

NATCA National Executive Board Meeting
Atlanta, GA
December 9-10, 2025

The meeting of the National Executive Board was held on December 9, 2025, beginning at 9:03 am EST at the Westin Peachtree Plaza, Atlanta, GA. 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

Briefings

Constitution Interpretations

In accordance with Article XIV, Section 4 of the NATCA Constitution, constitutional interpretations were requested for SRH-14, Article VI, Section 2, and SRG-14. The findings of the Constitution Committee are attached in Appendix B of these minutes.

Article 32/34/24 Negotiation Status

The NEB provided an update to the statuses of schedule and leave negotiations throughout the country. RVPs briefed the facilities that were not yet complete, the roadblocks to an agreement, and the plans being taken going forward.

SRI-5 Request

Kelsey Barfield (BHM) addressed the NEB in accordance with SRI-5.

NATCA's Discord Channel

The NEB discussed the next round of changes to the national Discord channel. The board discussed a channel which would have easy to access links to MOUs, Contracts, Constitution and agreements.

Recruitment and Retention MOU

The NEB discussed the recruitment and retention MOU facilities to see successes and failures including methods and means of getting new facilities onto the list.

NEB Meeting Changes 2026

The NEB approved the swapping of locations of the May and June meetings. The meeting dates will be the same with May now being in GEG and June being in JNU.

The NEB approved the date change of the July meeting in Nashua, NH to August 4-6.

Enhanced CTI Meet and Greets

The NEB discussed the need to have a presence in CTI schools whose graduates can go directly to an FAA facility. The NEB discussed the need to be able to speak with them as we do with students in the FAA academy. This idea was pushed to the Organizing committee to further look into the logistics of this idea as well as opening up the ability for those students to join a public NATCA discord channel to receive more information.

Right from the Start / Collaboration Facilitators

The NEB discussed the current usage of the Right from the Start program and the collaboration facilitators including their usage and challenges faced with the programs. Much of the roadblocks discussed were in relation to their lack of travel.

UNUM Open Season

RVP Bratcher briefed the NEB on the UNUM open season which was disturbed by the Government shutdown. The open season was extended and now ends on January 16.

Ohio State Coordinator

RVP MacQueen advised the NEB that Brooke Dawson (ZOB) was being named the new Ohio State Coordinator.

Pay Calculator

National Pay Committee Chair, Aaron Wilt (ZDC) and ITC Chair, Jason Doss (ZJX) briefed the NEB on the pay calculator and the issues that the calculator has proven with regards to the reimbursement of pay for our members post shutdown.

Dallas Area Professional Standards District Chair

RVP Bratcher advised that Juwan Daniels (ZFW) is being named the Dallas Area Professional Standards District Chair Mentee.

Staffing

RVP Curtiss and NNE ARVP Jake Detwiler (ZBW) briefed the board on the staffing situation of the next eight years. They showed a year-by-year breakdown of our CPC levels from 2025-2033.

Proposals

Website Administrator

President Daniels proposed that Joumana Ladue be hired as the Website Coordinator. This proposal passed unanimously. *(conducted via telcon 12/4/25)*

NATCA Staff Leave Cash Out

The NEB unanimously approved the cash-out of annual leave for three NATCA employees in closed session. *(conducted via telcon 12/4/25)*

The NEB unanimously approved the cash-out annual and sick leave of a NATCA employee in closed session. *(conducted via telcon 11/26/25)*

Untimely Voucher

Executive Vice President proposed an untimely voucher for Dawn Johnson (ZTL) for \$75.00. This proposal passed unanimously. *(conducted via telcon 12/4/25)*

National Legislative Committee Budget Increase

Executive Vice President Devine proposed an increase to the National Legislative Committee budget of \$71,070. This proposal passed unanimously.

NRX Collaboration Facilitator (CF)

RVP Rausch proposed Homer Benavides (EGL) be named as the next NRX CF. This proposal passed unanimously.

Federal Contract Tower (FCT) Charters

RVP Bratcher proposed the chartering of the following FCT facilities: MIE, PIH, OGD, SFF, TIW and GRI. This proposal passed unanimously.

Logos

RVP Winder proposed logos for NNM and the GEG local. These proposals passed unanimously.

RVP Bratcher proposed a logo for the FTW local. This proposal passed unanimously.

NGL Alternate Legislative Rep

RVP MacQueen proposed that Michelle Toth (ZOB) be named as the new NGL Alternate Legislative Rep. This proposal passed unanimously.

Strategy and Pay Discussion

After the discussion about staffing, the NEB all agreed on the importance of recruitment and retention. EVP Devine discussed an idea to form a workgroup to review an additional pay strategy. President Daniels discussed the importance of pursuing multiple avenues for pay and compensation and the NEB working together on these issues. During a closed session, the NEB agreed to further explore additional avenues to create opportunities that benefit member compensation. EVP Devine and RVP Merrick were tasked with identifying potential dates for upcoming meetings on this and other ideas and strategies.

NATCA Financial Policy Changes

NFC Chair, Devin Carlisto (ZSE), NFC Vice Chair Rachel Gilmore (ZID), RVP Lancaster and RVP Winder proposed changes to the NATCA financial policy. An in-depth briefing of the changes was given and this proposal passed unanimously. These changes will take effect on January 23, 2026. *See Appendix A.*

ERAM Tech Rep

President Daniels proposed that Jovan Murrell (ZTL) be named as the new ERAM Tech Rep. This proposal passed in closed session.

ERAW Implementation Rep

President Daniels proposed that Chris Perkins (ZDC) be named as the new ERAW Implementation Rep. This proposal passed in closed session.

Internal Grievance X-25-01

President Daniels presented the NEB with Internal Grievance X-25-01. The NEB voted to dismiss this grievance in closed session.

Technical Training Airspace and Procedures SME

President Daniels proposed that Melanie Lugar (ZOB) be named as the new Technical Training Airspace and Procedures SME and Kymberlee Hagan (F11) be named as the alternate. This proposal passed in closed session.

ATSAP ERC Analyst

President Daniels proposed that Jeremy Hroblack (LAX) be named the ATSAP ERC Analyst and Chris Thrasher (ZTL) be named as the alternate. This proposal passed in closed session.

ATSAP AAT Analyst

President Daniels proposed that Jenny Benjamin (ZDV) and Randy Merrihew (F11) be named as the ATSAP AAT Analysts and RJ Ball (PIT) be named as the alternate. This proposal passed in closed session.

The meeting was adjourned at 3:35 pm EST on December 10, 2025.

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

Financial Policy

Electronic Vouchering Through Concur

In accordance with Standing Rule F-20, requests for reimbursement submitted more than 180 days after the date of the expense, or 360 days for local internet reimbursement, are considered untimely and will not be processed for payment. However, there may be circumstances where reimbursement cannot be requested within the timeframes. Any member seeking reimbursement beyond 180 days (or 360 days for local internet reimbursement) may submit a written request to the National Executive Board for consideration. All such requests must be submitted through the office of the Executive Vice President and must include written justification for the delay. Approval of these requests will be determined on a case-by-case basis.

Receipts

An itemized receipt is defined as a receipt that accounts for all items, food, drink, and/or services purchased. Itemized receipts for all expenses, including meals, shall be submitted if an itemized receipt is provided or available at the time of purchase. In the case of a lost receipt, additional information may be requested.

Meals

For individuals conducting official Union business, NATCA will reimburse the reasonable cost of meals if proper receipts are submitted. The maximum reimbursable amount (before tax and tip) per meal is as follows:

Breakfast: \$30 per person

Lunch: \$30 per person

Dinner: \$65 per person

If the expense includes guests not affiliated with NATCA, the maximum reimbursable amount may be reasonably exceeded with the approval of the President or Executive Vice President. Budget Managers may exceed the above-listed amounts at their discretion; these expenses shall be charged to the Manager's budget as appropriate.

If an individual is paying for the meals of others, the names and titles of those individuals must be noted with the submission for reimbursement. In addition, the following information must be listed on the receipt:

Air/Rail/Bus Travel: Individuals traveling for official Union business must purchase non-refundable tickets. Travelers should purchase the lowest cost flexible fare available, in the event travel plans change. Tickets should be purchased as far in advance as practical

Appendix B Constitution Interpretations



NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
NATIONAL CONSTITUTION COMMITTEE

I N T E R P R E T A T I O N

DATE: October 31, 2025

RE: Contract Ratification

The Constitution Committee received an interpretation request in accordance with Article XIV, Section 4 of the National Constitution from Stephen Brown (ZKC). Stephen requested an interpretation of Article VI, Section 2 of the National Constitution. The following is the email transcript from Stephen:

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

I understand this to read that any new CBA - or contract extension - must be sent to membership for ratification.

The Question:

The committee framed the interpretation request into a question:

Does any new CBA or contract extension need to be sent out to the membership for ratification?

Our Response:

To properly answer the question, we need to recognize definitions of several terms and the historical context which is relevant to Article VI, Section 2 and the question posed.

Negotiated term agreements are formal, binding contracts between an employer and a labor union that result from term negotiations.

The FLRA Office of General Counsel Unfair Labor Practice Case Law Outline defines term negotiations with the following:

Section 7114(a)(4) of the Statute states that both parties shall meet and negotiate in good faith for the purpose of arriving at a collective bargaining agreement. Bargaining for an initial or successor contract is referred to as term negotiations.

[https://www.flra.gov/system/files/webfm/OGC/ULP%20Case%20Law%20Outline/08.15.17%20Updated%20ULP%20Case%20Law%20Outline%20\(Bookmarked\).pdf](https://www.flra.gov/system/files/webfm/OGC/ULP%20Case%20Law%20Outline/08.15.17%20Updated%20ULP%20Case%20Law%20Outline%20(Bookmarked).pdf)

The phrase “term agreement” is synonymous with “Collective Bargaining Agreement (CBA).” The phrases are used interchangeably in FLRA Authority Decisions, Administrative Law Judge (ALJ) decisions, as well as CBAs throughout the private and public sectors.

Negotiations which take place during the term of an executed term agreement are referred to as “mid-term negotiations” or “mid-term bargaining.” Both terms, mid-term negotiations and mid-term bargaining, are found in the FLRA Office of General Counsel Unfair Labor Practice Case Law Outline document as well as many FLRA Authority and ALJ decisions. Mid-term bargaining pertaining to items covered and not covered by the Slate Book term agreement is discussed in Article 7 of the Slate Book.

NATCA has historical precedent of extending existing collective bargaining agreements in both the public and private sectors. Since 2001, when President John Carr extended the 1998 Green Book and amended the Green Book to cover the TMC/S and US NOTAM Office Bargaining Units, NATCA has mid-term bargained to reach agreements to extend the end date of contracts 17 times (See Appendix 1). There have been 10 instances of public sectors CBAs being extended and 7 instances of private sector CBAs being extended. To the knowledge of the Committee, none of the previous CBA extensions have been sent to the affected bargaining unit for ratification.

There is ample evidence provided by the FLRA, administrative law judges, and other private and public sector Union CBAs which demonstrate that term agreements and mid-term agreements are two separate and distinct negotiations and agreements. The 2024 extension of the Slate Book was completed via a mid-term MOU agreement (See Appendix 2) and thus does not execute a new term agreement. There is also the historical precedent of NATCA not invoking Article VI Section 2 of the National Constitution for the ratification of mid-term bargained CBA extensions.

The Committee is in consensus that the National NATCA Constitution only requires a ratification vote for term agreements. There is no provision in the National NATCA Constitution for the ratification of mid-term agreements.

Respectfully submitted,

National Constitution Committee

Appendix 1

Jan 2001 – President John Carr signs an extension of the 1998 Green Book adding TMC/S and US NOTAM Office Bargaining Units to the already covered Air Traffic Bargaining Unit.

Sept 2003 – President John Carr signs a 2 year extension of the 1998 Green Book.

Mar 2012 – President Paul Rinaldi signs a 4 year extension of the 2009 Red Book.

Aug 2014 – President Paul Rinaldi signs a 3 year extension of the 2011 Light Blue Book (Multi-Unit CBA).

April 2017 – President Paul Rinaldi signs a 4 year extension of the 2013 Purple Book (Staff/E&A/ATSS CBA) and a 3 year extension of the 2011 Light Blue Book (Multi-Unit CBA).

Mar 2020 – President Paul Rinaldi signs a 2 year extension of the 2016 Midwest ATC Service, Inc. CBA.

Feb 2021 - President Paul Rinaldi signs a 10 month extension of the 2016 Robinson Aviation, Inc CBA.

Mar 2021 – President Paul Rinaldi signs a 3 year extension of the 2013 Purple Book (Staff/E&A/ATSS CBA) and the 2011 Light Blue Book (Multi-Unit CBA).

May 2021 – President Paul Rinaldi signs a 5 year extension of the 2016 Slate Book.

Jan 2022 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Jan 2022 – President Rich Santa signs a 5 year extension of the 2016 Midwest ATC Service, Inc. CBA.

Jan 2023 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Jan 2024 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Dec 2024 – President Nick Daniels signs a 5 year extension of the 2016 Slate Book.

Jan 2025 – Art 57 of CBA invoked. 1 year renewal of the 2016 Robinson Aviation, Inc CBA.

Appendix 2

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND THE
FEDERAL AVIATION ADMINISTRATION**

This Memorandum of Understanding ("MOU" or "Agreement") is made by and between the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "the Union") and the Federal Aviation Administration, U.S. Department of Transportation ("FAA" or "the Agency"), collectively known as "the Parties."

This Agreement represents the complete understanding of the Parties at the national level concerning the extension of the Collective Bargaining Agreement that became effective July 24, 2016, and as renewed by the parties through a Memorandum of Understanding dated May 3, 2021 ("2016 CBA" commonly referred to as the "Slate Book").

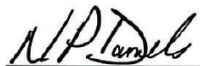
Section 1. Effective with the signing of this Agreement, Article 106 Section 1 of the 2016 CBA shall be amended to adjust the duration of the CBA to remain in effect until August 1, 2029.

Section 2. All local, regional and national agreements/past practices reached since the effective date of the 2016 CBA shall remain in full force and effect for the duration of the extension to the CBA or until the specific expiration date identified in any particular agreement. The Parties at the national level by mutual agreement may jointly elect to amend the 2016 CBA.

Section 3. This Agreement does not constitute a waiver of any right guaranteed by law, rule, regulation or contract on behalf of either Party.

Signed this 18th day of December 2024.

For the Union:

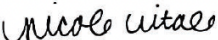


Nick Daniels
President

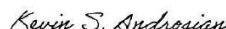
For the Agency:



Michael G. Whitaker
Administrator



Nicole Vitale
Director of Labor Relations



Kevin Androsian
Executive Director, Labor and Employee
Relations



NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
NATIONAL CONSTITUTION COMMITTEE

I N T E R P R E T A T I O N

DATE: November 8, 2025

RE: SRG-14

The Constitution Committee received an interpretation request in accordance with Article XIV, Section 4 of the National Constitution from Kelsey Barfield (BHM). Kelsey requested an interpretation of Standing Rule SRG-14. The following is the email transcript from Kelsey:

I am formally requesting an interpretation of SRG-14. Specifically, policy and procedure for implementation. The verbiage stating "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". The way this reads it suggests that an internal grievance is not needed. With that note, I am also requesting how it differs from Article XIII Internal Grievance; of the NATCA Constitution.

Our Response:

The Constitution Committee finds it prudent to first note the scope of our authority with interpretations. The Committee's role is limited to interpreting the language adopted by the Convention body. The Committee does not create or interpret policy, nor does it determine procedures for implementation.

There is a mandate in the Labor-Management Reporting and Disclosure Act (LMRDA) at 29 U.S.C. Section 411(a)(5) that "No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for nonpayment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) give a reasonable time to prepare his defense; and (C) afforded a full and fair hearing." Consequently, NATCA can't investigate under SRG-14 and then, for example, expel or "otherwise discipline" a member without following the procedures in the LMRDA, which NATCA has incorporated into its internal grievance process.

While SRG-14 authorizes NATCA to investigate sexual harassment or retaliation without awaiting a grievance, an individual cannot be removed from an elected or appointed office without following the procedures in Article XIII. Article XIII of the NATCA Constitution establishes the internal grievance process—a formal, member-initiated procedure through which active members may file complaints regarding the conduct or action of the Association, its officers, or its members. It requires a written submission within prescribed timelines and provides for a structured hearing and appeal process.

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If there is a desire for disciplinary action, a member may still choose to file an internal grievance under Article XIII related to the same underlying conduct while NATCA fulfills its separate obligations under SRG-14 to investigate such conduct. Though, for SRG-14 to be compliant with the LMRDA, any disciplinary action referenced in SRG-14 can only be enforced through the process outlined in Article XIII. Much of SRG-14 has comparable language to NATCA's Code of Conduct, which is already authorized by SRG-11 of the NATCA bylaws.

Respectfully submitted,

National Constitution Committee



NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
NATIONAL CONSTITUTION COMMITTEE
14333 Red Cardinal Ct. Windermere, FL 34786
386-295-1086

I N T E R P R E T A T I O N

DATE: June 16, 2025

RE: Collective Bargaining Unit Representatives

The Question:

The Constitution Committee received an interpretation request in accordance with Article XIV, Section 4 of the National Constitution from Ryan Feil (EAL). Ryan specifically cited SRH-14 in the interpretation request. The questions relate to collective bargaining unit representatives:

- How is a member supposed to be selected to represent a bargaining unit for NEB approval?
- Should the LEB submit a recommendation to their respective RVP?
- Can the RVP select a candidate without the local union's input for NEB approval?
- Is an election required if two people (or more) are interested in a bargaining unit's union representative position?

SRH-14 Collective Bargaining 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.

Our Response:

How is a member supposed to be selected to represent a bargaining unit for NEB approval?

Any representative position recognized by collective bargaining agreements that does not have provisions for an election or selection process in the National Constitution, Standing Rules, or Policy & Position Statements requires the approval of the National Executive Board (NEB). SRH-14 does not lay out a process for such NEB approval.

Should the LEB submit a recommendation to their respective RVP?

There is nothing in SRH-14 that would preclude a Local Executive Board (LEB) from submitting a recommendation to a Regional Vice President (RVP).

Can the RVP select a candidate without the local union's input for NEB approval?

SRH-14 does not require an RVP (or any member of the NEB) to seek Local input before recommending a candidate to the NEB.

Is an election required if two people (or more) are interested in a bargaining unit's union representative position?

SRH-14 only applies to positions that do not have a process defined elsewhere in the National Constitution, Standing Rules, or Policy & Position Statements. In these instances, an election is not required.

Aside from answering the questions above, the Committee would like to point out that if a Local elects a representative pursuant to its Local Constitution, that individual maintains their representational role within the Local. However, the NEB retains discretion to determine whether that individual will be designated as the representative for broader regional or national roles under the Collective Bargaining Agreement. The RVP may, for operational, strategic, or qualification-based reasons, decline to forward the elected individual for NEB approval in those broader capacities. This does not invalidate the individual's local election; it simply limits the scope of their authority to local-level functions.

Respectfully submitted,

Elisa Muise

National Constitution Committee