

NATCA National Executive Board Meeting
Bangor, ME
August 27-28, 2025

The meeting of the National Executive Board was held from August 27-28, 2025, beginning at 9:06 am EST at The Residence Inn, Bangor, ME. President Nick Daniels and Executive Vice President Mick Devine were present.

Attendees

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

The meeting was called to order on August 27, 2025, at 9:06am EST.

Briefings

Modernization

President Daniels briefed the NEB on NATCA's position on modernization. NATCA has met with PASS and the FAA on these positions, including consolidations.

Sensitive Information

The NEB discussed the handling of sensitive and confidential issues and how to keep the topics/information internal and the risks to the organization of information getting out to social media. The NEB discussed paths forward with reference to sensitive information.

SRI-5 Request

Jamaal Haltom (LAS), in accordance with SRI-5 of the NATCA constitution, spoke with the NEB.

OWCP

National OWCP Chair, Rick Cieplik (ZAU) gave a briefing to the NEB. Topics discussed included Continuation of Pay (COP), pay rates, regional and national flight surgeon counterparts.

ATCA Leadership Conference

President Daniels briefed the board on the ATCA Leadership Conference which has replaced the Empower Her Conference which was canceled due to the Executive Orders on DEI. This conference is being held December 1-4 in Dallas, TX.

Retirement Seminars

National Benefits Chair, Jen Riveria (ZID) briefed the board on some of the roadblocks the NBC has in putting on the retirement seminars. The NEB discussed possible solutions, including more virtual options.

Wellness Toolkit

RVP Curtiss briefed the NEB that the Employee Wellness Toolkit was now on the Members side of the NATCA website.

RVP Curtiss briefed the NEB on the Employee Wellness Toolkit FACREP briefing schedule moving forward, and proposed October 15th at noon as the next date. This passed unanimously.

RVP Curtiss briefed the NEB on the concept of creating an annual Air Traffic Controller Wellness Day. The concept was unanimously approved to move forward with RVP Curtiss advising the NEB that he would brief more details during future calls and meetings.

Mental Health & Aviation Medical Clearances Aviation Rulemaking Committee (ARC) Recommendations

NATCA Chief of Staff, Dean Iacopelli, briefed the NEB on the status of addressing the Mental Health ARC recommendations and discussions with the FAA on a path forward.

Houston Traffic Count Validation

NATCA Chief of Staff, Dean Iacopelli, briefed the NEB on the status of the ZHU traffic count validation. The national office is in conversation with the FAA on a path forward.

Flight Deck Training

NATCA Chief of Staff, Dean Iacopelli, briefed the board on the status of the return of flight deck training. The FAA has some concerns about one administrative portion of the program. Discussions are moving along on the security portions of the program.

Newly Established FCTs

RVP Bratcher gave a briefing on the status of new FCT Locals and membership info, as well as a new process established by the National Organizing Committee, which will streamline the process and make it easier for our new Locals going forward.

ITC

ITC Chair, Jason Doss (ZJX) briefed the board on the connectivity between the ITC and the NEB. Briefings also occurred on Discord, including how to possibly use it nationally, including any concerns through the transition.

LEAP Class

NTC Chair, Jamaal Haltom (LAS), briefed the board on the NTC's desire for a LEAP class rewrite. This rewrite would end up giving ownership of the class to NATCA.

Half Year Finance Briefing

EVP Devine briefed the board on the status of the organization's finances and paths forward, including ideas currently being discussed within the National Finance Committee on changes to the Finance Policy and investments.

Communicating for Safety

National Safety rep, John Murdock (PHL), gave a briefing on the upcoming CFS, including schedules, logistics, and the Archie League Award's seating plan.

Town Hall Schedules

President Daniels gave an update on the plans for upcoming Town Halls and gave the board the next four dates. These will be published nationally soon.

Communication Survey

RVP Curtiss gave a briefing on the status of the Communications Survey being created at the national level. A subgroup met, and their concerns were briefed to the board. The NEB discussed, and plans are still ongoing to publish the survey.

CRWG

National Training Rep, Jamaal Haltom, gave a briefing on the status of the CRWG implementation, and discussions were had with the board on plans to address the remaining subjects in the implementation MOU. The proposal passed unanimously.

Proposals

IFATCA

President Daniels proposed Lydia Baune (GEG) be named for the position on the IFATCA PLC mentee. The proposal passed unanimously. (*conducted via telcon, 8/6/25*)

President Daniels proposed Alex Navarro (ZSE) be named to the IFATCA TOC mentee. The proposal passed unanimously. (*conducted via telcon, 8/6/25*)

President Daniels proposed that NATCA support and recommend Andrew LeBovidge (RNAV) for the position of IFATCA EVP of the Americas. The proposal passed unanimously. (*conducted via telcon, 8/6/25*)

Safety and Tech Consultant

The NEB unanimously supported the decision to hire a consultant for Safety and Tech. The proposal passed unanimously. (*conducted via telcon, 8/6/25*)

Logos

RVP Merrick proposed a logo for the Drug and Alcohol Committee. The proposal passed unanimously. (*conducted via telcon, 8/20/25*)

RVP Christine proposed a logo for the MMU local. The proposal passed unanimously. (*conducted via telcon, 8/20/25*)

RVP Christine proposed a logo for the BWI local. The proposal passed unanimously. (*conducted via telcon, 8/20/25*)

RVP Christine proposed 2 logos for the Voice Switch Team. The proposal passed unanimously. RVP McQueen proposed a logo for FNT local. The proposal passed unanimously.

RVP McCabe proposed 6 logos for RSW local. The proposal passed unanimously.

RVP McCabe proposed a logo for the DAB local. The proposal passed unanimously.

RVP McCabe proposed a logo for M03 local. The proposal passed unanimously.

RVP McCabe proposed a two logos for FLO local. The proposal passed unanimously.

RVP McCabe proposed a logo for the FAY local. This proposal failed with RVPs Curtiss, Winder, Ortiz, Christine, Bratcher and Lancaster voting in opposition.

NCE Onboarding Committee Member

RVP Merrick proposed that Bryan Martini (SUX) be named as the new NCE Onboarding rep. The proposal passed unanimously. (*conducted via telcon, 8/20/25*)

Seattle District Professional Standards Chair

RVP Winder proposed that Jessica Randall (ZSE) be named as the Professional Standards District Chair for the Seattle District. The proposal passed unanimously. (*conducted via telcon, 8/20/25*)

NSO Communications Rep

RVP McCabe proposes that Eric Goldman (PNS) be named as the new NSO Comms rep. The proposal passed unanimously. (*conducted via telcon, 8/20/25*)

New NATCA Benefit

National Benefits Chair, Jen Rivera (ZID) proposed that “Pleasure Bedding” be accepted as a new benefit for NATCA members. The proposal passed unanimously.

RNAV Charter Changes

RNAV Chair, Tom Thompson, proposed a change to the RNAV charter. The proposal passed unanimously. (see Appendix A)

Region X Tech Center, ACY

RVP Bratcher proposed establishing and chartering a new local for Region X, Tech Center, ACY (ETC). The proposal passed unanimously.

National Finance Committee Member (NAL)

RVP Lancaster proposed naming Bobby Scurlock (FS1) to be named as the new NFC member for NAL. The proposal passed unanimously.

ITC Charter

ITC Chair, Jason Doss (ZJX) proposed a new charter for the ITC. The proposal passed unanimously. (see Appendix B)

NTC Members

RVP Lancaster proposed adding the following two names to the National Training Committee:

Allen Casey (ESW)

Kristi Perigo (ZKC)

The proposal passed unanimously.

The NTC proposed naming Clint Lancaster (RVP NAL) as the NTC Vice Chair. The proposal passed unanimously.

Train the Trainer Course

RVP Lancaster briefed the board that the newly developed Train the Trainer course is ready for a Beta class. It was proposed that the course would cost around \$6,000 and would be given to the Reloaded Committee. The proposal passed unanimously.

Professional Standards New Zealand Trip Reimbursement

RVP Ortiz proposed that NATCA National reimburse two Pro Standard National Reps for the amounts of \$1,601.93 and \$1,349.74 they paid out of pocket for their work done on behalf of NATCA. The proposal passed unanimously.

IFATCA Budget

NATCA IFATCA Rep, John Murdoch (PHL), proposed an increase to the IFATCA budget by \$8,000 to cover the remaining obligations for 2025. The proposal passed unanimously.

World Controller Cup Sponsorship

Evan Munro (ZMA) proposed that NATCA sponsor the United States team at the World Controllers Cup 2025. There was no second, and therefore the motion was not heard.

ITC Personnel Additions

The ITC proposed naming Jason Doss (ZJX) be named as the ITC Chair. The proposal passed unanimously.

ITC Chair, Jason Doss (ZJX) proposed adding Luke Garner (D01) and Don Ellington (FLL) to be named onto the ITC. The proposal passed unanimously.

Reloaded Budget

Executive Vice President Devine proposed an increase of \$4,000 to the Reloaded budget to meet their obligations. This proposal passed unanimously.

Controller Peer Support Workgroup

The FAA and NATCA have agreed to form a Controller Peer Support workgroup to create the structure of a Controller Peer Support Program. President Daniels proposed the following members be named to the team:

Sarah Grampp (ZKC)- Lead

Martin Rameriez (ZLA)

Juwan Daniels (ZFW)

Crystal Kimber (ZLC)

The meeting adjourned at 3:40pm EST.

A handwritten signature in black ink, appearing to read 'Mick Devine', with a long horizontal stroke extending to the right.

Mick Devine
Executive Vice President

Appendix A

Retired NATCA Active Volunteers (RNAV) Auxiliary Charter

The Retired NATCA Active Volunteers (RNAV) Auxiliary shall be chartered for the following purposes: formulating and supporting programs that will promote membership among retired NATCA members; educating retirees about membership benefits; advancing the interests and well-being of both active and retired members; providing opportunities to support the active committees and creating forums for its members to exchange information of interest.

Composition:

Membership in the RNAV Auxiliary is comprised of all retired NATCA members in good standing.

An RNAV Executive Committee is tasked to ensure the Auxiliary fulfills its purpose. The RNAV Executive Committee shall be composed of a minimum of five (5) Auxiliary members appointed by the National Executive Board (NEB); a Chair appointed by the NATCA President; and the NATCA Executive Vice President. The NEB shall solicit volunteers from Auxiliary members to serve on the RNAV Executive Committee in November of even numbered years. Prior to the end of December in even numbered years, the President shall appoint Auxiliary members to the RNAV Executive Committee in accordance with these provisions.

Meetings:

The Committee should hold at least one remote meeting per month. During years when the NATCA Convention occurs, the committee shall, to the maximum extent possible, hold an in person meeting to coincide with the Convention.

In accordance with standard budgetary and financial requirements, the NATCA National Office shall reimburse committee members for normal and typical reimbursement of expenses for committee activities.

RNAV Executive Committee Roles and Responsibilities:

1. Brainstorm, evaluate, and implement methods and means for achieving the Auxiliary's purpose, goals, and objectives;
2. Establish ad hoc committees as appropriate and necessary;
3. Engage in fundraising, subject to the approval of the NATCA National Executive Board.

4. When appropriate, attend local, regional and national membership meetings.
5. Provide support at NATCA national membership events and functions whenever possible.
6. Support legislative activities, disaster response, NATCA Charitable Foundation and other membership fundraisers.
7. Promote union made products and services.

Once per year, provide the National Executive Board a written report summarizing the activities of the RNAV over the previous year and making recommendations for the upcoming year.

Appendix B

CHARTER OF THE NATIONAL AIR TRAFFIC CONTROLLER'S ASSOCIATION INFORMATION TECHNOLOGY COMMITTEE

Established pursuant to NATCA Constitution Standing Rule H-3(SRH-3)

Mission

The mission of the Information Technology Committee (ITC) is to provide oversight and guidance on matters related to information technology (IT) resources for NATCA and to develop, implement, administer, and support high-quality, state-of-the-art, and secure information technology resources across NATCA. The committee ensures that technology decisions align with the organization's needs and the direction of the National Executive Board (NEB).

Composition

The ITC shall consist of:

- At least six (6) NATCA members in good standing
- At least two (2) National Office staff representatives
- Two (2) RVPs (selected by the NEB)

Committee members are recommended by the ITC and approved by the NEB. The NEB appoints the Chairperson. The Committee elects the Vice-Chairperson to a two-year term starting September 1 of odd-numbered years.

Meetings

The Committee will hold at least two (2) in-person meetings annually. Additional in-person or virtual meetings may be scheduled as needed.

Roles and Responsibilities

- **Develop, implement, administer, and support state-of-the-art, high-quality IT resources for NATCA, including:**
 - Public Website
 - Member Website (internal)
 - Member Database
 - Grievance Tracking
 - Schedule & Leave Bidding Program
 - NATCA Online Store
 - Email Systems
 - Collaboration Tools (e.g., Microsoft Teams, Trello, etc.)
- **Annual Review & Reporting**

Review all IT-related contracts and services for effectiveness, value, and alignment with NATCA's goals. Submit findings and recommendations to the NEB by September 1 annually.
- **Inventory & Replacement Planning**

Maintain an inventory of all IT-related equipment with a value exceeding \$1,200. Develop and share a Proactive Replacement Plan with the NEB by September 1 each year.

Effective August 28, 2025