The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:

Paul Rinaldi, President
Patricia Gilbert, Executive Vice President
Larry Lescanec, Alaska Regional Vice President
Kevin Peterson, Central Regional Vice President
Phil Barbarello, Eastern Regional Vice President
Bryan Zilonis, Great Lakes Regional Vice President
Mike Robicheau, New England Regional Vice President
Jim Ullmann, Northwest Mountain Regional Vice President
Victor Santore, Southern Regional Vice President
Tim Smith, Southwest Regional Vice President
Hamid Ghaffari, Western Pacific Regional Vice President
Mike MacDonald, Region X Vice President
Barry Krasner, Executive Director

Guests:


Old Business

Fatigue: The joint team met in the beginning of January and drafted changes to the 7210.3 to allow for combining positions and granting recuperative breaks on the midnight. Additionally the parties have been jointly developing the Fatigue Risk Management System (FRMS) structure and associated charter. The joint team is also developing the structure and procedures for the FRMS Steering Committee (FSC). The FRMS and FSC will continue to recommend and implement ongoing fatigue initiatives. (Barbarello – Open)

Currency Requirements: We continue to work the issue of currency requirements for TMCs collaboratively. Several concepts have been vetted and the parties are very close to an agreement. We are trying to gain a clear understanding of the work that needs to be accomplished in the different facility type units. (Barbarello – Open)

ZMA/ZHU/ZAB Update: We are moving forward to schedule an arbitration for ZAB, and returning to the arbitrator who retained jurisdiction for resolution for ZMA and ZHU. Scot Morrison, Arbitration Advocate and National Validation Team member will serve as an advocate along with a NATCA LR attorney. (Santore – Open)

Flight Deck Training: NATCA and the FAA have reached a tentative agreement on the number of flights (Air Carrier/Air Cargo, General Aviation, and Military) for the roll out of the Flight Deck Training Order. NATCA is also working with the FAA to incorporate
some of the lessons learned from the current FDT program into the full FDT Order. We will research and advocate a program for DOD controllers. We have added this to the CSC agenda. If a program is even possible, it will take some time and include several Agencies and maybe even Department level work to accomplish. (Ghaffari – OPEN)

**Course Management system for the NATCA Academy:** Looking for additional vendors that can help NATCA with the design of the "Moodle" Course Management System. (Ghaffari – Open)

**Arbitration Advocacy I and II:** No change (Ghaffari – Open)

**Secretary/Treasurer, FCT, OWCP, OSHA, Drug/Alcohol, ART 48 Classes for 2012:** We continue to work with our NATCA subject matter experts to update these courses. (Ghaffari -Open)

**Health Order:** Language of the Order is down to a few words not in agreement, and we are checking to see if there was also a change to the hearing requirements. We are working the color vision MOU and MedExpress MOU as part of the Order now. Barry has joined the group for work on the MOUs. Dr. Quay Snyder has been very helpful. Hope to close this out before our next NEB meeting. The board can determine if we need to have a discussion on the MOUs. (Santore – Open)

**Dues Workgroup:** No new activity to report. (MacDonald – Open)

**Shared Services Update:** The agency has expressed their intent to combine AQS200 employees in PASS, AFSCME and NATCA into one bargaining unit. A meeting is scheduled for the second week in March to discuss this with the agency. (MacDonald – Open)

**Furlough Fund:** We are still soliciting for repayment from those who received assistance. Thank you notes were just sent to those who donated to the fund. The fund sits at just over $90K. The NEB agreed that those that have not repaid the fund will be ineligible for further assistance if the program is needed again. (Gilbert – Open)

**Guam Base Privileges:** PACOM rejected the proposed Service Level Agreement. Their reasoning was that they have no control over 3 levels of benefits, controlled by 3 different groups. DOT will again reach out to DOD for resolution. (Gilbert – Open)

**Historical Committee:** The committee is scheduled to meet in DC at the National Office on March 1st. (Gilbert – Open)

**OSI:** We are researching to determine if those individuals that fell within the pay bands have started receiving their compensation yet. We still have a handful of people who believe they were missed in the initial settlement for those that exceeded the pay bands. We are working with the agency to verify if these people were missed or not entitled. (Peterson – Open)

**ERAM:** The latest ERAM software (EAB1300) release date has been delayed until April 19, 2012; to ensure the IOC facilities have issues addressed to allow for longer live operational runs. An updated view of operational run plans was discussed at the ERAM Steering Committee meeting in Houston and will continue to be refined. There has been
an issue with getting BUE’s who have volunteered and been selected as ERAM Terminal SME’s released from some facilities, due to staffing. The FAA has provided a list of 20 facilities the agency considers to have adequate staffing numbers to ensure personnel selected as SME’s could be released, and we are currently working on solicitations in an attempt to increase our available resources. (Ullmann – Open)

**National Office IT:** We are close to executing the contract with Delcor. Looking to start the transition to their hardware systems a week after the convention. This will include the hiring of a Delcor employee to work in the National Office once per week for the first year to assist National Office employees. (Robicheau – Open)

**PL 92-297 v. OPM MRA:** No new information to report. (Gilbert – Open)

**2012 Convention:** The last committee meeting is scheduled for the 1st week of March. Eight hundred and seventy people are currently registered to attend. NATCA’s General Counsel has advised that the proposed resolution zeroing out seniority for members who are granted age 56 waivers is unlawful. Other resolutions are being researched by GC as well. (Ullmann – Open)

**Expense Policy amendment:**
Gilbert Motion to use Concur for travel for the SRF-12 locals.
Barbarello Seconded
Motion passed with Ghaffari voting against. (Gilbert – CLOSED)

**Training Review Board Class:** The course is being developed for an introductory class in October 2012. (Smith – Open)

**Management Development Programs:**
Ghaffari Motion to adopt the following National Executive Board policy:
Zilonis Seconded

Vote passed unanimously

*In the event any bargaining unit member applies for or is selected for an official management development program (i.e. ATLDP, PEL, etc), he/she shall immediately vacate any presently held elected/appointed Union position.*

*He/she shall not be eligible to run for or hold office, or be appointed to any position within the Union for a period of 12 months after their application or completion/termination of an abovementioned program whichever occurs later.*

(Ghaffari – CLOSED)

**Facility Staffing and Ongoing Initiatives:** A letter is being drafted to send to the FAA to rework facility-staffing numbers. (Gilbert/Barbarello-Open)

**New Business**

Closed session with General Counsel
**Seniority:** The NEB and General Counsel discussed the recent FLRA decision on seniority. The NEB agreed that rather than change seniority a week before convention, and then possibly again immediately following, that we would seek an extension of the FLRA in order for the delegates to take action on the policy. NATCA has 30 days to comply with the decision and 60 days to appeal. If the FLRA does not grant an extension then we will file our intent to appeal in order to allow the delegates to determine a policy to include but may not be limited to the FLRA decision of Feb 13th, 2012. (Rinaldi – Open)

**NEB Meetings:** Changed the June meeting to 7-9 due to the RTCA symposium on June 5-6. (Rinaldi – CLOSED)

**Drug and Alcohol Committee:** The National Executive Board will be formalizing a committee to deal with concerns related to the agency’s Drug and Alcohol rules and regulations. The committee would be a resource for NATCA facility reps to utilize when additional subject matter expertise is needed. This team can also be used to further educate the reps and members on their rights, and more importantly their responsibilities, as federal employees in safety sensitive positions. (Barbarello/Santore – Open)

**Just Culture:** The existing Just Culture pilot program is experiencing some challenges with national level funding and facility resources. As such, the parties at the national level will jointly work together to address these issues and/or modify the current pilot program. (Ghaffari – OPEN)

**CISM:** The National Executive Board has agreed to add Krystal Causey from ZMA to the CISM Team as a peer debriefer. (Ullmann - CLOSED)

**Basic Rep Training Fall Class:** A newly scheduled class will be conducted the third week of September with the exact time and place TBD. (Ghaffari – CLOSED)

**Boots on the Ground/2012 Election/PAC strategy:** There was a lengthy discussion on the areas where we will insert program participants, as well as the degree and timing of support for all 2012 candidates, took place with the NEB, Government Affairs Director and NLC chairman. (Rinaldi/Gilbert – Open)

**Midwest Contract Analysis:** Barry will have the LR Department analyze the current contract and make a recommendation to the NEB on future contract negotiations. (Krasner – Open)

**National Training Rep:** There is interest in securing an additional national training rep to handle the increasing workload and initiatives. We will approach the agency with our interest in adding the additional position. (Barbarello – Open)

**Basic Legislative Class:** Robicheau will approach Steve Weidner about the process used for registration and approval authority for the basic legislative class in order to bring it inline with the other NATCA Academy classes. (Robicheau – Open)

**Article 32 Decision:** The NEB agreed that application of this decision may be best worked with the FAA as the Facility Staffing work commences. (Gilbert – Open)

**Corporate Membership:** The National Executive Board denied the corporate
membership for Israel Aerospace Industries. (Rinaldi – CLOSED)

**BBS reinstatement:**
Santore Motion to reinstate Vito Martone
Gilbert Seconded

Vote passed unanimously (Santore – CLOSED)

**Constructive suspensions:** Language in FAA Reauthorization related to remedies for MSPB cases needs to be acted upon. We will be reviewing our options for previous MSPB cases where a remedy was not awarded. (Krasner/Santore – Open)

**Internal Grievance SO-12-01:** Grievant Pauli Thomas v. Charged Party Rich O’Hara. The NEB voted to dismiss this internal grievance. (Closed)

**Erica Locke Tuition Reimbursement:** Erica Locke’s tuition reimbursement was approved in accordance with SRF-14. Approved unanimously. (Closed)

**James Keith Tuition Reimbursement:** James Keith’s tuition reimbursement was approved in accordance with SRF-14. Approved unanimously. (Closed)

**Briefings**

**Collaboration and Employee Viewpoint Survey:**
Russ Miller briefed on the status of the Collaborative workgroup progress including the tenure of the Regional Coordinators. The National Executive Board provided feedback on what they are seeing in the field. Russ also spoke on the importance of our full participation on the Employee Viewpoint survey. We are currently working the logistical issues of getting the survey to our members and getting them the time to take the survey.

**Airspace & Procedures:**
Jim Davis, NATCA’s National Airspace representative briefed on the benefit of establishing a National Airspace Committee. The purpose of the committee would be to coordinate airspace activities nationwide and to make recommendations on policy related to technology associated with airspace redesign. They would be a resource to NATCA reps and the National Executive Board with subject matter expertise on airspace and procedural changes. The committee would also build relationships with industry. The National Executive Board established an ad-hoc committee to work on a charter for a potential airspace and procedures committee. The charter will be presented to the National Executive Board at the next Board meeting.

**Member Benefits:**
George Regitko briefed on NATCA’s long-term disability plan and the current open enrollment period. The National Executive Board will continue sending information to the membership for the current open enrollment season highlighting the benefits and importance of the plan. Open season started February 1st and runs until April 30th.

John Bratcher, NATCA’s Benefits Committee Chairperson explained the details of the enrollment competition between regions. Site visits are set up for 18 different geographic areas so members can speak directly to the plan benefits and answer questions.

**National Validations:**
Mike Meredith briefed on facility level adjustments for terminal facilities. He also spoke to the status of the current enroute software used for counting and what problems are associated with it. Work has begun on making the mix formula more precise.

**Enroute Stage Redesign:**
Aaron Fishman briefed on the curriculum redesign for enroute training. We will be adopting new methods for training including the use of new technologies to assist with learning. Current standards and content are under review. It is expected that the new curriculum will focus on pertinent information that will be reinforced with normal work activities. Criteria will be jointly developed to determine site selections to pilot each stage of training.

Patricia Gilbert
Executive Vice President