
**NATCA National Executive Board Teleconference
February 12, 2008**

The teleconference was called to order by President Patrick Forrey and the following individuals were in attendance:

Paul Rinaldi, Executive Vice President;
Ricky Thompson, Alaskan Regional Vice President;
Howard Blankenship, Central Regional Vice President;
Phil Barbarello, Eastern Regional Vice President;
Mike Robicheau, New England Regional Vice President;
Scott Farrow, Northwest Mountain Regional Vice President;
Mike MacDonald, Region X Regional Vice President;
Victor Santore, Southern Regional Vice President;
Darrell Meachum, Southwest Regional Vice President;
Hamid Ghaffari, Western Pacific Regional Vice President.

Also present were Adell Humphreys, Eugene Freedman, Rita Graf and Marc Shapiro.

Grievances: Several NATCA representatives have questioned if they could refrain from referring to a specific contract when filing grievances at the local level (in order to avoid the problems that have been ongoing with the "Green Book/White Book" issues). Mr. Barbarello recently held a teleconference with NATCA's Labor Relations staff to discuss this and see if there were any ways that this could be used to assist our representatives. Mr. Shapiro believes that doing so could signify some sort of change to the Agency that might indicate NATCA's concession to the provisions of the White Book. Mr. Forrey suggested that NATCA reps consider utilizing the provisions of Article 8/Partners in Problem Solving (which is identical in both the Green and White books).

Mr. Santore noted that members in his region are becoming more and more frustrated with the Agency's refusal to acknowledge grievances. Several of his reps have stopped referring to a specific contract in their grievances in order to get management to listen to their issues (even though they take no further action). He suggests that members file grievances but not reference a specific contract; if the FAA questions under which contract the grievance is being filed, the member should force the question back on the FAA. If the FAA then refuses to hear the grievances, we should file a ULP. Mr. Shapiro believes such action would be futile and recommends that members continue to reference the 2003 agreement since NATCA does recognize the imposed work rules. Mr. Barbarello suggested that language be drafted for members to use that would explain their issues to management and might move their issues forward. Such language would provide a paper trail. Mr. Shapiro agreed to prepare such language.

New Members - Status: Mr. Ghaffari noted that there have been several occasions when new hires are assigned directly to facilities in his region. After they sign up for NATCA membership, they are then sent to Oklahoma City for training. He questions if NATCA can represent these individuals while they're in training at Oklahoma City since, according to NATCA's FLRA certification, we cannot represent these individuals during their initial training at the FAA Academy. Mr. Ghaffari requested guidance from NATCA's counsel on this issue; Mr. Forrey agreed to discuss it with Deputy General Counsel Eugene Freedman.

ERRs: Mr. Ghaffari has learned that the Agency is getting ready to change their policy on ERRs and will allow developmentals to submit ERRs. Mr. Forrey will have NATCA's Labor Relations Department request an Article 7 briefing on this proposed change.

Controller Fatigue Issues: Mr. Meachum noted that NATCA has been emphasizing the controller fatigue issue for some time. Since the FAA has refused to work with NATCA on this issue, he suggested that NATCA work with the NTSB to try to develop some solutions to this ongoing problem. Mr. Forrey asked the RVPs to send him examples of problem situations so that he can communicate them to the NTSB. Mr. Meachum agreed to work with Chris Sutherland and Mike Redmond to assemble relevant information that can be sent to the NTSB.

Management Visit to ZTL: Mr. Santore recently brought Walt Cochran to ZTL to meet with controllers at the facility. There were very frank discussions about subjects including hiring practices, impending retirements and student loan debts that were eye-opening for Mr. Cochran. Mr. Santore suggested that these types of visits could be beneficial at other facilities.

Grievance Review Process: Mr. Barbarello has revised the grievance review process and requested input from the RVPs so that the process can be finalized.

Seniority/Contract Tower Employees: Mr. Blankenship has received questions from contract tower employees regarding their NATCA seniority. It was explained that for those employees who work at towers that have recently become NATCA contract tower facilities, their seniority starts on the date they began employment at that facility (not the date that the facility voted to join NATCA).

Legislative Update: Mr. Forrey reported that the House is expected to pass a suspension vote today that will result in a four-month extension until June 30. We believe that Senator Rockefeller will agree to this extension, despite the fact the House wants a resolution to the bill. We don't know if the user fee issue is going to be resolved in the near future. Mr. Forrey is trying to arrange a meeting with the AFL-CIO and House Speaker Pelosi's chief of staff to discuss our options.