

NATCA National Executive Board Meeting  
Washington, DC  
November 11-13, 2025

The meeting of the National Executive Board was held on November 11, 2025, beginning at 9:06 am EST at the NATCA National Office, Washington, DC. 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 November 11, 2025, at 9:06am EST.

**Briefings**

**Shutdown**

The NEB discussed the ongoing government shutdown, the messaging going into another weekend as we go into the third zero-dollar paycheck, the President's tweet, staffing triggers, staffing levels and plans coming out of the shutdown which seems imminent.

**BWS / Annual Leave Status**

The NEB discussed the status of the ongoing BWS / Annual Leave negotiations on the local level. They discussed facilities which still haven't finished their negotiations, issues which are arising and national trends being discovered throughout the negotiations.

**ATX**

On the heels of the budget discussion, the NEB discussed ATX and looked for ways to make it more affordable for the union, and ways to make it as successful, yet look differently in an effort to significantly reduce the financial burden to the union.

### **National Legislative Committee**

NATCA NLC Chair, David Skarpohl (PHX) briefed the NEB on the ongoing campaigns the NLC is working on with regards to the current government shutdown. Additionally, David briefed the board on the plans and projects which the NLC will reengage on coming out of the shutdown.

### **UNUM Open Season**

RVP Bratcher briefed the NEB on the changes to the UNUM open season as a result of the government shutdown.

### **Aircraft Certification VSRP Rep**

RVP Rausch briefed the board that Scott Craig (ESW) be named the primary Aircraft Certification VSRP rep and Anthony Kenward (ESW) be named as the alternate.

### **NWP ARVP**

RVP Ortiz advised the board that Martin Ramirez (ZLA) was being named as the NWP ARVP.

### **FCT Committee**

RVP Bratcher advises the FCT Committee advises that Andrew Fowler (OSW) be named as the Chair and Shawn Foresberg (SAF) be named as the Vice Chair.

## **Proposals**

### **Untimely Voucher**

EVP Devine proposes reimbursing Jen Malloy (ZHU) for the untimely submission of \$331.68. This motion was approved unanimously. (*via telcon, 10/29/25*)

### **NATCA Annual Budget**

NFC Committee Chair Devin Carlito (ZSE), NFC vice-chair Rachel Gilmore (ZID), and the NFC joined the NEB to present a proposal for the 2026 NATCA budget. The NEB reviewed and discussed each budget line and made adjustments where necessary.

The NFC, NATCA President, and the Regional Vice Presidents, in accordance with Article 5, Section 8 of the NATCA National Constitution, unanimously approved the proposed 2026 budget. *See Appendix A*

### **NRX NFC Member**

RVP Rausch proposed Corey Glaze (ENM) be named as the Region X National Finance Committee Member. This proposal was approved unanimously.

## **NMI**

NMI President, Rick Thompson briefed the NEB on the status of NMI, including their financial status, the status of our leases for the different floors of NATCA, the mortgage balloon payment due in 2026, and status of any projects for the NATCA building.

President Daniels proposed Kevin Peterson (RNAV) be renewed for another three-year term for the NMI Board of Directors. This proposal was approved unanimously.

## **Logos**

RVP MacQueen proposed a logo for the CMH local. This proposal was approved unanimously.

RVP MacQueen requested three logos for the ZID local. These three proposals were approved unanimously.

RVP Curtiss proposed two Christmas logos for the ACK local. These proposals were approved unanimously.

## **NSW OSHA Rep**

RVP Bratcher proposed that Jonathan Mejia (IAH) be named as the next NSW OSHA Rep. This proposal was approved unanimously.

## **NSW NFC Member and Alternate Member**

RVP Bratcher proposed swapping NFC Member, Chris Espada (IAH) and NFC Alternate, Dantae Siders (DAL). This proposal was approved unanimously, making Dantae Siders the NSW NFC Member and Chris Espada the NSW NFC Alternate member.

## **Reloaded Committee Chair**

President Daniels proposed naming Sam Navarro (SEA) be named as the new Chair of NATCA's Reloaded Committee. This proposal was approved unanimously.

## **Drug and Alcohol Committee (DAC) Chair and Vice Chair**

RVP Merrick proposed that Martin Ramirez (ZLA) be named as the DAC Chair and Aaron Merrick (NCE RVP) be named as the Vice Chair. These proposals were approved unanimously.

## **NATCA Charitable Committee (NCF) Board of Directors**

NCF Chair Corrie Conrad proposed that Jason Boyde (PHL), Andrea Orr (RNAV), Kim Beckett (P80), Steve Lewandowski (Associate Member), and Krissy Lewandowski (ZMP) be named as the NCF Board of Directors. This proposal was approved unanimously.

## **NRX IFATSEA Member**

RVP Rausch proposed that Jason Holland (ENE) be named as the NRX IFATSEA Member. This proposal was approved unanimously.

### **Internal Grievance SO-25-01**

The NEB discussed internal grievance SO-25-01 in closed session. The NEB voted to dismiss this grievance in closed session.

### **Internal Grievance GL-25-01**

The NEB discussed internal grievance GL-25-01 in closed session. The NEB unanimously voted to dismiss this in closed session. *(conducted via telcon 10/11/25)*

### **Election Protest ZAU**

An election protest was submitted by Jeremy Ferg (ZAU) for the ZAU local elections. The National Election Committee recommended the NEB dismiss this protest. THE NEB voted unanimously to uphold the election and dismiss the protest. *(conducted via telcon 10/11/25)*

### **WSA ATSAP ERC Member**

President Daniels proposed Charles Howell (ZOA) be named as the WSA ATSAP ERC Member and Jenny Benjamin (ZDV) be named as the alternate. This proposal was approved unanimously. *(conducted via telcon 10/11/25)*

### **Offshore Automation ERAM First Course Conduct**

President Daniels proposed that Jaynes Kawashima (HCF), Bryan Yamanda (HCF), Jessica Senecal (ZAN), Martin Damron (ZAN), and Daniel Nicoll (ZAN) be named to the Offshore Automation ERAM First Course Conduct SMEs and Jonathan Leung (HCF) and Elijah McDonald (ZAN) be named as the alternates. This proposal was approved unanimously. *(conducted via telcon 10/25/25)*

### **TBFM Ops Team SME**

President Daniels proposed Jasmine Crump (ZTL) be named as the TBFM Ops Team CPC SME and Arthur Gwozdz (ZTL) be named as the TBFM Ops Team Primary TMC SME and Tyler Hemeon (ZBW) be named as the TMC SME Alternate. This proposal was approved unanimously. *(conducted via telcon 10/25/25)*

The meeting was adjourned at 2:23pm EST



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Mick Devine  
Executive Vice President

## Appendix A.

### INCOME

10 NNH	32,454,310.00
25 MEMBERSHIP & MARKETING DEPT	70,000.00
28 OSHKOSH	10,000.00
41 CONVENTION	10,000.00
65 COMMUNICATING FOR SAFETY	575,000.00
68 RETIRED NATCA ACTIVE VOLUNTEERS	-
2025 CONVENTION SET ASIDE (APPROVED IN 2023)	
INVESTMENTS INCOME	300,000.00
	\$
TOTAL INCOME	33,419,310

### SET ASIDE & F&E

#### F&E

2027 CONVENTION SET ASIDE	545,000.00
	\$
TOTAL SET ASIDE & F&E	545,000

### EXPENSES

10 NNH	16,520,658
11 NAL	91,430
12 NCE	109,800
13 NEA	245,800
14 NGL	266,300
15 NNE	122,800
16 NNM	174,050
17 NSO	288,410
18 NSW	200,700
19 NWP	240,880
20 SAFETY & TECHNOLOGY DEPT	140,000
21 POLITICAL & LEGISLATIVE	210,000
22 COMMUNICATIONS DEPARTMENT	100,000
23 NEGOTIATIONS	50,000
24 ARBITRATIONS	95,000
25 MEMBERSHIP & MARKETING DEPT	70,000
27 ONBOARDING	14,000
28 OSHKOSH EAA	230,000
29 OKC MEET AND GREETINGS	42,000
30 NATIONAL FINANCE COMMITTEE	85,000
31 NATIONAL CONSTITUTION COMMITTEE	25,000
32 NRX	274,800

33 TRIAL COMMITTEE	10,000
34 ENVIRONMENTAL PROTECTION	115,000
35 LEGAL RESEARCH	120,000
36 AFFILIATION FEES	337,000
37 PAYMENTS TO LOCALS	3,794,883
38 IFATCA	44,539
39 NATIONAL EXECUTIVE BOARD	160,000
40 ELECTIONS EXPENSES	8,000
41 CONVENTION	496,110
42 NATCA ACADEMY	800,000
43 CONTRACT EXPENSES	300,000
44 RELOADED	54,000
45 NTSB REPRESENTATION	40,000
46 POLICY/RESEARCH	9,150
47 LEVEL 4-9 FACREPS	45,000
48 SCHOLARSHIP	71,000
49 NATCA IN WASHINGTON	1,000,000
50 NATIONAL LEGISLATIVE COMMITTEE	200,000
51 NATIONAL SAFETY COMMITTEE	80,000
52 INFORMATION TECHNOLOGY	575,000
53 IT COMMITTEE	43,000
54 OUTREACH EXPENSES	215,000
55 OSHA COMMITTEE	20,000
56 BENEFITS TO MEMBERS	565,000
57 ADVOCACY PROJECT	840,000
58 OWCP COMMITTEE	16,000
59 AIR SAFETY COMMITTEE	35,000
60 OJTI COMMITTEE	15,000
64 NATCA BENEFITS COMMITTEE	40,000
65 COMMUNICATING FOR SAFETY	2,200,000
66 ORGANIZING COMMITTEE	75,000
67 GRT WORKGROUP	28,000
68 RETIRED NATCA ACTIVE VOLUNTEERS	10,000
69 PROFESSIONAL STANDARDS	20,000
70 DRUG & ALCOHOL COMMITTEE	24,000
71 AIRSPACE COMMITTEE	30,000
73 NCF-NATCA	3,000
74 IFATSEA	12,000
75 CISM	8,000
76 RIGHT FROM THE START	30,000
77 DISASTER RESPONSE COMMITTEE	24,000
78 NATCA SAFETY TECHNOLOGY LEADERSHIP COUNCIL	20,000
79 TRAINING COMMITTEE	20,000
83 UNION SYNERGY COMMITTEE	20,000
87 NCEPT	7,000
88 ELECTION SUPPORT COMMITTEE	15,000
90 NATIONAL HISTORICAL COMMITTEE	18,000
91 TRAINING CONFERENCE	650,000
92 COMMUNICATIONS COMMITTEE	15,000
	\$
TOTAL EXPENSES	32,874,310
	\$
NET INCOME	0

