Vice President, and make recommendations for change as necessary.

The annual budget requires approval by a majority vote of the Finance Committee and a majority vote of the Regional Vice Presidents for passage.

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Section 9. The Air Traffic Training Committee shall be comprised of one (1) active member in good standing from every region and applicable national leads as determined by the National Executive Board. The Committee will be chaired by the National Training Representative.

Section 10. Except as otherwise provided for in Section 6 above, the National Chair of all standing committees shall be elected by the members of each respective committee. Each standing committee shall establish its own election procedures and the length of term to be served, not to exceed three years. There is no limit to the number of terms served.

In the event of a National Standing Committee Chair vacancy, the President shall select, subject to the approval of the National Executive Board, an acting chair until the next scheduled meeting, when a new National Chair will be elected.

Section 11. If any Region has a regional Constitution, Finance, Air Traffic Training, or Legislative committee coinciding with any National Standing Committee, the chair of that regional committee shall be that Region's representative to the National Committee.

Section 12. When a regional member of the Constitution, Finance, or Legislative committee is elected to a National Chair, the Regional Vice President may select an additional committee member to fill the regional position vacated by the National Committee Chair. Vacancies on the Organizing or Safety Committee will be filled in accordance with Sections 6 and 7 above, respectively. The Chair of the National Standing Committees will report to the President.

Article VI: Rights and Responsibilities of Members

Section 1. Subject to the provisions of this Constitution, all active members in good standing of the Association shall have the right to nominate candidates, to vote in membership referenda, to attend membership meetings and have a voice and a vote at such meetings, to campaign for and hold office, to freely assemble with other members, and to freely speak on any issue affecting the Association.

Section 2. Negotiated term agreements shall be sent to the affected membership for ratification. Ratification shall require a majority of the votes cast.

Section 3. It shall be the responsibility of each member to comply with the Constitution, Standing Rules, Policy and Position Statements and all duly established policies of the Association. Subject to the procedures of Article XIII a member may be expelled or suspended for any breach of their responsibilities to the Association.

Section 4. No officer, agent, or active member (excluding RNAV) in good standing of the Association shall have business or financial interests that conflict with their duties to the Association.

Section 5. No person shall be discriminated against by the Association or any of its members on account of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.

Section 6. All regular and special meetings of the Association shall be governed by this Constitution and by Robert's Rules of Order Newly Revised.

Section 7. If a member applies for or voluntarily accepts a supervisory or management position within the Agency/company they shall immediately vacate any elected/appointed Union position currently held. They shall not be eligible to run for office or be appointed to any position with the Union for twelve (12) months after the closing date of the applicable bid. Members returning to the bargaining unit from a supervisory or management position within the Agency/company shall not be eligible to hold office or an appointed position with the Union for twelve (12) months after returning to the bargaining unit. These provisions shall not apply in the case of an employee that is forced to work a supervisory or managerial position within the Agency/company.

Article VII: Nomination and Election of Officers

Section 1. The President, the Executive Vice President, and the Regional Vice Presidents shall be elected once every three (3) years by a secret ballot vote. All active members in good standing shall be eligible to vote for the President and the Executive Vice President, and all active members in good standing of each respective region shall be eligible to vote for the Regional Vice President of that region. The candidates for each office receiving a majority of the eligible votes actually cast shall be declared the winning candidate. In the event no candidate receives a majority of the votes cast, a runoff election will be held between the two candidates receiving the most votes.

Section 2. To have their name placed on the ballot, a candidate for National Office must be nominated by an active member in good standing and must accept the nomination. Nominations must be in writing and must be delivered via certified mail to: National Election Committee at the Association's headquarters. All candidates for office must be active members in good standing for at least one year prior to the close of nominations.

Section 3. The National Election Committee shall designate the dates for nominations, acceptance of nominations and

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for the distribution and tabulation of ballots, and shall so notify the membership in a timely manner. The last date for acceptance for nominations shall be at least thirty (30) days before the distribution of the ballots. The last date for receiving and tabulating of ballots shall be at least thirty (30) days after the ballots are distributed.

Section 4. The President shall appoint a five person National Election Committee at least one year prior to the close of nominations. Members of the National Election Committee shall be active members in good standing, but no candidate for office may serve as a member of the National Election Committee. The National Election Committee shall oversee the tabulation of all valid ballots. Only the ballots of active members in good standing shall be counted. After tabulating the ballots, the National Election Committee shall announce the winning candidates.

Section 5. Newly-elected national officers shall commence their term of office thirty (30) days after certification of the results of the election.

Section 6. The offices of National President, Executive Vice President and Regional Vice Presidents shall only be occupied by NATCA Bargaining Unit Employees. No member on an age waiver may hold national office.

Section 7. A National Officer may serve an unlimited amount of terms in the same office.

Section 8. National/Local Election Protests. Any active member in good standing may file an election protest provided all of the following conditions are met:

- a. The protesting member must have been eligible to participate in the protested election at the time of the incident giving rise to the protest; and
- b. A written protest is filed with the National Election Committee through NATCA's General Counsel; and
- c. In order to be timely, a protest must be received no later than fifteen days subsequent to the election date stipulated in the election rules, and within 30 days of the incident giving rise to the protest.

Upon receipt of an election protest, the National Election Committee shall notify all candidates involved in the protested election and, in the case of a local election, the local Election Committee and the Local President of the protest and the nature of the charges. At the request of a member in good standing, the National Election Committee shall provide a full and complete copy of the filed protest to the requesting member.

If the protest claims an illegal denial of the right to vote, which is found to be valid by the National Election Committee, the National Election Committee shall permit such member to cast a vote on such terms as may be practical if prior to the close of the election. In the event the protest is found to be invalid, the National Election Committee shall dismiss the protest and so inform the protesting member via certified mail on the day of dismissal.

The National Election Committee shall verify that the member has followed the required protest procedures, review the allegations raised in the protest, and conduct a thorough investigation, including, but not limited to, interviewing all parties involved. If the allegation does not constitute an election irregularity, the National Election Committee need not pursue the allegation further. After all allegations have been reviewed and the facts determined, the National Election Committee shall, within 7 days, recommend to the National Executive Board what action is appropriate under Department of Labor guidelines.

Within 15 days, the National Executive Board shall meet, via teleconference if desired, to decide on the challenge. The National Executive Board, through NATCA's General Counsel, shall notify the protesting member and affected candidates of the decision in writing. The General Counsel shall advise the protesting member of the basis for the decision.

If, because of a timely protest, an election is found to be invalid, all members in good standing who were eligible to participate in the election shall be notified within 15 days by the National Executive Board, through NATCA's General Counsel, of the decision to invalidate the election.

Section 9. Any member seeking election to a union office or position may not accept a nomination for more than one elected position during any single election.

Section 10. Write-in votes will not be permitted in any NATCA election.

Section 11. Local elections shall be determined by a plurality of eligible votes cast unless the Local's constitution expressly requires candidates to be elected by a majority of eligible votes cast.

Article VIII: National Conventions

Section 1. The Association shall meet in National Convention every two (2) years at a location to be established by majority vote of the delegates at the Convention four (4) years previous.

In order to be considered as a host city for a National Convention, each proposed city must meet reasonable logistical and financial criteria to be established by the National Executive Board. These criteria shall be set and available to parties interested in submitting a bid to host the Convention no later than one (1) year prior to the Convention where the proposals will be heard.

In the absence of a proposed city that meets the criteria outlined by the NEB, Las Vegas will be the default city for the

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Convention being considered. The Region with the fewest previously hosted conventions will be offered the opportunity to act as the hosting Region of conventions held in Las Vegas. In the event a region passes on the opportunity to host the Convention, the Region with the next fewest hosted Conventions would be offered the opportunity. In the event of a tie, the Region with the greatest duration of time since last hosting shall be offered the opportunity to host.

A Special Convention may be called by the President upon sixty (60) days' notice to the membership.

Section 2. Only delegates or their alternates may conduct the business of the Convention. Any member in good standing may attend the Convention and speak on any issue.

Section 3. Delegates and any alternates must be active members in good standing of the Association and of their respective Locals. No paid employee of any Local or of the Association, other than duly elected officials, shall be a delegate.

Section 4. Delegates and any alternates shall be determined by procedures set forth in each Local's constitution and bylaws. The Local is not required to conduct a mail ballot for convention delegates unless specifically required in their local constitution.

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 or more 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.

Section 6. At least 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 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.

Section 7. Resolutions approved by the National Convention shall form the Standing Rules and Policy/Position Statements of the Association. All Standing Rules and Policy/Position Statements enacted by the National Executive Board shall be published 60 days prior to the National Convention, and be presented to the National Convention for approval or disapproval. Standing Rules and Policy/Position Statements presented by the National Executive Board that are approved by the National Convention shall become Standing Rules or Policies/Position Statements of the Association.

Standing Rules are those resolutions passed by the Convention Body that apply to the day-to-day internal operations of the Association. Policies are a means for Convention delegates to provide specific direction to the National Executive Board or National Office that are exclusive of the day-to-day internal operations of the Association. Position Statements are resolutions that do not give specific direction for action. The National Executive Board shall report to the membership at least 60 days prior to the next Convention the actions taken by the National Executive Board to comply with the provisions of duly passed Policies/Position Statements and recommend actions to be taken by the delegates.

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All Standing Rules and Policy/Position Statements enacted by the National Executive Board such that they cannot, due to time constraints, be included in the above notification to the membership, shall be published and disseminated to the delegates on the first day of the Convention to be included in the presentation for approval or disapproval.

Article IX: Finances

Section 1. The fiscal year shall commence on the first day of January and expire on the last day of December. Final budget approval shall be accomplished prior to the beginning of each fiscal year. No monies may be drawn against the funds of the Association until a final budget is approved.

Section 2. The Executive Vice President shall provision for the distribution to each Local an annual financial report as soon as practical after the confirmation of the annual audit, but in any case no later than April 30. The annual financial audit shall be undertaken by an independent public accounting firm.

Section 3. Annual audit results shall be made available to each member of the National Executive Board and shall be made available to any active member in good standing upon request.

Section 4. Any officer or employee of the Association may sign on its behalf: bills, notes, checks, negotiable instruments, or other evidences of obligation only when they have been authorized to do so by the National Executive Board within limitations determined by the Board and described in writing to be signed and issued by the President. All checks drawn against the funds of the Association shall be countersigned by the President or the Executive Vice President.

Section 5. The Association may pay the expenses of any National Officer, Voting Delegate, and National Committee Member whose duties require their attendance at a convention.

Section 6. Any changes to the national dues of all the active members of the Association shall be proposed to the National Convention by the National Executive Board. After 120 days' notice to the membership, membership dues shall be set by a majority roll call vote at the Convention.

Section 7. There shall be an initiation fee for new members as set by majority vote at the National Convention.

Section 8. Retired member dues, individual associate member dues, and corporate associate member dues shall be set at a rate per annum set by the National Executive Board.

Section 9. A dues rebate in the minimum amount of ten (10) percent shall be returned to the locals.

Section 10. Special assessments for extraordinary purposes may be imposed by secret ballot majority vote of active members in good standing.

Section 11. The National Finance Committee shall have access to review all financial records of the Association.

Article X: Locals

Section 1. The National Executive Board shall be empowered to charter local unions under such rules and regulations as it may deem proper.

Section 2. Locals shall adopt a constitution and bylaws. The local's constitution and bylaws shall not conflict with this Constitution or any duly promulgated Standing Rule and/or Policy and Position Statements of the Association.

Section 3. Each Local shall have the following offices: President, Vice President, Secretary, and Treasurer. Locals may provide in their constitution and bylaws for additional offices or for combining local offices into not less than one (1) position.

Section 4. For each term of office, local officers shall be elected by secret ballot vote of the active members in good standing. Each term of office shall not exceed three years. There is no limit to the number of terms served.

Section 5. Locals may appoint officers to fill vacancies for unexpired terms of office, provided such procedures are specifically defined in their Local Constitution.

Section 6. There shall be no more than one NATCA local per facility.

Section 7. Any challenge to a local election shall be decided by the National Executive Board in accordance with Article VII.

Section 8. Locals shall have, at a minimum, two (2) membership meetings per calendar year.

Article XI: Trusteeship

Section 1. The President, with approval of the National Executive Board, may place any Local in trusteeship for any of the following reasons:

- a. To uphold the Constitution of the Association.
- b. To correct corruption or financial malpractice.
- c. To assure performance of collective bargaining agreements or other duties of a bargaining representative.
- d. To otherwise carry out the legitimate objects of the Association.

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Section 2. The affected local shall be afforded a fair hearing by a panel appointed by the President within a reasonable amount of time following the imposition of trusteeship. The time and location of the hearing along with a summary of the hearing procedures shall be provided to the local no later than thirty (30) days prior to the hearing date. The hearing shall be open to all officers and members of the local. The panel shall ratify or reject the imposition of trusteeship and advise the local within thirty (30) days of the conclusion of the hearing.

Section 3. A trustee selected by the National Executive Board shall assume immediate control and authority of any Local placed in trusteeship, and shall have full authority over the officers and property thereof. The trustee shall continue to act in such capacity for the duration of the trusteeship.

Section 4. Upon petition filed with the National Executive Board, no earlier than six (6) months after imposition of the trusteeship, any active member in good standing of the Local may request termination of the trusteeship. The National Executive Board, acting on such petition, or at any time on its own motion, may terminate the trusteeship and restore self-government to the Local.

Article XII: Impeachment

Section 1. A National Officer may be impeached for serious misconduct in office only in accordance with this Article.

Section 2. Any active member may prefer charges of serious misconduct against a National Officer. Such charges shall be in writing, signed by the accusing member and accompanied by a statement containing the specific facts supporting the charges. The statement shall include the date, place and time of the alleged misconduct, the names of all persons involved, and reference to specific article(s) and of this Constitution which allegedly have been violated.

The charges and supporting statements shall be submitted to the National Executive Board. The National Executive Board shall, within thirty (30) days after receipt of the charges, determine whether they are valid. If the National Executive Board determines that the charges warrant further investigation, it shall prepare a written complaint and serve it upon the National Officer against whom the charges were filed.

The accused may respond to the National Executive Board in writing within thirty (30) days of receipt of the complaint.

The complaint and response thereafter shall be mailed to the delegates from the last National Convention who represented the Region of an accused Regional Vice President or to all delegates in a case concerning the President or the Executive Vice President.

Within 30 days after receiving the complaint and response, each delegate shall advise the National Executive Board, in writing, whether the delegate recommends continuing the impeachment process.

Section 3. If continuation of the impeachment process is recommended by a majority of the delegates responding, a committee consisting of seven (7) active members in good standing, who are neither National Officers nor delegates, shall be appointed to conduct an impeachment hearing. Six of the members of the hearing committee (including the Chair) shall be appointed by the National Executive Board; the remaining member shall be appointed by the accused.

The hearing committee shall provide the accused with at least twenty-one (21) days written notice of the date, time, and place of hearing. Such hearing shall be conducted no earlier than thirty (30) days and no later than forty-five (45) days after the appointment of the hearing committee. The accused shall have the right to question all witnesses who may testify against them, to call witnesses and present evidence in their defense, and to be represented by a member in good standing.

The National Executive Board shall appoint a member in good standing, from a Region other than that of the accused, to prosecute the case. If the accused fails to appear without good cause at the scheduled hearing, the hearing committee shall proceed as if the accused were present. A vote of 5 members of the hearing committee is necessary to remove the accused from office, or to censure, fine, suspend, expel or otherwise discipline the accused.

No National Officer may be tried twice concerning the same offense.

Article XIII: Internal Grievances

Section 1. Should any active member have any grievance or complaint concerning the actions of the Association, its officers or any fellow member, excluding a protest concerning the conduct of an election (which shall be decided in accordance with Article VII) or impeachment (which shall be decided in accordance with Article XII), they shall raise that grievance under the provision of this Article and shall not resort to any outside forum for resolution of their grievance.

Section 2. Any active member may file a grievance. The grievance must be submitted to the National Executive Board through the General Counsel via U.S. Postal Service certified mail or other accountable, traceable delivery service within thirty (30) days of the event leading to the complaint. At a minimum, to be valid, the grievance shall be in writing, signed by the active member bringing the grievance and include the following: the name and facility of the accused member; a statement containing the specific facts supporting the grievance; all supporting documentation and appropriate witness

NATIONAL CONSTITUTION

statements; and the specific provisions violated of any of the following:

- a. Local or National Constitution,
- b. Standing Rules,
- c. Policy and Position Statements,
- d. Other duly propagated Association policies or direction,
- e. Statutes or the collective bargaining agreement, if the accused is an appointed or elected bargaining unit representative or Constitutional Officer and this person refuses to assure performance of collective bargaining agreements or to comply with the other duties of a Constitutional Officer or bargaining unit representative, as appropriate.

The President shall ensure a grievance form that complies with all requirements herein is made available for use, but use of such a form is voluntary.

Section 3. The General Counsel shall serve a copy of the grievance on the accused member or officer. Within thirty (30) days of receipt of the grievance, the accused may file with the National Executive Board through the General Counsel a written reply to the charges.

Section 4. The National Executive Board shall consider the grievance and any reply as soon as possible, but no later than fourteen (14) days after: receipt of the accused member's reply or the expiration of the thirty (30) day response period, whichever occurs first. The National Executive Board may dismiss the grievance or may refer it for hearing before a Trial Committee consisting of 3 active members in good standing appointed by the President. If, in submitting a reply, the accused admits to the charge, and the accused waives their right to a hearing, the National Executive Board shall have the ability to sustain the grievance.

Section 5. The Trial Committee shall, after reasonable notice to the grievant and the accused, conduct a hearing on the grievance. After such hearing the Trial Committee shall render a written decision dismissing the grievance or sustaining the grievance and recommending such remedy as it may deem proper. Should the Trial Committee sustain the grievance, its report shall be submitted at the next meeting of the National Executive Board, and the National Executive Board shall determine the remedy of the grievance. Should the Trial Committee dismiss the grievance, that decision will not be further considered by the National Executive Board.

Due to the sensitive nature of grievances, the minutes of the National Executive Board shall only state the names of the grievant(s), charged party or parties, and whether the grievance was dismissed or forwarded to the Trial Committee. The General Counsel shall transmit the decision of the National Executive Board and the reasons thereof as soon as practical to the grievant(s) and charged party or parties.

The text of this decision shall only be published or disseminated by the NATCA National Office or National Executive Board upon individual request of a member, except the decision will automatically be provided to the named parties.

Section 6. Any party aggrieved by a decision of the National Executive Board or the Trial Committee may petition the next National Convention for relief, but the filing of such petition shall not stay the effectiveness of the decision of the National Executive Board or the Trial Committee. The decision of the delegates, by majority vote, shall be final.

Article XIV: Interpretation and Amendments to the Constitution

Section 1. All proposed amendments to the National Constitution shall be submitted to the National Constitution Committee through the Executive Vice President one hundred twenty (120) days prior to the Convention. All proposed amendments shall be reported out of committee, shall be submitted to the membership at least sixty (60) days prior to the Convention, and shall be considered at the National Convention.

**For the 2027 Convention, the deadline for proposed amendments to the Constitution will be December 3rd, 2026.*

Section 2. An untimely constitutional amendment may only be introduced at the National Convention by a three-fourths (3/4) vote of the delegates actually voting.

Section 3. Adoption of proposed amendments to the Constitution shall require at least two-thirds (2/3) of the votes cast by the voting delegates in attendance at the Convention.

Section 4. Interpretations of this Constitution, Standing Rules, and/or Policy & Position Statements shall be made by submitting the question to the Executive Vice President, who shall forward the request to the Constitution Committee for interpretation. Any challenge to the Committee's interpretation of this Constitution shall be submitted to the National President who shall decide the question.

Any party aggrieved by a decision of the President may petition the next National Convention for relief, but the filing of such petition shall not stay the effectiveness of the decision of the President. The decision of the delegates, by majority vote, shall be final. Any interpretations under this section shall be included in the next published National Executive Board minutes.

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Section 5. A compilation of all standing rules/policy and position statements still in effect will be made. This compilation will be distributed to all NATCA locals within one hundred twenty (120) days of the close of each convention.

At any future official meeting of the National Convention/Executive Board where resolutions are passed, these standing rules/policy and position statements will be published and disseminated within 120 days as a change to the foregoing.

The Constitution Committee, at least once every two years, will review said compilation and recommend for deletion all standing rules/policy and position statements that are no longer applicable to the policy of NATCA.

Section 6. Amendments and ratifications to local constitutions shall be made in accordance with the provisions of this Article:

- a. All proposed amendments to a local constitution shall be submitted to the local executive board at least thirty (30) days prior to the meeting during which they will be discussed and voted upon; and
- b. All proposed amendments shall be posted at least twenty-one (21) days prior to the meeting during which they will be discussed and voted upon; and
- c. Adoption of proposed amendments to the Local Constitution shall require at least two-thirds (2/3) of the votes cast by the members present at the meeting or as defined by the Local Constitution.

Proposed amendments to local constitutions shall be heard at the next general membership meeting, or the next appropriate meeting for amendments as designated by the Local Constitution. Proposed amendments to local constitutions shall be heard at least once annually.

Interpretations to local constitutions shall be made by the Local President. Any challenges to interpretations of local constitutions shall be accomplished utilizing the provisions of Section 4 above.

Article XV: Seniority

Section 1. The following shall be used to determine seniority for the National Air Traffic Controllers Association:

- a. Cumulative NATCA Bargaining Unit Time;
- b. First Tie Breaker: NATCA Bargaining Unit Time;
- c. Second Tie Breaker: EOD/FAA;
- d. Third Tie Breaker: SCD;
- e. Fourth Tie Breaker: Lottery. The lottery shall be determined at the local level.

For the purpose of facility release policies, seniority will be determined by facility time only as a bargaining unit member at that present facility.

Cumulative NATCA Bargaining Unit Time is derived by totaling all time together spent in each of the NATCA bargaining units. NATCA Bargaining Unit Time is defined as the total time in a given bargaining unit represented by NATCA and as defined by the petition for representation of that unit.

Section 2. Re-employed annuitant NATCA bargaining unit employees shall have their initial seniority dates adjusted to reflect the date they rehire into any FAA NATCA bargaining unit.

Section 3. Any bargaining unit member who accepted a supervisor/management position after September 12, 2008 and returns to the bargaining unit will have their cumulative seniority date set to the day they return.

Section 4. For bargaining unit members in other than the ATCS/TMC/NOTAM/FSS bargaining units, following the conclusion of a temporary promotion or detail outside the bargaining unit, the employee's previous Union determined seniority will be reinstated as though the employee had never left the bargaining unit position previously assigned without accruing seniority for the duration of the temporary promotion or detail.

**On May 28th, 2025 the NEB unanimously determined NATCA does not have grounds for a successful legal defense for Section 5 and if enacted would potentially subject NATCA to liability for discrimination. As a result, Section 5 is unenforceable and shall not be used in any capacity nationally or locally. It shall not be included to determine seniority nor used by Locals for any purpose.*

~~**Section 5.** Beginning October 1, 2025, any bargaining unit employee who is working under an exemption as prescribed by the Secretary in 5 USC §8335(a) or 5 USC §8425(a) will have their seniority set to the day the waiver becomes effective.~~

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NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION STANDING RULES

- A. Seniority
- B. Member Benefits & Retirement
- C. Constitution & Conventions
- D. Dues & Initiation Fees
- E. Communications
- F. Finance
- G. General
- H. Committees, Boards, Liaisons & Representatives
- I. Internal Business
- J. Pay, Salaries & Compensation
- K. Contracting Out
- L. Labor Relations
- M. Membership & Organizing
- N. NATCA Employees

SECTION A: SENIORITY

SRA-1 Deleted (9/10)

SRA-2 Leave Bidding Process (9/02)

When seniority is used to govern a leave bidding process, a Local Bargaining Unit may elect to bid by rounds, provided each round is bid in order of seniority. When bidding in rounds, any conflicting requests shall be resolved by seniority within that round.

SRA-3 Deleted (3/12)

SECTION B: MEMBER BENEFITS & RETIREMENT

SRB-1 Retirement Planning (4/00)

NATCA shall maintain a source that will specialize in information pertaining to retirement. This source will answer NATCA members' questions concerning retirement issues and provide periodic briefings to NATCA members.

SRB-2 Membership Trust Fund (4/00, 4/18)

NATCA shall create such trust fund(s) as may be necessary or desirable to hold, manage, and invest all net income derived from NATCA Membership Investments, Inc., and shall use such income and earnings thereon for the exclusive purpose of providing benefits to members of the Union and defraying reasonable expenses of administering the trust funds.

SRB-3 NATCA Scholarship Fund (8/94, 4/00, 9/08, 3/12)

A scholarship fund is established for the spouses, children, stepchildren, and legally adopted children of active, retired, and deceased NATCA members with continuous membership in good standing of at least two (2) years. NATCA will administer the award of twenty (20) national scholarships of \$1,000 per annum, based on a lottery system administered by the NATCA National President.

These scholarships are for full-time attendance at accredited colleges and universities within the United States and its territories, in an undergraduate degree program. Applicants must apply in writing to the NATCA National President no later than March 1 annually for the college/university attendance within that calendar year, and submit a qualifying 500-word essay.

SRB-4 Platinum Lifetime Retired Membership (9/16, 6/23)

Any bargaining unit member who was an active member in good standing for 20 continuous years immediately preceding their retirement or was a charter member that was a continuous member up to and immediately preceding their retirement shall be eligible for a lifetime retired member status at no further cost to the member. In units certified subsequent to initial NATCA recognition, this membership type is open to any bargaining unit member who became an active NATCA member

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within 6 months of the respective unit certification and remained so up to and immediately preceding their retirement.

SRB-5 Participation in the Disability Insurance Plan (9/16)

Eligibility to participate in the UNUM LTD program ceases for any individual who is either not a member in good standing or has not joined as an Associate Member within 120 days of leaving a bargaining unit position.

SECTION C: CONSTITUTION & CONVENTIONS

SRC-1 Constitutional Amendment Package (9/98, 4/94, 9/10, 5/25)

The constitutional amendment package may include a supporting argument of 400 words or fewer from the author(s), if so submitted. The number of authors for any constitutional amendment shall be limited to no more than 10.

Resolutions that are submitted to the Executive Vice President no later than 120 days prior to the Convention shall be published along with the proposed amendments. No other resolutions will be accepted before the Convention. Resolutions may be submitted at the Convention in accordance with Convention Rules.

SRC-2 Past Presidents Attending Conventions (4/00, 9/10, 4/18)

NATCA shall formally invite all past National Presidents and Executive Vice Presidents who remain members in good standing and their spouse/significant other to its National Conventions, and be responsible for all the financial arrangements associated with transportation, hotel, and meals. This standing rule does not include members who voluntarily accepted a supervisor/management position.

SRC-3 Convention Attendance (4/00)

The spouse/significant other of the current National President and Executive Vice President shall be invited to the National Convention. NATCA is responsible for financial arrangements with respect to transportation, hotel, and meals.

SRC-4 Convention Fees (4/06)

No member shall be charged a fee to attend any business session of any convention. This does not preclude being charged a fee for after-hours or non-business events.

SRC-5 Ownership and Use of Convention Logo (11/95, 9/10)

The Convention host local(s) will own the exclusive rights to any NATCA Convention logo. Individuals and/or locals may reproduce such logo only upon payment of a usage fee to the Convention host local(s). The amount of this fee will be determined by the Convention host local(s) but shall not exceed \$500.

SRC-6 Deleted (12/21)

SRC-7 Convention Review Compliance (10/14)

Within one hundred and eighty (180) days of the closing of each biennial Convention, each Local shall review their Local Constitution to ensure compliance with the National Constitution.

SECTION D: DUES & INITIATION FEES

SRD-1 Annual Membership Dues (6/90, 10/14)

Effective January 11, 2015, the annual dues of the membership in the Association is set at 1.4% of the individual members' locality adjusted salary.

SRD-2 Deleted (10/14)

SRD-3 Membership Dues/Home of Record (11/94)

Any member(s) on LWOP for service to the association shall pay dues commensurate with their home of record.

SRD-4 Dues Deduction (6/90, 10/14)

Active members who pay their membership dues via direct billing must pay such dues on an annual basis in total and in advance due to administrative constraints and in keeping with the FLRA decision (case no. 5-CO-70021). In the event that the Federal Service Labor-Management Relations Statute (5 U.S.C. 7101, et seq.) is amended to prohibit agencies

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from deducting from employees' pay amounts for payment of regular and periodic dues of the exclusive representative, the National Executive Board shall be empowered to prescribe procedures for additional methods of direct billing and payment of dues.

SRD-5 Dues Payment by Mail (3/91)

NATCA National will advise all members who pay their dues by mail of their upcoming obligation no later than 30 days prior to the expiration of their membership.

SRD-6 Deleted (3/12)

SRD-7 Dues Rebate (6/90, 4/00, 9/02, 4/06, 9/08, 9/10, 3/12, 9/16)

Effective January 1, 2017, the National Office will rebate to the Locals, quarterly, ten (10) percent of the dues or \$750, whichever is greater. For Locals collectively paying less than \$3,000 in dues per year, the rebate shall equal the amount of dues paid.

SRD-8 Dues Rebate Checks (4/06)

Dues rebate checks shall be withheld for any NATCA Local failing to meet Department of Labor or Internal Revenue Service deadlines for LM forms or IRS reporting requirements. Dues rebate checks withheld under this provision shall be released to the Local once the Executive Vice President receives proof that the Local has complied with all DoL or IRS 990 reporting requirements.

SRD-9 Dues Rebate Analysis (4/94)

The NATCA National Office shall supply, concurrently with each local's quarterly dues rebate, a complete accounting of the statistical analysis used to derive the dollar figure for that rebate, i.e. how many members at each grade level.

SRD-10 Initiation Fee (5/90, 4/94, 9/98, 9/02, 4/06, 9/08, 9/10, 3/12, 6/23)

If a collective bargaining agreement is in effect, no initiation fee shall be assessed for individuals who become members within three months of being eligible for the first time for membership. If a collective bargaining agreement is not in effect, an initiation fee shall not be assessed for individuals who become members within six months after the effective date of the first collective bargaining agreement covering these employees. In addition, individuals who were members when they left the bargaining unit shall not be assessed an initiation fee if they become members within sixty days from the date that they return to the bargaining unit.

All potential members who do not meet the above requirements shall be assessed at the sum of one year's dues at the pay grade of the individual when joining.

The National Executive Board shall have the authority to declare open seasons.

Any active member who resigns from the union or is automatically expelled because of non-payment of dues, in accordance with Article III, Section 7 of the National Constitution, shall not be allowed to rejoin the union without paying an initiation fee.

SECTION E: COMMUNICATIONS

SRE-1 Media Policy following an Accident (5/91)

Following an aviation accident, NATCA will make no public statements which could be construed as speculation as to the accident's cause. Any decision to divert from this policy shall be made only by the President or Executive Vice President.

The NATCA Facility Representative shall refer all media calls to the National Office and shall not make any statements to the press and/or public without first consulting the National Office. Concomitant with this policy shall be an aggressive effort on the part of the NATCA President and Executive Vice President to meet at the earliest opportunity with the individual NTSB Board members and establish a strong working relationship.

A decision shall be made by the President or Executive Vice President as to what, if any, NATCA media action is warranted at the NTSB formal hearing on the accident.

SRE-2 Deleted (12/21)

SRE-3 Email Lists (9/04, 9/10)

Faa.gov addresses will not be permitted on any NATCA members-only webboard or NATCA email list. Any organization

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or company requesting access to NATCA email addresses for mass mailing will require NEB approval and shall be coordinated and implemented through the Information Technology Committee.

SRE-4 Removal from NATCA Communications Vehicles (9/10, 12/21)

NATCA members who accept non-bargaining unit, supervisory or management positions may experience a conflict of interest between the union's goals and the FAA's goals. As a result, the following procedure is implemented for discontinuing access to the union's communications vehicles for members who accept non-unit, supervisory or management positions during the period between their acceptance of the position and their departure from the unit:

- a. Removed immediately: Listserv owner, grievance tracking software access, Website administrator (local/regional/private member website, etc.), NATCA voice mail account, membership database administrator.
- b. Removed at discretion of listserv owner: Listserv participant.
- c. Removed when status changes to terminated member: mGATS access, members-only website access, NATCA email address, member portal access, NATCA publications recipient; members-only social media account access.

SRE-5 Video and Image Use (9/10)

Any video or still image used in national meetings shall be, to the extent possible, of union companies or products, or at a minimum those of American companies or products.

SRE-6 Deleted (12/21)

SRE-7 Terms and Conditions of Use For NATCA Databases, Web, and Social Media Sites (12/21, 5/25)

NATCA shall maintain a policy establishing terms and conditions of use for NATCA's databases, web, and social media sites and shall list these terms and conditions on the NATCA web site. This policy shall be maintained under rules and regulations as promulgated by the National Executive Board.

SRE-8 Retired Member Communications Rules and Regulations (12/21)

Upon retirement of an active NATCA member, those who wish to maintain access to NATCA member communications and NATCA communications assets shall have 90 days to submit an application to become a Retired Member. Individuals who fail to join as a retired member within the 90 day time frame will have their access terminated. The Information Technology Committee shall remove non-members at regular intervals, no less frequent than every quarter.

SECTION F: FINANCE

See also: SRD-1, SRD-7, SRD-8, and SRD-10

SRF-1 Financial Bonding of NATCA Locals (9/02, 9/10, 9/16)

On an annual basis, NATCA National will pay the premium for a dishonesty bond of appropriate coverage for each NATCA Local with annual total receipts and/or total assets in excess of \$5,000. The Executive Vice President will make the decision of whether a NATCA Local has annual total receipts and/or total assets in excess of \$5,000 by reviewing the financial report filed by each NATCA Local for the previous fiscal year. At least thirty (30) days prior to the effective date of the bonds, the Executive Vice President will disseminate a list of all NATCA Locals for which a dishonesty bond will be purchased.

SRF-2 Association Indebtedness (12/90)

No further indebtedness of any kind shall be solicited or accepted by NATCA National. This proposal is not meant to inhibit or in any way curtail normal NATCA National Office management (e.g., office maintenance contracts, etc.).

Exigent circumstances requiring the negotiation of additional debt between NATCA and any entity shall require an emergency NATCA National Executive Board meeting and consequently require the approval of the NATCA National Executive Board.

SRF-3 Budget Expenditure Restrictions (11/97, 4/06)

National Executive Board approval is required before any region, department, or committee receives funding over its annual budgeted amount. Funds allocated may only be used to support the mission or purpose of the region, department, or committee for which they have been allocated. No funds may be transferred from the budget of one region, department, or committee to another without the approval of the National Executive Board.

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SRF-4 Local Audits (4/06, 10/14, 12/21)

The financial records of every NATCA Local must be audited at least once every three calendar years to ensure compliance with all Department of Labor, Internal Revenue Service, and NATCA financial provisions. Audit reports shall be issued to a Local's President and copied to the NATCA Executive Vice President and appropriate Regional Vice President within thirty (30) days of the completion of the audit. The President shall identify a person employed by NATCA to ensure full compliance with the proceeding provisions. The National Executive Board may withhold dues rebates for any Local failing to demonstrate remedy for any violation of Department of Labor, Internal Revenue Service, or NATCA financial provisions within ninety (90) days of receiving the report identifying violation(s).

SRF-5 NATCA in Washington (NiW) Funding (4/94, 9/16, 5/25)

Sufficient funds shall be allocated, separate from the budget for the Legislative Department and Committee, for the purpose of an annual NATCA in Washington event for National Legislative Committee members and NATCA activists, to ensure that NATCA's presence on Capitol Hill and grassroots political activity will be maintained.

SRF-12 facilities will be reimbursed up to \$500 for transportation expenses to attend NATCA in Washington.

SRF-6 Establishment of Regional Offices (11/91, 4/00)

Regional Vice Presidents are authorized to establish and maintain regional offices and to pay the reasonable expenses of setting up and operating such offices.

SRF-7 Regional Office Leases (11/97, 4/00)

Regional Vice Presidents may sign leases for office space whose terms extend past the expiration of their term of office only with prior approval of the National Executive Board.

SRF-8 Standing Committee Financial Authority (4/94)

Each national standing committee chairperson shall, subject to the discretion of the President, administer funds budgeted for their respective committees. Each standing committee chairperson shall be accountable solely to the Executive Vice President in the administration of these funds.

SRF-9 F&E Purchases (11/98, 9/08)

All national or regional F&E (furniture and equipment) purchases in excess of \$600 must be approved in advance by the Executive Vice President. Any budgeted entity cannot use their budgeted funds for furniture and equipment purchases without prior approval of the Executive Vice President.

SRF-10 NATCA-Paid Per Diem (9/98)

The National Executive Board shall approve or disapprove any NATCA National-paid per diem arrangements.

SRF-11 Financial Oversight Reports (9/98)

The National Executive Board shall receive copies of oversight reports prepared by the National Finance Committee, as well as the Executive Vice President's response to such reports.

SRF-12 Reimbursement for Training/Meetings (9/04, 4/06, 9/08, 10/14, 4/18)

For any local receiving \$4,500 or less in annual dues rebates, transportation and lodging expenses required to attend NATCA training courses or regional meetings will be paid by the region or department hosting the event, in accordance with NATCA's expense reimbursement policy.

For any local receiving more than \$4,500, but less than \$6,000 in annual dues rebates, fifty percent (50%) of transportation and lodging expenses required to attend NATCA training courses or regional meetings will be paid by the region or department hosting the event, in accordance with NATCA's expense reimbursement policy.

All such expenses require pre-approval by the individual responsible for the budget before costs are incurred.

SRF-13 Outstanding Cash Advances and Expenses (2/96, 9/08, 6/23)

All NATCA members, officers, and employees shall provide a full accounting of all advances and expenses by the filing of vouchers and paid receipts within 30 days after the completion or cancellation of travel or incurrence of the expense.

If no such accounting is accomplished, the NATCA Comptroller shall send a certified letter to the individual involved stating the amount due and requesting the individual contact the NATCA Comptroller's office to make acceptable arrangements for repayment within 21 days; failure to do so will automatically result in referral to a collection agency to recoup the amount of the indebtedness. In the event that the collection agency is unsuccessful within 90 days, the individual

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shall be reported to the next NATCA National Convention for a determination by the convention body of an appropriate penalty to be imposed, up to and including expulsion from the union and referral to the Department of Labor for possible criminal prosecution.

Any action by the Convention to discipline a member under this provision is subject to the requirements of the Labor Management Reporting Disclosure Act (LMRDA).

SRF-14 NATCA Education Reimbursement Fund (2/98, 4/00, 9/02, 12/21)

An education reimbursement fund, not to exceed \$50,000 per year, is established for the purpose of assisting active members in good standing to obtain a Bachelor of Labor Studies degree or any other educational course or certificate as deemed appropriate and approved by the National Executive Board from any NATCA-approved institution or program. Upon completion of the course or program, members may apply for a portion of the fund, not to exceed \$5,000 per calendar year.

This program shall be implemented under rules and regulations as established by the National Executive Board and may be modified or canceled at any time without prior notice. Members who terminate active membership in good standing within two years after receiving reimbursement from the Educational Reimbursement Fund must repay said reimbursement to the Union.

SRF-15 Contingency Fund Usage (3/99)

All transfers from the Contingency Fund must be approved by the National Executive Board.

SRF-16 Contributions to Union Treasury (6/90, 9/08)

Any member who desires to do so may, in a completely voluntary manner, be permitted to contribute to the treasury of this union for the purposes we as an organization have dedicated ourselves.

These contributions may be applied to any budgeted entity and there shall be no expectation of repayment expressed or implied. Such contributions by the member shall be received by the union and accepted as statements of support for the organization.

SRF-17 Training or Meeting Cancellation Costs (1/93, 4/06, 6/23)

Any expenses incurred as a result of an individual's cancellation/no-show at a NATCA training course or meeting that they are scheduled to attend on behalf of their local (except for legitimate circumstances, as determined by the National Executive Board) will be borne by the respective local.

SRF-18 Repayment of NATCA Training/Meeting/Function Costs (9/08)

Any NATCA member who accepts or voluntarily commences a temporary or permanent non-bargaining unit position with the Federal Aviation Administration (i.e., an FAA supervisory or managerial position) within twelve (12) months of attending any NATCA-sponsored national or regional training session, meeting, or other function for which the costs of the member's attendance were paid and/or reimbursed by NATCA shall repay the full amount, as determined by NATCA, of all travel and other expenditures directly attributable to that member's attendance at the NATCA-sponsored event.

The twelve-month period shall commence as of the first day of the NATCA-sponsored training session, meeting, or other function. The obligation for repayment shall accrue as of the date of the member's acceptance or commencement, whichever occurs first, of a temporary or permanent non-bargaining unit position with FAA.

Members shall have sixty (60) days from the date on which the National Office sends notice, via overnight delivery service or certified mail, to the member's home address (as maintained in the NATCA membership database) of the specific amount(s) due as repayment to NATCA.

Members who fail to repay NATCA in accord with the provisions of this policy shall be referred to the NATCA General Counsel for any and all appropriate legal actions necessary by the organization to recover the amounts due and all other appropriate relief, including, where applicable, the recovery of related attorney fees and legal costs.

By incurring expenses paid for and/or reimbursed by NATCA at any activity covered by this policy, NATCA members acknowledge and agree to comply with the provisions of this policy.

SRF-19 Charitable Contributions (9/91)

All charitable contributions from NATCA National must be approved in advance by the National Executive Board.

SRF-20 Expense Voucher Timelines (4/06, 3/12, 12/21)

Vouchers for expenses should be submitted as soon as possible after the expense is incurred. Requests for reimbursement

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submitted more than 180 days after the date of the expense, or 360 days for local internet reimbursement, are considered untimely expenses of the Association and will not be processed for payment. However, there may be occasions when requests for reimbursement cannot be made within the 180-day time frame. Any member seeking reimbursement beyond 180 days shall be allowed to make a written request to the National Executive Board for approval. All such requests shall be through the office of the Executive Vice President and must include written justification for the delay. Approval shall be on a case-by-case basis.

SRF-21 Local Vouchers (9/04, 3/12, 12/21)

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

SRF-22 Internet for Smaller Locals (3/12, 12/21)

NATCA shall reimburse up to \$80 per month for internet access to Locals covered by SRF-12 and individual Alaskan Flight Service Stations. Wireless cards, hot spots, and internet in the facility are reimbursable, home service is not.

SRF-23 Loans (10/14)

Locals shall be prohibited from issuing loans.

SRF-24 Convention Subsidy (4/18)

The NATCA National Executive Board (NEB) shall provide a subsidy to NATCA Locals for attendance at the Convention. No later than 180 days prior to NATCA's Convention, the NEB shall establish the criteria for determining which Locals qualify for the subsidy, the level(s) of subsidy, as well as the process for applying for any such subsidy. For those NATCA Locals that qualify, subsidy checks will be issued after the Convention.

At a minimum, a subsidy will be paid to Locals attending the National Convention based on the following criteria:

- a. Locals receiving \$3,000 or less in annual dues rebates — not less than \$500.
- b. Locals receiving more than \$3,000 up to and including \$4,500 in annual dues rebates — not less than \$300.

SRF-25 Large Group Financial Tracking (4/18)

For any group using funds from local treasuries for recurring meetings (for example, the En Route, TRACON FACREP Group (TFG), or the CORE30 airports), each group shall designate a Chairperson and adopt a charter and provide it to the NATCA National Office via the Executive Vice President. The group will hold all funds for their meetings at the NATCA National Office in an account designated for the group. At each meeting, the group will collect each Local's contribution for expenses. Once all checks are collected, they shall be forwarded to the Accounting Department at the NATCA National Office. Meeting expenses should either be sent to the Comptroller or Deputy Comptroller of NATCA so that they might be paid prior to or immediately after the meeting (whichever is appropriate), or they can be expensed through Concur in accordance with this policy.

SRF-26 CFS Lodging (4/18)

No later than 180 days prior to Communicating for Safety (CFS), the NATCA National Executive Board (NEB) shall determine whether to issue or amend a CFS lodging policy. A CFS lodging policy, if issued, shall provide that, for a certain number of NATCA members per Local, the lodging costs for all three (3) nights of the conference 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.

SRF-27 National Convention Lodging (12/21)

A National Convention lodging policy 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 subsequent 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.

SRF-28 Expense Reimbursement Policy (12/21)

NATCA shall maintain a policy regarding allowable and non-allowable expense reimbursements that shall apply to all activities funded through NATCA's national budget (which includes the National Office, Regions, and Committees). This policy shall also contain guidelines NATCA locals shall follow for particular expense reimbursement processes applicable to all NATCA locals. This policy shall be maintained under rules and regulations as promulgated by the National Executive Board.

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SECTION G: GENERAL

SRG-1 Union Logo (4/00, 9/02)

No change may be made to the logo of the Association except by majority vote at the National Convention.

Modification of NATCA logo: Any NATCA local or member who wishes to use the NATCA logo or the name in another font or format must receive prior National Office approval.

SRG-2 Use of NATCA Logo (9/02, 9/08, 9/10)

All items bearing the NATCA name or logo shall be union made or, at a minimum, American made.

NATCA, through the Executive Vice President, shall preserve and enforce the proper use of the NATCA identities, which consist of the organization's full name (National Air Traffic Controllers Association), acronym (NATCA) and logo (hereafter collectively known as the "NATCA identities"), by executing a written Agreement, as developed by the National Executive Board, with any vendor which desires to place the NATCA identities on merchandise and materials to be sold or distributed by the vendor.

At a minimum, a written Agreement must preserve and enforce the proper use of the NATCA identities by incorporating the following terms: Reserve NATCA's right to withdraw vendor's license should vendor use the NATCA identities in an inappropriate manner as determined by the NATCA National Executive Board; Receive the vendor's commitment to use the NATCA Identities in accordance with the NATCA National Constitution, Policies, and Standing Rules, as amended; Receive vendor's acknowledgement of NATCA's exclusive right, title and ownership of the NATCA identities; Receive vendor's agreement to refrain from using the NATCA identities in any manner that would impair or tend to impair any part of NATCA's right, title and interest; and Prohibit the rights granted to vendor from being assigned to others without NATCA's prior express written consent.

NATCA shall charge vendors desiring to use the NATCA identities in connection with for-profit sales of merchandise and materials bearing the NATCA identities an annual licensing fee:

- a. \$100 for first time applicants; and
- b. \$250 for renewal applicants.

SRG-3 Use of Union Hotels (9/04)

When using hotel services, NATCA should make a concerted effort to hold meetings and stay at Union hotels when such hotels are available in the immediate area.

SRG-4 NATCA Charitable Foundation (9/08, 9/10)

The NATCA Charitable Foundation is recognized as NATCA's official charity. NATCA encourages all NATCA locals to support the NATCA Charitable Foundation. The National Executive Board shall grant a minimum \$10,000 to the NATCA Charitable Foundation each calendar year and also reimburse active or retired NATCA members and/or NCF volunteers not employed by the FAA for travel associated with NCF activities at NATCA events up to \$2,000 annually. The NATCA National Executive Board may increase the latter amount when it deems it appropriate.

SRG-5 FAA's Performance Management Program (9/08, 9/10)

In cases where the Employer has imposed work rules on NATCA bargaining unit members, it is NATCA's policy that members should refrain from participating in any management self-assessment program or other similar programs identified by the National Executive Board.

SRG-6 Honoraria (4/00)

Any resolutions recognizing individual or group service to NATCA passed by the convention delegates shall be placed in NATCA's Policy and Position Statements in a section titled "Honoraria" until the next biennial convention; after the succeeding convention, the resolution(s) shall be removed from the bylaws and the individual(s) name shall be placed on a plaque to be displayed in the National Office recognizing their service.

SRG-7 NATCA Outstanding Achievement Award (9/08)

The NATCA Outstanding Achievement Award (also known as the "NATTY") shall be known hereafter as the "Tim Haines Memorial Award of Honor and Distinction."

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SRG-8 NATCA Endorsement Policy (9/10, 12/21)

Endorsement Criteria

NATCA publicly endorses candidates for public office only in the following circumstances:

- a. Candidates for the office of the President of the United States.
- b. Individual with records of extraordinary support for NATCA's positions on legislative and policy issues within Congress or relevant federal agencies.
- c. Individuals who have performed extraordinary service on behalf of NATCA and its members.

Endorsement Process

The following process shall be followed when a NATCA endorsement has been requested:

- a. When considering each endorsement request, the National Executive Board may seek comments and input from the National Legislative Committee, NATCA Government Affairs Department, and/or any entity deemed necessary to make an informed decision.
- b. A NATCA public endorsement of the requesting candidate shall be made only after a majority of National Executive Board members vote in the affirmative.

SRG-9 Deleted (3/12)

SRG-10 Return Rights for Training Failures (4/18)

NATCA shall pursue all reasonable efforts to ensure that a CPC-IT who fails to certify will be returned to their previous facility of record, if that is their wish.

SRG-11 Code of Conduct (12/21)

NATCA shall maintain a Code of Conduct that shall apply to all NATCA staff, members, leadership and any other participants in NATCA activities, events, or meetings. NATCA is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law. NATCA will not tolerate discriminatory, harassing, or otherwise unacceptable behavior in the workplace or at any of its activities, events or meetings. The Code of Conduct shall be promulgated by the National Executive Board.

SRG-12 Code of Conduct at NATCA Events (12/21)

Event organizers and those with a leadership position attending NATCA events are required to acknowledge that they have read, understand, and accept the terms of the NATCA Code of Conduct as part of the registration process. NATCA may require acknowledgement by all attendees as part of the registration process.

SRG-13 Music at NATCA Events (12/21)

The only music played at NATCA events shall be radio edit/non-explicit versions.

SRG-14 Protections from Sexual Harassment (5/25)

Any individual engaged in sexual harassment will be subject to disciplinary action, which may include exclusion from events or meetings, up to and including termination of employment, or expulsion from NATCA, as appropriate.

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of either gender toward a person of the same or opposite gender and can occur at any place.

NATCA will not tolerate retaliation against any individual who complains of unacceptable behavior under this Standing Rule. NATCA will take any steps necessary and appropriate to ensure that retaliation does not occur and, if there is reason to believe that retaliation has occurred, NATCA will immediately take all necessary and appropriate action to stop the retaliation.

Any complaint brought to a NATCA member will be treated confidentially to the extent that it is possible to do so while properly assessing the situation. NATCA will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior. NATCA shall thoroughly investigate any allegations or complaints of discriminatory conduct, including sexual harassment, when properly notified and shall take corrective action to stop any and all such conduct found to be occurring.

Immediately following an investigation, if an individual in an elected or appointed position within NATCA is found to have engaged in sexual harassment or retaliation, the individual shall be removed from all positions. They will be prohibited from holding any elected or appointed position for a minimum of four years from the time of removal, in addition to facing any other consequences deemed appropriate.

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SECTION H: COMMITTEES, BOARDS, LIAISONS & REPRESENTATIVES

SRH-1 NATCA National Representatives (9/08, 9/10, 5/25)

NATCA National Representatives recognized by collective bargaining agreements or interim memoranda of understanding shall be elected by secret ballot election by the respective bargaining unit to two-year terms. Such terms shall commence on September 1 of even-numbered years. National Representatives are not considered “elected officers” of the Union for the purposes of impeachment as described in Article XII. These representatives may be recalled by the President, with the consent of the National Executive Board.

The NATCA President shall appoint, subject to the approval of the National Executive Board, an active member in good standing to fulfill a vacancy in a National Representative position that occurs between regularly-scheduled elections for that position, that appointment shall be for the balance of the term until the next regularly-scheduled election, and such person shall possess all the rights, powers, privileges, duties, and responsibilities vested with the position as if they had been elected to the position.

SRH-2 Selection of Liaisons, Technical Representatives and Workgroup Members (9/98, 9/02, 9/16, 6/23)

All appointments to and extensions of liaisons, technical representatives and workgroup members require the approval of the National Executive Board.

Liaison/Technical Representative/Work Group Member Selection Process: The President shall provide the National Executive Board notice of the end of the term of a liaison, technical representative or work group member.

When a vacancy exists, the President will present a name, or list of names, of members for consideration to the National Executive Board for confirmation prior to the date of anticipated vacancy. (Note: The President can obtain information from any source they deem appropriate prior to making a selection for a position, i.e.; Director of Safety and Technology, National Safety Chair, Director of Labor Relations, etc.)

Term Length for National Liaisons and Full-Time Technical Representatives: National liaisons and full-time technical representatives will be asked to serve a term of two years, unless extensions are approved by a three-fourths vote of the National Executive Board.

Term Lengths for Work Group Members and Part-Time Technical Representatives: Technical representatives and part-time work group members will be asked to serve until such time as the respective project/team/work group they serve on has completed its work.

Any national liaison/technical representative/work group member who is unable or unwilling to complete their term will be asked to provide at least a 120-day notification to the President of the national liaison/technical representative/work group member’s intentions. The National President may remove an appointed liaison/technical representative for such cause as will promote the efficiency of our Union. In these cases, a majority vote of the NEB is necessary to confirm the removal and a replacement will be found as soon as possible. Liaisons and full-time technical representatives will provide regular written updates to NATCA National.

SRH-3 Information Technology Committee (2/99, 9/08)

The mission of the Information Technology (IT) Committee is to provide quality information technology services and to offer assistance and leadership in IT matters for the organization. The Information Technology Committee is empowered to develop, implement and administer the IT environment with direction from the National Executive Board.

The Information Technology Committee will consist of two Regional Vice Presidents (as determined by the National Executive Board), two representatives of the National Office staff, and at least five NATCA members (selected by the National Executive Board after soliciting based on recommendations from the Information Technology Committee).

SRH-4 Deleted (12/21)

SRH-5 OWCP Committee (4/00)

A national Office of Workers Compensation Committee is established and funded by the National Executive Board to establish a network of specialized representatives. The committee shall be comprised of one (1) active member in good standing from each region and shall be chaired by the member appointed by the National Executive Board as the National OWCP Representative.

SRH-6 Deleted (3/12)

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SRH-7 NATCA Historical Committee (9/08, 9/10, 6/23)

The NATCA Historical Committee is established to catalogue, document, and archive the official history of the National Air Traffic Controllers Association. The Committee shall be comprised of at least one RNAV member, one active member in good standing from Region X, and one active member in good standing of the Air Traffic bargaining unit.

SRH-8 OSHA Representation (10/97, 4/00, 3/12)

In the event of environmental problems or concerns, NATCA locals are directed to contact their NATCA OSHA Representative, in conjunction with their Regional Vice President, prior to any consultation with outside environmental contractors. Only the NATCA National Executive Board has the authority to authorize and engage the services of any outside environmental contractor or specialist paid for out of NATCA National funds.

SRH-9 IFATCA & Meeting Reports (4/97, 4/00, 6/23)

NATCA will pay for travel expenses for any member who serves as a standing committee member or elected official of IFATCA. NATCA will compensate up to five days of LWOP per calendar year to attend meetings in an official capacity (unless otherwise approved by the National Executive Board).

Any member who serves as a standing committee member, chairperson, or elected official of IFATCA shall submit a written report to the NEB outlining proposals, decisions, or potential issues within the scope of their particular positions. These reports will be submitted with receipts for travel or requests for reimbursement for LWOP.

Reports will be prepared whenever a NATCA representative attends an IFATCA meeting, and will publish within 30 days of the close of the event.

SRH-10 Committee Meetings (9/08)

All Committee Chairs shall provide justification to and receive approval from the Executive Vice President prior to scheduling any committee meeting outside of the NATCA National Office.

SRH-11 Deleted (10/14)

SRH-12 Deleted (9/16)

SRH-13 Removal of Committee Members (9/10)

The National Executive Board may remove a committee member and/or chair for cause or to protect the interests of the Union.

SRH-14 Collective Bargaining Agreement Unit Representatives (10/14)

Unless otherwise provided for in the National Constitution, Standing Rules, or Policy & Position Statements, any appointment to serve in a representative position as recognized by Collective Bargaining Agreements shall require the approval of the National Executive Board. The National President may remove a representative for cause or to protect the interest of the Union. In such case, a majority vote of the NEB is necessary to confirm the removal and a replacement will be found as soon as possible.

SRH-15 Conflicts of Interest for Nationally Appointed NATCA Representatives, Committee Chairpersons, and National Executive Board (9/16)

1. Any NATCA member serving as (a) a nationally-appointed representative under any article of any NATCA-negotiated agreement, or (b) a chairperson of a NATCA committee, or (c) a member of the NATCA National Executive Board shall sign an Agreement pledging to prevent a conflict of interest by refraining from seeking or accepting employment with an aviation industry organization with which that member interacts on behalf of NATCA (including, but not limited to, aviation-related corporations, nonprofit associations, and policy groups) for a period not to exceed twelve (12) months from the immediate conclusion of their NATCA position.
2. The Agreement provided for in Section 1 shall include remedial provisions for violations of the Agreement requiring repayment of any funds, as determined by NATCA, paid and/or reimbursed by NATCA for travel, lodging, meals, and other related expenses during the twelve (12) months immediately preceding the conclusion of their NATCA position. Members shall have sixty (60) days from the date on which the National Office sends notice, via overnight delivery service or certified mail to the member's home address (as maintained in the NATCA membership database), of the specific amount(s) due as repayment to NATCA to submit such payment to the National Office. Members who fail to repay NATCA in accord with the provisions of this policy shall be referred to the NATCA General

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Counsel for any and all appropriate legal actions necessary by the organization to recover the amounts due and all other appropriate relief, including, where applicable, the recovery of related attorney fees and legal costs.

3. NATCA shall establish a committee consisting of the NATCA President or Executive Vice President, a Regional Vice President appointed by the National Executive Board, and the NATCA General Counsel to consider any appeals to application of this policy on an individual basis. No member of the committee may consider an appeal that the committee member submitted on their own behalf. The committee shall consider the position held by the affected NATCA member, the aviation community organizations with which that NATCA member interacted while representing the interests of NATCA, and the nature of any post-NATCA employment with an aviation community organization that NATCA member or employee may be considering.

SRH-16 Standing Committee Contact Information (12/21)

The National Office shall publish the names and email addresses of all standing committee members on the members-only section of the NATCA web site.

SRH-17 Professional Standards (PS) Committee (12/21)

The NATCA Professional Standards Committee will strive to provide a peer-to-peer program for all represented bargaining units to promote professionalism and address performance and/or conduct, through a voluntary, non-punitive program.

NATCA will seek to ensure that maintaining the collaboratively supported peer-to-peer Professional Standards Program remains a priority. NATCA supports expanding professionalism programs whenever appropriate.

SECTION I: INTERNAL BUSINESS

SRI-1 Alternate Regional Vice Presidents – Official Time Allocation (6/98, 9/10, 4/18)

Official time allotments for Alternate Regional Vice Presidents contained in Collective Bargaining Agreements shall be proportioned by the National Executive Board.

SRI-2 Contractual Authority (4/94)

No individual shall have the authority to enter into financial agreements which are binding upon the National Union without the express written approval of the President.

SRI-3 Deleted (9/10)

SRI-4 Deleted (3/12)

SRI-5 NEB Meeting Attendance by Members (12/90, 6/23)

A period of not less than one hour will be reserved within the agenda of National Executive Board meetings, during which time any member in good standing may address the Board. Such members may address the Board on any topic in order to give an opinion and/or solicit information. Such members will be limited to five minutes, unless time is extended by the Chair.

If more than twelve members wish to speak, the Chair may, at the option of the Chair, allow additional time, allocate specific time to certain topics of common interest, or devise another equitable method to accommodate the members. Scheduling of the member forum period will be as close to mid-day as practicable so as to allow for round-trip travel.

Any members desiring to address the National Executive Board shall inform the National Office at least 24 hours prior to the start of the meeting. At the time notice is given to the National Office, a number indicating the sequence in which the member is to speak will be provided. The topic of the address may be requested if the number of those requesting to speak exceeds 12.

Members are expected to promptly notify the National Office if they cannot attend as requested. Members are entitled, as per Article VI Section 1. of the NATCA Constitution, "...to freely speak on any issue affecting the Association." However, any grievance concerning the actions of the Association or its officers shall be processed in accordance with Article XIII, Internal Grievances.

This does not in any way inhibit a member from using this forum for soliciting information to determine if an internal grievance is or is not warranted.

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SRI-6 Minutes of Meetings (6/90, 4/06, 12/21)

The National Executive Board and all National committees shall publish minutes, including a record of how each member of the Committee or Board voted (in other than unanimous decisions). A copy of the published minutes and voting record shall be prepared as soon as practicable and then posted on the members-only section of the NATCA web site. There is not an expectation that an informal telcon or briefing requires minutes.

SRI-7 Legal Defense Fund (9/08)

A legal fund shall be established for the purpose of collection of money and distribution of proceeds such that NATCA members, for whom NATCA is not directly responsible for their defense, may defend themselves from legal action. The fund shall be administered by NATCA's Executive Board (NEB).

SRI-8 Distribution of Agreements (9/10)

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.

SRI-9 Official Management Development Programs (3/12, 6/23)

In the event any bargaining unit member applies for or is selected for an official management development program (e.g. ATLDP, PEL, etc.), they 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.

SRI-10 Policy on Hotel Points (3/12)

The NATCA Charitable Foundation shall be the sole designated recipient of all hotel event planner points awarded to the meeting planners of NATCA events. These events shall include, but not be limited to, the following: Conventions, National Executive Board meetings, regional and committee meetings, contract negotiations, and training classes. It is the responsibility of the primary meeting planner for each NATCA event to ensure that all such points are awarded to the NATCA Charitable Foundation based on the following award program account numbers: Hilton Honors Member Number XXXXXX027; Hyatt Gold Passport Number XXXXXX865H; and Starwood Preferred Guest Number XXXXXXXX194. For any other hotel not listed, the NATCA Executive Vice President must be contacted for further instructions prior to booking the event.

SRI-11 Document Retention Policy (10/14)

NATCA will maintain a policy for the retention of organizational documents which are (1) necessary to the current conduct of Union business; (2) required to be retained by applicable statute or regulation; (3) relevant to pending or foreseeable investigations or litigation; or (4) of historical value to the Union. This policy shall be maintained under rules and regulations as promulgated by the National Executive Board.

SRI-12 NATCA Internship Program (10/14)

NATCA believes that it has a responsibility to mentor students who are personally and professionally interested in aviation and the labor movement. To this end, NATCA will develop and maintain a program to provide interns with a hands-on experience in the aviation industry and working for a labor organization that represents aviation-related professionals. Through the Program, NATCA endeavors to offer each intern with the opportunity to: experience the day-to-day business operations of a labor organization; experience and participate in a dynamic work environment; understand the responsibilities of being part of a team; understand the demands and interactions in a member-focused organization; contribute to the research and development of ongoing projects; and participate in various outreach programs and special events. The NATCA Internship Program will be administered under rules and regulations as promulgated by the National Executive Board.

SRI-13 Electronically Stored Information (9/16)

NATCA shall maintain a policy regarding the retention of the Union's electronically stored, business-related information. This policy shall be maintained under the rules and regulations as promulgated by the National Executive Board.

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SRI-14 Preferred Wireless Carriers (12/21)

Any wireless service provider whose employees are represented by an AFL-CIO Union will be considered a NATCA-preferred wireless service provider for the purpose of receiving reimbursement from the national office. Effective November 1, 2019, the national office will provide reimbursement only for preferred wireless service providers.

SRI-15 Electronic Participation (12/21)

Any group wishing to allow participation in a meeting via electronic means (e.g., Facebook Live or other live streaming applications) must meet the following requirements:

- a. all participating members must be able to speak and be heard; and
- b. meeting minutes must be taken appropriately; and
- c. the meeting must be closed to the public and non-meeting participants.

SECTION J: PAY, SALARIES & COMPENSATION

SRJ-1 Reclass Breakpoints (9/99)

Breakpoints cannot be changed without a three-quarters (3/4) majority vote of the National Executive Board.

SRJ-2 Reclassification/Pay Issues (1/99)

No further decisions will be made concerning reclassification or pay associated thereof without the approval of the National Executive Board.

SRJ-3 Pay Reform Circumvention (9/98)

No NATCA members, without the approval of the National Executive Board, shall attempt through negotiations or lobbying to circumvent the pay reform system.

SECTION K: CONTRACTING OUT

SRK-1 Recognition of NATCA Locals from Facilities Transferred to the Federal Contract Tower Program (9/96, 4/18)

The NATCA Locals from air traffic control facilities that were transferred from FAA operation to the Federal Contract Tower Program shall be memorialized on a plaque that shall be displayed at the NATCA National Office. The plaque shall include the three-letter identifier of each NATCA local at the time of the facility's transfer to the Federal Contract Tower Program.

SECTION L: LABOR RELATIONS

SRL-1 Arbitration Policy (12/89, 4/00, 10/14, 9/16, 6/23)

When a Regional Vice President or their designee decides to pursue arbitration of a grievance, they will ensure the completed grievance file has been properly uploaded into the NATCA Grievance Tracking System (GATS) and elevated to the arbitration level no later than fourteen (14) days after the receipt of management's step 2 response, or as appropriate. The grievance file should include, at a minimum, a copy of the grievance, management responses (if any), copy of any local MOU(s) relied upon, copies of any laws, Agency Orders, rules, or regulations violated, SF-50s, pay records, witness statements and all other evidence. In addition, accompanying the grievance file, the Regional Vice President or their designee will upload a grievance evaluation, which will include the facts of the case, a summary of the evidence, strengths and weaknesses of the grievance, and a recommendation for moving forward.

Upon receipt of the arbitration request and case file, the Director of Labor Relations may conduct a follow-up with the Regional Vice President or their designee to discuss the strengths and weaknesses of the case. The Director of Labor Relations may then direct an analysis of the case by the National Office Labor Relations Staff.

Grievances requested for arbitration will be reviewed by the NATCA Grievance Review Team. The Grievance Review Team's review of grievances will include all documentation received through the respective region, as well as the analysis prepared by the National Labor Relations Staff. The Grievance Review Team will make recommendations for or against arbitration and may also recommend other strategies for resolving the grievance. The Grievance Review Team will recommend arbitration advocate(s) to present the grievance in arbitration hearing.

NATCA's Director of Labor Relations will present the Grievance Review Team's grievance recommendations to the

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NATCA President for final determination. The final determination will take into consideration factors such as the chances for success based on the merits of the case and the risk or desirability of a precedent-setting decision having an effect on NATCA membership nationwide.

If it is determined that a grievance will not proceed to arbitration, the Director of Labor Relations will communicate this decision to the Regional Vice President and the Grievance Review Team.

If the request for arbitration is denied, the Regional Vice President may appeal such decision to the National Executive Board. The decision may be overturned by a three-quarters (3/4) vote of the National Executive Board. If the Regional Vice President decides to invoke an appeal to the National Executive Board, arbitration will be requested to protect timelines and the vote taken at the earliest possible time. The Regional Vice President is responsible for communicating the final decision to the grievant and to the Facility Representative where the initial grievance arose.

Once the final determination is made to pursue arbitration, arbitration advocate(s) will be assigned to present the grievance in arbitration hearing. The assigned advocate and second seat, if assigned, will work as a team on all aspects of case preparation, including strategy, witness preparation, case presentation, development of an opening statement, and post hearing briefs. The selection of an arbitrator will be conducted by the assigned arbitration advocates from the Regional or National panels, as appropriate.

Selection of Arbitrators. The Grievance Review Team will recommend arbitrators for Regional and National panels. The National Office shall retain the right and responsibility to select and remove arbitrators pursuant to the Collective Bargaining Agreements.

Settlements. The decision to accept a settlement rests with the arbitration advocate(s) in consultation with the Director of Labor Relations.

Final Determination. When a case is settled or an arbitration decision issued, the arbitration advocates(s) will immediately notify the Director of Labor Relations and the Regional Vice President. The Regional Vice President should then notify the grievant of the resolution as soon as possible. Every effort should be made to ensure that the grievant learns of the result from NATCA and not management officials.

SRL-2 Use of Outside Counsel (3/90, 4/00, 9/02, 6/23)

Grievance Handling and Processing. This process can and should be handled almost exclusively in the field by Facility Representatives, with advice and assistance available from the Regional Vice President. Should assistance not be available from the Regional Vice President, the party seeking assistance should contact the National Office's Labor Relations Department.

It is imperative that Facility Representatives and members keep their Regional Vice Presidents aware of issues requiring assistance, and that the Regional Vice Presidents are contacted first before contacting the National Office, as much as practical.

Use of Outside Counsel. The general rule is that outside counsel shall not be utilized except in extraordinary circumstances such as where the courts require "local" counsel or immediate injunctive relief is required. In those circumstances, the Facility/Regional Vice President shall request in advance the approval of the National Office's Legal Department and the President or Executive Vice President.

The Representative should be prepared to justify the need for and benefit of utilizing of labor relations outside counsel. Where an attorney is available and upon such a request, the General Counsel shall contact the proposed attorney or other competent attorney versed in the appropriate field of law, check and verify their credentials, and negotiate the appropriate rate of charge or retainer fee. Thereafter, all legal bills from such outside counsel will be sent directly to the General Counsel's office for review before submission for payment.

Outside counsel shall be answerable to the General Counsel, who shall monitor the expenditures and performance of outside counsel in handling NATCA's legal business. The General Counsel shall review all documents prepared in the course of pursuing NATCA's legal business and statements for services rendered, which must be submitted in detail by outside counsel before payment can be authorized. The General Counsel retains the right to dismiss outside counsel who may be deemed to be ineffective or wasteful of NATCA's resources or have a deleterious effect on the Union.

Use of Outside Counsel for Arbitration. While it is anticipated that the majority of arbitration cases shall be handled by Regional Vice Presidents or the Director of Labor Relations, all arbitrations where legal counsel are involved on behalf of NATCA shall be undertaken by the General Counsel or Executive Counsel from NATCA's National Office. The reason for this is to ensure quality, conserve resources, and to process all arbitration cases on a consistent, uniform basis that ensures continuity on a nationwide level.

Under no circumstances will the arbitration process be turned over to members or non-members with their own personal legal counsel, regardless of whether or not the grievant is willing to pay the fees for such counsel. To agree to such an

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arrangement would be tantamount to NATCA “sub-contracting” its exclusive bargaining agent (or representative) status and would create a serious risk of adverse national precedents.

SRL-3 Arbitration Appeals (2/91, 4/00)

In the event an arbitrator’s decision is deemed by a Regional Vice President to be unfavorable/detrimental to the best interests of the organization, the following procedures shall be followed before proceeding to appeal.

The National Executive Board member requesting review for appeal shall forward copies of the decision being questioned to the entire NEB.

After ensuring that each NEB member has reviewed the material, the individual requesting appeal shall inform the National President who, in turn, shall schedule an emergency meeting of the NEB (via teleconference if necessary) at which time discussion may ensue and a vote will be taken to determine whether or not an appeal will be filed.

This process will be completed in no more than ten days, to allow for the timely processing of any such appeal. The determination of the NEB shall be final and, in cases where appeal is denied, no further processing of the case under review shall be attempted.

All costs associated with any such appeal shall be applied against the budget approved by the NEB for the Labor Relations Department.

SRL-4 Grievance Tracking Program (GATS) (9/08, 9/10)

The National Executive Board shall determine the Union’s grievance tracking program. Use of this program is mandatory for NATCA Facility Representatives, NATCA Labor Relations staff, and advocates.

SRL-5 Deleted (10/14)

SRL-6 Allocation of Arbitration Expenses (12/90)

Any and all expenses associated with all arbitrations, regardless of whether they are national, regional, or local matters, shall come out of the National Labor Relations budget.

SRL-7 Unfair Labor Practice Charges (9/16, 6/23)

When a Facility Representative seeks to file a ULP with the FLRA or NLRB, the Facility Representative should consult with the Regional Vice President before filing. The consultation with the Regional Vice President will address: the appropriate charging party, the issues raised by the charge, the appropriate FLRA/NLRB region for filing, potential supporting evidence for a charge, the relief sought, whether a grievance or a complaint in another forum rather than a ULP is appropriate, whether a charge is impacted by a previously filed grievance, and any other relevant issues. If upon consultation, the Regional Vice President and Facility Representative determine that the Union is the appropriate charging party, the following process must be utilized.

When a Regional Vice President or their designee decides to pursue a ULP, they should forward the complete case file to their Labor Relations Strategy Group designee who will share the file with the Labor Relations Strategy Group. The complete case file will include supporting evidence and documents for the ULP, including a witness list, witness statements, and a draft charge utilizing FLRA Form 22, available at http://www.flra.gov/webfm_send/3, or NLRB Form 501, available at <http://www.nlr.gov/sites/default/files/attachments/basic/page/node-3040/nlrform501.pdf>.

The Director of Labor Relations may then direct an analysis of the case by the National Office Labor Relations Staff. ULPs submitted through this process will be reviewed by the NATCA Labor Relations Strategy Group. Unless the Labor Relations Strategy Group expresses a concern with the validity of the charge, the ULP will proceed.

Settlements. The decision to accept a settlement of a ULP rests with the advocate(s) assigned to the ULP case in consultation with the Director of Labor Relations.

SRL-8 Negotiability Appeals (12/21, 5/25)

When a Facility Representative or their designee intends to request a formal declaration of non-negotiability from the agency or file a negotiability appeal with the Federal Labor Relations Authority (FLRA), the Facility Representative must first consult with their Regional Vice President (RVP). When an RVP or their designee determines, or after consultation with a Facility Representative makes a determination, that a request for a formal declaration of non-negotiability from the agency or filing a negotiability appeal with the FLRA is warranted, the RVP shall gather the relevant facts and refer the matter to the NATCA Director of Labor Relations for further review and consideration.

Relevant facts shall include: the NATCA proposal; an explanation of the proposal; any written or unwritten unsolicited declarations of non-negotiability and/or decisions at Agency Head Review; and any other relevant information.

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The Director of Labor Relations shall work with NATCA staff and representatives to attempt to resolve the issue in question and may request an analysis of the case by the National Office Labor Relations Staff. If an analysis is requested, it shall, at a minimum, consider whether the proposal meets the FLRA standards for negotiability, whether the proposal can be cured to meet the FLRA standards while achieving the same or similar goals, and whether a request for a formal declaration of non-negotiability from the agency or a negotiability appeal with the FLRA could lead to unintended consequences.

If the issue cannot be resolved, the Labor Relations Director shall present his/her recommendation to the President about whether to request a formal declaration of non-negotiability from the agency or file a negotiability appeal with the FLRA.

SECTION M: MEMBERSHIP & ORGANIZING

SRM-1 Membership Recruiting Incentive Programs (2/98)

All future national membership recruiting incentive programs must be approved by the National Executive Board.

SRM-2 Charter Membership (1/88)

Charter membership is extended to the anniversary date of NATCA, June 19, 1988.

SRM-3 Corporate Membership (3/90)

All corporate membership applications must be received by the National Office Membership Department for initial handling. Any applications for corporate membership received elsewhere should be forwarded to the National Office for processing. Upon receipt by the Membership Department, a letter to the corporation desiring membership will be sent acknowledging the application and stating that the application is being scheduled for review by the National Executive Board (NEB).

No further action should be taken until the meeting and decision of the NEB.

Applications for corporate membership shall be submitted to the NEB for review at the next regularly scheduled meeting for disposition. The NEB will determine if any conflict of interest and/or detrimental effect could result from acceptance of such application.

After completion of discussion by the NEB, a vote shall be taken to accept or reject the application for membership. In order for an application to be accepted, a two-thirds (2/3) majority of those NEB members present must vote in favor of approving corporate membership.

After the final vote on the application for corporate membership, the Membership Department shall take prompt action to advise the corporation of the results and to process those applications accepted. Those applications rejected shall be returned to the corporation, along with any dues tendered, accompanied by a letter stating the reasons why corporate member status could not be given. All actions under this section must be completed within two (2) weeks of the vote by the NEB.

SRM-4 Associate Member Recruiting (6/98, 10/14)

Associate membership campaigns will be limited to FAA, DOD, and private sector employees ineligible to be in the NATCA bargaining unit and/or individuals and family members interested in aviation.

SRM-5 Retired NATCA Active Volunteers (9/02, 9/08)

Any retired NATCA member may elect to join the Retired NATCA Active Volunteers (RNAV). Fifty percent (50%) of the dues collected from RNAV members will be rebated to the RNAV Auxiliary. The RNAV Auxiliary may elect to establish local dues that will be retained by the RNAV Auxiliary. The national president shall appoint an individual to administer the affairs of the RNAV Auxiliary. Members of the RNAV Auxiliary shall have all the rights and privileges of active members, except the right to vote and hold office.

SRM-6 Limitation on Retired Membership (10/14)

Pursuant to Article III of the NATCA National Constitution, any retired member, or individual eligible for retired membership, who accepts a supervisor/management position for an employer where NATCA represents bargaining unit employees shall immediately be ineligible to hold a retired membership status and shall only be eligible for an associate membership.

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SRM-7 Layoffs in Federal Contract Towers (10/14, 6/23)

If, as a result of a closure, a member is laid off, they shall be considered to be an active member of the Association for as long as they remain in a layoff status. Layoff status shall be considered to have ceased upon a duly executed recall by the Employer, or upon the expiration of any recall provisions as negotiated between the Employer and NATCA. A determination of good standing shall be in accordance with Article III, Section 3 of the NATCA Constitution.

SRM-8 Associate Membership Rules and Regulations (12/21)

Acceptance of Associate Members. Upon written application to NATCA, NATCA shall consider an individual's application for associate member status with the organization. No individual shall be eligible for membership as an associate member if the individual is eligible for active membership. An individual's application for associate member status may be denied for cause as determined by a majority vote of the NEB.

Revocation of Associate Member Status. An individual's associate member status with NATCA may be revoked at any time upon a motion for revocation submitted to the NEB by the NATCA Regional Vice President for the region in which the associate member is located. Following the submission of a motion for revocation, the NEB shall decide whether the individual's associate member status should be revoked for cause as determined by a majority vote of the NEB. There is no right to appeal if the NEB decides to revoke an individual's associate member status.

An individual's associate member status with NATCA shall also be revoked for failure to pay dues.

SECTION N: NATCA EMPLOYEES

SRN-1 National Officer Salaries (9/96, 4/00, 9/04, 3/12, 4/18, 12/21)

The NATCA National President shall be compensated with an annual base salary of 1.85 times the amount of the FAA ATSP Pay Band maximum for an ATC Level 12 Facility with no locality pay; the National Executive Vice President shall be compensated with an annual base salary of \$5,000 less than the National President's salary.

SRN-2 Transition Period (8/91)

A 30-day transitional period is created, whereby replacing and replaced national officers will work in tandem. This 30-day period shall commence immediately from the new officers' first day in office, and shall expire 30 calendar days thereafter.

SRN-3 Federal Retirement Funding – National Officers (9/96)

As of September 1, 1997, NATCA shall fund only the employer's share of the federal retirement program for the President and Executive Vice President.

SRN-4 Health Insurance Premiums (9/08)

NATCA will pay the government share of monthly federal health insurance premiums for its President and Executive Vice President so as to ensure that they will continue to have health insurance for their families when they retire from federal service.

SRN-5 Paid Moves for National Officers (2/91, 6/23)

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 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.

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SRN-6 Regional Vice President Differential (4/94, 4/00, 3/12)

NATCA's Regional Vice Presidents shall receive a monthly differential allowance in the amount of \$2,000.

SRN-7 Authority to Hire/Fire Employees (8/97, 6/23)

NATCA's President must receive majority approval of the NEB prior to the hiring or removal of any NATCA employee from their employment status with NATCA.

SRN-8 Use of Consultants/Contractors (4/94)

Individuals not considered day-to-day employees of the Association are defined as external (independent) consultants or contractors, and shall be required to render services pursuant to a written (contractual) agreement. Any individual or company so defined (excluding normal and occasional vendor services) shall be under such written (contractual) agreement signed by the NATCA National President and the contracting party.

SRN-9 Nepotism (2/98, 4/06, 6/23)

NATCA may consider relatives of employees or officers for employment if the applicant meets the requirements of the position for which they are applying.

However, relatives will not be considered for a position, which would require one to direct, review, or process the work of the other. In the case of the marriage of one employee to another, both may retain their positions if they do not have:

- a. the same supervisor;
- b. a supervisor/subordinate relationship; or
- c. a job which has influence over the other's employment or status.

SRN-10 Retirement Contributions (7/96)

NATCA will continue to make employer contributions for individuals in its employ who participate in the CSRS retirement program & will make employer contributions for individuals in its employ who participate in the FERS retirement program as if that authority were the individual's employing Federal Agency under the provisions of 5 USC 8432(c) or other appropriate law.

SRN-11 Compliance with Title V & 19 C.F.R (7/92)

NATCA shall provide relief to FAA LWOP personnel employed by the union in regards to the adverse impact of maintaining their federal health insurance at high cost until federal health open season allows these NATCA employees to reduce the cost of such services.

SRN-12 Annual Leave Carryover (9/02)

Elected officials and NATCA employees may carry over no more than 240 hours of annual leave per year without prior approval of the National Executive Board.

SRN-13 Sick/Annual Leave Cash-out (9/02)

Elected officials and NATCA employees cannot cash-out sick or annual leave prior to termination of employment without prior approval of the National Executive Board.

POLICY & POSITION STATEMENTS

NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION POLICY & POSITION STATEMENTS

- A. General
- B. Member Benefits & Retirement
- C. Contracting
- D. Legislative
- E. Membership & Organizing
- F. Working Conditions, Hiring & Staffing
- G. Safety, Technology & Equipment
- H. Honoraria

SECTION A: GENERAL

PSA-1 Deleted (9/10)

PSA-2 AFL-CIO Boycott (4/06, 9/16)

NATCA endorses the economic boycott of those companies listed on AFL-CIO boycott list. NATCA will provide a link to the AFL-CIO boycott list on the members-only section of the NATCA website in order to disseminate the most current listing to all locals.

PSA-3 Employee's Right to Choose (9/08, 9/10, 10/14)

The National Air Traffic Controllers Association supports public policy and legislative efforts to ensure, protect and preserve American workers' fundamental rights to choose for themselves whether or not to form a union free from coercion and intimidation. The National Air Traffic Controllers Association, through whatever means the National Executive Board deems appropriate, supports the AFL-CIO's effort to enact legislation in support of this position.

PSA-4 Environmental Policy (9/10)

NATCA shall seek to advance environmental stewardship and sustainability in its daily operations, offices, and building(s). NATCA will aspire to go beyond compliance with all relevant environmental laws and regulations by integrating values of sustainability, stewardship, and resource conservation into its operations and office and building activities; engaging in pollution prevention activities and developing and promoting practices that maximize beneficial effects and minimize harmful effects of operations and activities on the surrounding environment; assessing environmental impacts associated with its operations and activities; incorporating green building and design methods; considering the needs of future generations with the goal of maximizing the efficiencies of its operations and services while minimizing the organization's wastes and footprint.

PSA-5 Alternative Funding Stream (10/14, 9/16)

The National Air Traffic Controllers Association supports the exploration of the following concepts:

- a. Creating a sustainable financial future. It is critical to establish a funding system that provides dedicated and sufficient revenues to pay for obligations.
- b. Separating the operations and support functions from the regulatory functions of the Federal Aviation Administration (FAA). Potential areas of exploration could include the creation of two separate government agencies or the formation of a quasi-governmental corporation.
- c. Reforming existing statutes, regulations, and policies.
- d. Reviewing the current mix of Airport and Airway Trust Fund taxes and fees and considering alternative sources that provide sufficient funding for services such as air traffic control and aircraft certification.

Ensuring the safety of the National Airspace System should be in the forefront of any initiatives to reform FAA funding streams and governance. Any support by NATCA must ensure the following:

- a. NATCA, as a stakeholder, must be included throughout the process, from inception to implementation. Further, any effort must be supported by NATCA's National Executive Board.
- b. Retention of Union recognition, representational status, and continuation of collective bargaining rights. This is achieved through the retention of 5 United States Code Chapter 71, however other similar legal frameworks may

POLICY & POSITION STATEMENTS

be considered.

- c. Protection of membership pay and benefits including, but not limited to, retirement and health care.
- d. NATCA must be included as a voting member of any governing board or body.
- e. Indemnification for employees from individual tort liability for acts within the scope of employment.

PSA-6 Private Health Care Options for Mental Wellness and Health Treatments (6/23)

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.

SECTION B: MEMBER BENEFITS & RETIREMENT

PSB-1 Benefits for Dues Paying Members (4/06)

It is a priority for NATCA to provide meaningful members-only benefits.

PSB-2 Deleted (10/14)

SECTION C: CONTRACTING

PSC-1 Facility Consolidations (1/00, 9/10, 9/16)

Protecting and ensuring the overall safety and efficiency of the National Airspace System should be in the forefront of any realignment of air traffic control facilities or services (including regional offices). The terms "realignment" and "consolidation" include any action that relocates functions, services, or personnel positions; discontinues or severs existing facility functions or services; or combines them.

Each facility, sectored airspace and regional office is unique. Therefore, the only way to determine if the realignment of an air traffic control facility or services is necessary and appropriate is through the development of a comprehensive process with clearly outlined criteria and participants. That process was created through collaboration under Public Law 112-95 Section 804, now known as "Section 804." NATCA will be involved in the development of all criteria, discussions, decisions, and briefings to Congress whereby we must assist the Agency to:

- a. Support the transition to the Next Generation Air Transportation System.
- b. Reduce capital, operating, maintenance, and administrative costs of the FAA where such cost reductions can be implemented without adversely affecting safety.

That process must include or provide for:

- a. Controllers, representatives of labor organizations representing operations and maintenance employees of the air traffic control system, as well as industry stakeholders, from inception to implementation.
- b. The process must be clearly explained to all parties and members of each facility shall have a right to inform the process during all phases.
- c. Sustaining the overall efficiencies of the NAS shall be at the forefront of the process with every effort made toward helping to reduce capital, operating, maintenance and administrative costs of the FAA where such cost reductions can be implemented without adversely affecting safety.
- d. Cost never trumps safety and efficiency or the quality and level of services provided to users.
- e. The lives of employees and their families are a major consideration throughout the process.
- f. A collaboratively agreed upon process for existing and future facilities will be agreed upon Nationally.

NATCA supports realignments and advances to the National Airspace System only where the above criteria are met and if it can be done without compromising safety.

PSC-2 Contracting Facilities (4/06, 10/14)

The National Office shall spare no reasonable expense in the protection, continuation, and growth of all bargaining unit positions, and shall offer all lawful resistance to out-sourcing or contracting out.

In the event of imminent or impending reform or restructuring of the Air Traffic Organization, including privatization, the National Executive Board shall spare no reasonable expense to protect every interest of the Union including, but not limited to: pay, benefits, and working conditions.

POLICY & POSITION STATEMENTS

PSC-3 Contractor-Provided Training (4/06, 12/21)

NATCA shall seek to ensure that, whenever staffing is sufficient, training provided in air traffic field facilities be performed by FAA employees.

PSC-4 Contract Training/Staffing (4/06)

NATCA opposes the use of bargaining unit employees in all FAA initiatives with the objective to contract out their work.

SECTION D: LEGISLATIVE

PSD-1 Deleted (4/18)

PSD-2 Deleted (9/16)

PSD-3 Deleted (5/25)

PSD-4 Deleted (10/14)

SECTION E: MEMBERSHIP & ORGANIZING

PSE-1 Organizing FAA Bargaining Units (7/99)

NATCA will pursue organizing the rest of unrepresented bargaining units within the FAA, with priority on air traffic services employees.

PSE-2 Organizing of Contracted ATC Facilities (4/06)

NATCA will pursue the organizing of all contracted air traffic control facilities.

PSE-3 RNAV Inclusion (6/23)

NATCA will continue to seek ways to involve RNAV members in NATCA organizing, legislative activities, and other issues impacting our Union communities.

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.

The RNAV Committee Chair will be invited to attend a minimum of one NEB Meeting per calendar year.

SECTION F: WORKING CONDITIONS, HIRING & STAFFING

PSF-1 Rehire on Contract Tower Employees (4/97, 3/12)

NATCA will seek to ensure that, as contract towers represented by NATCA become upgraded to higher-level facilities and revert back to the FAA, the employees at those facilities will be given the opportunity to be hired by the FAA and remain at their facility.

PSF-2 Deleted (9/10)

PSF-3 Career Progression (4/06)

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.

PSF-4 Deleted (10/14)

PSF-5 Reduced Work Week (4/06)

The pursuit of a reduced work week is a high priority for NATCA.

POLICY & POSITION STATEMENTS

PSF-6 Deleted (3/12)

PSF-7 Job/Salary Protection (4/06, 5/25)

NATCA will make it a high priority to protect the job functions and salaries of all of its members affected by consolidation, co-location, outsourcing, and re-alignment. NATCA will strategically utilize available resources and/or legal methods to protect any job functions from being removed from a NATCA bargaining unit.

PSF-8 Policy on Age 56 Waivers (3/12)

Numerous studies have suggested an increase to health risks and stress levels associated with the age of air traffic controllers.

The cumulative stress of the job has resulted in controller “burn out” thus increasing risk and lost proficiency with age, thereby increasing risks to the safety of flight.

Studies have shown a close correlation between ages, years of experience and emotional, mental, and physical exhaustion. Researchers have consistently found a negative relationship between the age of air traffic controllers and both training success and rating of job performance. Many studies have shown age-related decline in cognitive abilities that are most important to performance as an air traffic controller.

The staffing crisis the FAA is experiencing has been predicted by the National Air Traffic Controllers Association for decades. Age waivers are not the safe solution. The FAA must hire and train hundreds of new controllers with a steady stream of newly trained controllers replacing the retiring controllers. This is critical to ensuring the system capacity can grow and meet the safety needs of our nation’s air traffic control system.

The risks of stress levels, potential health problems, and declining cognitive abilities are the same today that led Congress to set retirement mandates for controllers over thirty (30) years ago. Air traffic projections and FAA goals, however, are more demanding than ever. Now is not the time to jeopardize the most productive, efficient system in the world with short-term, dangerous solutions. We acknowledge the temptation of keeping controllers beyond current retirement ages but we decry this as a solution.

While we admire the capable workforce that makes today’s system a global standard of excellence, we must now make investments for tomorrow.

The National Air Traffic Controllers Association does not support waivers to the age 56 Law.

PSF-9 Local Internet (6/23)

NATCA shall strive to ensure each local has access to its own stable, reliable, and preferably hardwired internet connection in each facility separate from the FAA/employers’ network.

PSF-10 Complexity Formula for Pay Setting (5/25)

NATCA must use all avenues to review and update the traffic complexity formulas and ensure they are applied to all facilities. This must include automation to the counting process and evaluating complexity factors due to facility consolidations and new entrants in the NAS.

SECTION G: SAFETY, TECHNOLOGY, & EQUIPMENT

PSG-1 Radar Displays (4/06, 6/23)

NATCA will continue its efforts to ensure that air traffic facilities have the necessary equipment and procedures to maintain the world’s busiest and most complex airspace system. These efforts include the advocacy of modern, efficient, and reliable communication, navigation and surveillance systems as well as training and procedures that ensure safety and efficiency.

PSG-2 Deleted (3/12)

PSG-3 Deleted (3/12)

PSG-4 Voluntary Safety Reporting Program (9/10)

With the nationwide implementation of ATSAP throughout the air traffic bargaining unit and the importance of the compilation of critical safety data for the NAS, NATCA supports the full deployment of a voluntary safety reporting program. NATCA will pursue the implementation of a voluntary reporting program for all represented bargaining units.

POLICY & POSITION STATEMENTS

PSG-5 Airport Surface Surveillance (10/14, 6/23)

Surface Surveillance is critical for maintaining and enhancing both safety and efficiency on the airport surface. The development and deployment of surface surveillance should continue throughout the National Airspace System. NATCA will advocate for surface surveillance systems that include the capability to display cooperative and non-cooperative aircraft and vehicles on the airport operations area, and provides safety alerting for all systems.

PSG-6 Weather Information and Training (12/21, 6/23)

Air traffic controllers and other aviation safety related employees need the most accurate and timely weather information to perform their job duties. NATCA will advocate for additional weather information at operational workstations and improved training related to weather. NATCA will pursue improvements in the availability, coverage, and accuracy of precipitation on air traffic controllers' and other aviation safety related employees' primary displays.

PSG-7 Partnership for Safety (12/21)

NATCA fully supports Local Safety Councils (LSC) and the monthly Safety Awareness For Excellence (SAFE) discussions through Partnership for Safety (PFS).

PSG-8 Selected Altitude (12/21)

NATCA fully supports the implementation of "selected altitude" technology on a controller's radar display as a major safety enhancement in the National Airspace System.

PSG-9 Deleted (6/23)

PSG-10 Replacement for Micro E-ARTS (12/21)

NATCA fully supports the replacement of Micro E-ARTS with an appropriate automation platform.

PSG-11 Compensating Facilities for Traffic Worked (5/25)

Until such time ABACUS comes online and is implemented, the National Executive Board must explore all avenues to bridge the gap to ABACUS to compensate facilities for traffic complexities and volume worked.

PSG-12 Traffic Complexity Multipliers (5/25)

NATCA shall pursue all reasonable efforts to codify new multipliers for the Traffic Complexity Index including but not limited to ground complexity factors, Class Delta airspace, closely spaced parallel runways, and training facilities.

SECTION H: HONORARIA

PSH-1 Trish Gilbert Executive Vice President Emeritus (5/25)

NATCA's seventh Executive Vice President, Patricia "Trish" Gilbert, shall be bestowed the title of Executive Vice President Emeritus.

20TH BIENNIAL CONVENTION MAY 9–11, 2025



THE 21ST BIENNIAL CONVENTION WILL BE HELD IN CHICAGO, APRIL 27–29, 2027.
The deadline for proposed amendments and resolutions is Thursday, December 3, 2026 at 23:59 EST.

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