
NATCA National Executive Board Teleconference
January 23, 2007

The teleconference was called to order by Executive Vice President Paul Rinaldi and the following individuals were in attendance:

Rick Thompson, Alaskan Regional Vice President
Howard Blankenship, Central Regional Vice President
Phil Barbarello, Eastern Regional Vice President
Bryan Zilonis, Great Lakes 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, NATCA Chief of Staff; Doug Hartman, NATCA ZAU; and Allen Figueroa, NATCA Training Manager.

Mentorship Program:

Doug Hartman has received a proposal from the National Labor College in support of his proposed mentorship program. The Labor College will design and conduct a survey of NATCA members to determine why they are or are not active in the union, along with demographic information. With this information, they will build a database that shows the types of programs and actions that build union activism. They will present their conclusions to the NEB along with recommendation for future programs. Phase one of the project is estimated to cost as much as \$100,000; however, Mr. Hartman believes the cost could be reduced to the \$50-60,000 range. At this time, he is requesting \$2,400 to begin the survey process during NATCA in Washington; the National Labor College will send staff to the conference in order to interview our members. Mr. Hartman will enter into further negotiations with the National Labor College to reduce the overall cost of the program. The NEB agreed to allocate \$2,400 for the National Labor College to conduct interviews with members during NATCA in Washington.

Airport Advertising:

Mr. Rinaldi reported that the ad program for airport billboards is in the final stages. Copies of the proposed ads will be sent to the NEB for review as soon as we receive a draft copy at the National Office.

Local Officer Training:

Mr. Rinaldi has spoken with National Finance Committee Chair Andy Heifner about the low turnout in recent local officer training classes. Much of this low turnout is due to the

fact that members are unable to get leave to attend the classes. As a result, we will now conduct local officer training during regional meetings.

Direct Payment of Dues:

Mr. Rinaldi is still investigating the possibility of members paying their NATCA dues via PayPal or a similar online service. The Department of Interior has notified NATCA that even though they failed to properly deduct NATCA dues from the paychecks of our members in Alaska, they will send NATCA a dues rebate check for the appropriate amount and will then request the dues money from the members. Mr. Thompson asserted that his members want to pay their dues directly to NATCA.

NATCA President Pat Forrey joined the teleconference at this point.

Anchorage TRACON Website:

FAA Security is investigating Anchorage TRACON's website (www.a11.natca.net) as a result of a complaint being lodged with the DoT IG website. Mr. Santore reported that the FAA recently confiscated two NATCA computers at Atlanta Tower due to allegations that inappropriate materials was being viewed on these computers via the FAA website; a police report was filed in order to have the computers returned to the union.

TMC Currency:

TMCs in the Western Pacific Region are now being required to maintain currency. National notice has been sent to the Agency that we want to bargain over this issue, as we believe there should be some sort of uniformity on maintaining currency. Gretchen McMullen is the NATCA LR contact for this issue.

CIP Grievances:

Kevin Sills is currently reworking a grievance template for local CIP grievances.

ETAP Arbitration:

Mr. Ghaffari noted that an arbitration witness list has yet to be prepared for this important arbitration. Mr. Rinaldi will follow up with Marc Shapiro to ensure a witness list is prepared promptly.

Electronic OPF:

Mr. MacDonald questioned the status of electronic official personnel files. Mr. Robicheau will follow up on this with NATCA's Labor Relations Department. Grievance Tracking System: Mr. Meachum reported that NATCA ZFW has recently filed over 70,000 grievances. Due to the volume of these grievances, the FacRep at ZFW is requesting a waiver which would allow his facility to file grievances without using the grievance tracking system, for a temporary, specified period of time. Mr. Rinaldi will discuss this with ONE U and inform them that there are several facilities that will fail to make the January 15 compliance deadline.

Official Time for Staff Specialists:

When the Agency imposed their work rules, they split the bargaining units and now give eight hours of official time to every building that has staff specialists. Discussion ensued on whether to file a grievance regarding the Agency's failure to comply with the original intent, which was to add the eight hours of staff specialist time to the total facility official time allowance. Mr. Meachum will discuss enforcing the original intent with Marc Shapiro.

ATC Competency Model:

Mr. Santore is concerned with the interview process for the ATC Competency Model. NATCA sent an Article 7 notice to the Agency, who responded by saying they were not conducting these interviews. However, it now appears that they are. Mr. Santore believes that our members need to be briefed on this issue.

Safety Culture Survey:

The Regional Vice Presidents should designate a point of contact at specific facilities to handle the new Safety Culture Survey. It is important to get volunteers to participate in this survey; names of volunteers should be sent to Mr. Zilonis.