
NATCA National Executive Board Meeting
Washington, DC
January 31 – February 2, 2007

The meeting was called to order by President Patrick Forrey, and the following individuals were present:

Paul Rinaldi, Executive Vice President
Rick Thompson, Alaskan Regional Vice President
Phil Barbarello, Eastern Regional Vice President
Howard Blankenship, Central 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 was Adell Humphreys, NATCA Chief of Staff.

Acceptance of Minutes from Previous Meetings:

Robicheau: Motion to approve the minutes of the November 13-17 meeting and the December 12, December 21, January 4, January 16 and January 23 teleconferences

Blankenship: Seconded

Vote: Passed unanimously

Request for Tuition Reimbursement – Thurman:

Rocky Thurman is pursuing a four-year degree in labor relations through Lord Fairfax Community College, and is requesting reimbursement for his tuition expenses in the amount of \$780.05

Barbarello: Motion to reimburse Rocky Thurman in the amount of 766.05

Farrow: Seconded

Vote: Passed unanimously

Request for Tuition Reimbursement - Carter:

Richard Carter is pursuing a four-year degree through the National Labor College. He is requesting reimbursement in the amount of \$2,022.40 for tuition expenses. Mr. Rinaldi pointed out that the amount requested included \$590 in lodging expenses, which are traditionally not reimbursed by NATCA.

Barbarello: Motion to reimburse Richard Carter in the amount of \$1,432.40

Santore: Seconded

Vote: Passed unanimously

Request for Tuition Reimbursement - Yushinsky:

Tony Yushinsky is pursuing a labor studies degree at the National Labor College, and is requesting reimbursement for his tuition expenses in the amount of \$925.00

Barbarelo: Motion to reimburse Tony Yushinsky in the amount of \$925

Farrow: Seconded

Vote: Passed unanimously

Request for Donation - Race for Riley:

The Race for Riley is a 5K run/walk created to raise funding for the Joseph Sams School in Fayetteville, GA. The Joseph Sams School is a 501(c) (3) charity, dedicated to the education and life skills development of children who are intellectually, physically or developmentally challenged

Santore: Motion to donate \$250 to the Race for Riley

Robicheau: Seconded

Vote: Passed unanimously

Internal Grievance #WP-06-01, McLaughlin vs. Vella (postponed from 12/21 teleconference): The Board dismissed this grievance. Mr. Rinaldi and Mr. Ghaffari have scheduled visits to SCT to discuss with the local membership the issues surrounding this grievance.

Internal Grievance #GL-06-01, Maynard vs. Liberty: The Board dismissed this grievance.

Legislative Update: Ken Montoya, NATCA's Director of Political and Legislative Affairs, joined the meeting at this point and briefed the Board on the union's ongoing legislative activities. Over the last several weeks, Mr. Montoya has scheduled numerous meetings for Mr. Forrey and Mr. Rinaldi with key members of the House and Senate. He explained that the Continuing Resolution is very "clean", very bare-bones, and contains no additional funding for various projects; the NATCA language was not included either.

NATCA's 20th Anniversary: Mr. Thompson noted that June 2007 will mark the 20th anniversary of NATCA's certification as a labor union. He believes the union should recognize this event, as many of the union's current activists will be retired by NATCA's 25th anniversary. Mr. Forrey confirmed that it is the union's intent to commemorate this milestone. Mr. Thompson, Mr. Rinaldi, Mr. MacDonald and Ms. Humphreys will work on this event.

Possible Representation of FedEx Dispatchers: NATCA has been contacted by a dispatcher from Federal Express about possible NATCA representation of this group. It appears that these individuals may be truck dispatchers, not airline dispatchers; if this is the case, representing them would fall outside of the confines of the NATCA constitution.

Engineers & Architects CBA: Negotiations continue this week in Las Vegas. While some progress is being made, the Agency is refusing to make any movement on a number of key issues.

TMCs: Mr. Barbarello has been designated as the nationwide contact point for TMCs; TMCs with issues should contact Mr. Barbarello directly, as they do not need to go through their Regional Vice President.

Lump Sum Payments: Mr. Thompson noted that neither locality pay nor COLA were included in the recent lump sum payments (both locality pay and COLA had been included in previous OSI and SCI payments). NATCA will investigate whether locality pay and COLA should be included in these lump sum payments.

Local LM Forms: Mr. Rinaldi explained that blank LM forms to be completed by NATCA locals will be emailed to the RVPs, who should then email them directly to their locals. We feel this will be more efficient and effective distribution method than mailing them to the facilities. Locals will need to complete the forms as usual and mail them to the Department of Labor.

Washington Nationals: We are entering into the third and final year of our advertising contract with the Washington Nationals baseball team. As a result of the new Congressional ethics rules, it will be difficult to use these tickets to build relationships with Members of Congress and their staff. Mr. Rinaldi announced that August 1 will be "NATCA Day at the Ballpark", where the Nationals will play the Cincinnati Reds. NATCA members are welcome to attend. Any members who wish to sing the National Anthem before the game on this date should submit a tape to Paul Rinaldi for consideration. Mr. Rinaldi will send the Nationals home schedule to the RVPs; if they or their regional activists are planning to be in Washington, tickets may be available for their use.

"Good Time" for Staff Specialists: Staff specialists at ZKC have been required to maintain medicals and currency for many years, even though they don't receive controller differential pay. The Agency has refused to address this issue in the past, despite our attempts to fix this through negotiations. Mr. Blankenship believes we should appeal this issue to OPM in order to get "good time" for the staff specialists who are required to maintain currency. NATCA will pursue addressing this issue through either FAA Reauthorization, OPM or the Merit Systems Protection Board after researching the legal aspects of this issue on how best to pursue it. Mr. Blankenship is incensed by this inequity and will take the lead on this matter.

UnionWare: Representatives from UnionWare will be at the National Office in March. National Office department directors will be asked to designate an individual in each department to support this project. The plan is to have this database implemented and running by July 2007.

ICAO Symposium: ICAO will sponsor a symposium on the performance of the air navigation system in March. Mr. MacDonald is sending representatives to this event. Mr. Rinaldi will follow up with Chris Sutherland and Dale Wright to determine IFATCA's presence at this event and whether it would be beneficial to send NATCA controller representatives as well.

Sun 'n Fun: The FAA maintains that all assignments outside the facility (such as Sun 'n Fun and Oshkosh) are covered by the imposed work rules, and they will no longer negotiate staffing for these events. Mr. Santore will discuss this further with Marc Shapiro. NATCA will have a tent at Sun 'n Fun this year, and we need to determine a message for the public while at this event.

Staff Specialists CBA: Mr. MacDonald reported that the parties have agreed to postpone the start of negotiations on the Staff Specialists contract until negotiations have been completed for the Engineers bargaining unit.

Dues Reimbursement for Developmentals: Mr. Rinaldi has met with the National Office staff and the union's computer programming consultants to determine how we can reimburse the dues overpayments for developmental controllers. In order to do this, the FacReps will need to provide information to the National Office on the status of developmental members who are in training, whether they were checked out by September 1, and whether they were harmed financially. If they fail to provide this information, we cannot reimburse the dues overpayments to these members. Mr. Thompson agreed to look into the possibility of direct debit payment for dues, in addition to the two ways that dues can currently be paid (via FAA payroll deduction or paying one year in advance).

Article 2 Time: NATCA will arbitrate the Agency's refusal to allow the use of Article 2 time outside the commuting area. Mr. Blankenship believes this is a significant issue and should be pursued as long as it doesn't damage any other cases currently being arbitrated. Grievances are being filed at both the national and regional level on this issue.

Labor Relations Strategy: Mr. Robicheau noted the union's intent to create a labor relations team that would evaluate grievances and provide input on the best grievances to take to arbitration. However, this process has become bogged-down, and guidance needs to be provided on expectations. At this point, we have about six national grievances scheduled for arbitration over the next six months.

The NEB had previously determined that national grievances should be filed whenever possible on unit-wide violations. However, Mr. Meachum believes this could be a risky strategy.

Concern was expressed over the two-member FLRA and the lopsided decisions they have recently issued. Mr. Shapiro believes that NATCA's best chance to favorably resolve this issue is through Capitol Hill and the FLRA's funding vehicle.

Revised NMI Bylaws: Mr. Rinaldi distributed several proposed amendments to the NMI Bylaws, which have been verbally approved by the NMI Board of Directors. Mr. Rinaldi

wanted to ensure the NEB concurrence with these changes. After discussion among the NEB and with Barry Krasner, the NEB agreed with the NMI bylaw changes.

FY 2006 Budget Overages: Standing Rule F-3 was passed by the delegates at the Boston Convention, which requires NEB approval before any region, department or committee receives funding over their annual budgeted amount. Mr. Rinaldi distributed a list of regions/ departments/committees that exceeded their fiscal year 2006 budget, as follows:

Air Safety Investigations: \$3,792
Advocacy: \$918,852
National Legislative Committee: \$638
Lobby Week: \$24,000
Contract Negotiating Expense: \$441,791
Convention: \$32,048
National Executive Board: \$33,696
Legal Research: \$83,661
Environmental Protection: \$66,000
Region X: \$5,944
National Finance Committee: \$2,494
Labor Relations Department: \$156,544
Eastern Region: \$8,100

Mr. Rinaldi will issue letters to these entities, asking them to justify their expenses for the previous year and reminding them that NATCA Standing Rules requires them to stay within their budgeted figures.

Rinaldi: Motion that the NEB approve the budget overages for fiscal year 2006 as stated above

Barbarelo: Seconded

Vote: Passed unanimously

ETAP: Discussion ensued on the union's strategy for the upcoming ETAP arbitration. This arbitration will have a significant impact on ZLA, ZAB and ZHU. Mr. Ghaffari wants to ensure that NATCA's team has the necessary time and resources to prepare for this critical arbitration. Mr. Forrey, Mr. Ghaffari and Mr. Meachum will meet with Kevin Sills to discuss the union's strategy for this arbitration.

Ghaffari: Motion to recess

Robicheau: Seconded

Vote: Passed unanimously

Thursday, February 1

The meeting was called to order by President Patrick Forrey, and the following individuals were present:

Paul Rinaldi, Executive Vice President
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 was Adell Humphreys, NATCA Chief of Staff.

George Regitko and Danny Brooks of American Insurance Group (AIG) joined the meeting at this point to update the National Executive Board on the insurance products and benefits that they offer to our members.

New Employee: Marc Shapiro wishes to hire Peggy Patrick-Jones as an Administrative Assistant in the Labor Relations Department. She will replace Kendal Guinn, who has been promoted to the position of Labor Relations Coordinator.

Barbarello: Motion to hire Peggy Patrick-Jones as an Administrative Assistant

Thompson: Seconded

Vote: Passed unanimously

Meredith Kimball joined the meeting at this point to discuss the NEB's progress towards the goals that were set late last year.

RVA Negotiations: We are still awaiting word from RVA on our latest counterproposal.

FAA Reauthorization: Dan Horwitz joined the meeting at this point to discuss the FAA reauthorization/annual appropriations workgroup proposal. The workgroup's goals are to protect NATCA members, the ATC career and the NAS by influencing FAA reauthorization and the annual Congressional appropriations. The group has created a focal point for the issues to provide an organized approach to influence change; collect, analyze and disseminate data; draft options for NATCA's leadership to take action; and follow-up actions as directed by the NATCA leadership. Mr. Horwitz requested NEB approval to implement Phase I of his program. Mr. Ghaffari felt that he needed to get perspective and input from the National Legislative Committee before he made a final decision on moving forward. Mr. Forrey agreed to postpone further NEB discussion on Mr. Horwitz's proposal until the March meeting.

NEB Teleconference Agendas: Mr. Meachum noted that policy decisions are occasionally made during weekly NEB teleconferences, but there is no advance notice that these decisions are being made as no agenda is created or published. He believes some sort of agenda should be implemented for the teleconferences, giving adequate notice of policy items to be discussed. Discussion ensued on the structure and value of the weekly teleconferences.

Ghaffari: Agenda items for NEB teleconferences will be submitted by 1 p.m. Eastern time every Friday; untimely agenda items will be considered with a 2/3 approval of the NEB

Meachum: Seconded

Vote: Defeated, with Mr. Ghaffari, Mr. Meachum, Mr. Blankenship and Mr. Barbarello voting in opposition (Mr. Rinaldi was absent, and Mr. Forrey abstained)

National Position on VLJs: NATCA representatives are being asked by the media for NATCA's position on VLJs. Mr. Ghaffari believes NATCA should develop a position on this issue. Mr. Forrey pointed out that NATCA representatives should not give statements to the media regarding policies that haven't yet been determined at the National level, and they should refer such questions to the National Office. VLJs tie into user fee issues and NATCA's relationship with the general aviation community, and the union has not yet developed a position on them. However, Mr. Forrey agreed a NATCA position needs to be developed on VLJs.

F. Lee Riley of NATCA ZTL joined the meeting at this point to discuss his proposal for a business that would provide air traffic control training to the FAA and would recruit more NATCA associate members. NATCA's General Counsel has issued an opinion that NATCA members providing such training would harm NATCA's not-for-profit status and would represent a conflict of interest. After considerable discussion and consultation with NATCA Counsel, the NEB agreed by consensus not to pursue Mr. Riley's proposal.

Membership Training: Mr. Robicheau noted that NATCA FacReps have been in a reactive mode since the imposition of the imposed work rules. He believes we need to inform NATCA members of their rights concerning formal discussions and other situations such as OWCP and OSHA, possibly via the members-only section of the NATCA website. The NEB agreed on the importance of this, particularly for new members. Mr. Meachum suggested that NATCA activists be recruited to write articles for the NATCA Insider and NATCA's monthly newsletter on issues of critical importance to our members. Mr. Robicheau also suggested that a section be added to the members-only section of the website regarding membership rights.

Update on Region X National Representative Elections: Mr. MacDonald reported that a committee has been created for the national representative elections in Region X. The committee's plans are being reviewed by both the National Election Committee and NATCA's General Counsel. Once approval is obtained, elections should be forthcoming for these positions in the near future.

Interpretation of Standing Rule D-6: Mr. Meachum noted that training classes for contract towers are sometimes scheduled more than a year apart, and NATCA's contract tower locals receive reduced dues rebates checks as a result of Standing Rule D-6. Mr. Forrey believes that facilities with a reasonable and acceptable reason for not being able to attend training (i.e., short staffing) should not be penalized and should receive their full dues rebate check; this was agreed by consensus. To ensure nationwide consistency in the application of this standing rule, Regional Vice Presidents should bring these situations to the attention of the Executive Vice President for his review and approval.

Team Building: Mr. Ghaffari believes there is a need for additional team building for the NEB. He believes spending time in a more casual atmosphere would be beneficial towards building teamwork. He will present recommendations for NEB consideration at the March meeting.

Santore: Motion to recess

Thompson: Seconded

Vote: Passed unanimously

Friday, February 2

The meeting was called to order by President Patrick Forrey, and the following individuals were present:

Paul Rinaldi, Executive Vice President
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 was Adell Humphreys, NATCA Chief of Staff.

Advertising Campaign: Mr. Rinaldi presented several samples of signs that will be displayed in various airports nationwide to promote NATCA to the traveling public. Signs will be displayed in 13 key airports (Atlanta, Chicago O'Hare, Los Angeles, LaGuardia, Denver, Orlando, New Orleans, Boston, Seattle, Cleveland, St. Louis,

Charlotte and Washington National), primarily in baggage claim areas. The total cost for this campaign is \$297,000. Mr. Rinaldi will look into rates for advertising in Dallas, Houston, Miami and San Francisco. He also noted that we have purchased five weeks of radio ads on National Public Radio.

Two-Member FLRA: Discussion ensued on the current two-member FLRA and whether NATCA should pursue legislation that would force the President to replace vacancies on this panel within a specified period of time. Mr. Blankenship agreed to draft some legislative language for NEB consideration.

Multi-Unit Contract Duration: Mr. MacDonald continues to work with Barry Krasner on the multi-unit contract negotiations.

Real Estate: Mr. Meachum, Mr. MacDonald and Ms. Humphreys met with NATCA's real estate advisor to discuss the possibility of acquiring additional real estate in the Washington DC area. The group concluded that this is a very bad time to purchase real estate. In addition, it is not wise for NATCA to have more than 10% of its investment in real estate. The consensus of the NEB was not to pursue any additional real estate investments in the foreseeable future.

Mr. Zilonis left the meeting at this point.

Trade Booth: Kelly Richardson, NATCA Research Analyst, distributed a proposal for a new NATCA trade booth. Since NATCA is participating in more and more aviation-related events and trade shows, it is necessary to have an attractive, functional, interactive trade booth. The cost for the proposed booth is approximately \$52,000.

Barbarelo: Motion to purchase the proposed trade booth (funding to be taken from the set-asides account)

Ghaffari: Seconded

Vote: Passed unanimously

Committee Charters: NATCA's is required to maintain the charters of its various committees. Mr. Meachum has accumulated as many of these as he could locate. Some committees don't have charters; some had charters at one time but cannot locate them. The ASI Committee has a revised charter which has been submitted for NEB approval. The NEB will review it and approve it at a future meeting or teleconference.

NATCA PAC Advisory Board Charter: The purpose of the NATCA PAC Advisory Board is to provide advice and make recommendations to the NATCA President and Executive Vice President in the areas of PAC strategy, budget and expenditures, financial monitoring and compliance, general operating guidelines and administrative procedures, and interactive communication to the NATCA membership on PAC activity. The voting members of the PAC Advisory Board are NATCA's Director of Policy and Planning, NATCA's Director of Political and Legislative Affairs, NATCA's Political and Legislative Representative, and the Chair of NATCA's National Legislative Committee. Mike Ingrao, Secretary/Treasurer of the AFL-CIO Transportation Trades Department

serves as non-voting advisor; NATCA President Pat Forrey and Executive Vice President Paul Rinaldi serve as ex officio chairs; and NATCA PAC Administrative Assistant Dan O'Brien performs administrative functions for the group.

Meachum: Motion to approve the charter for the NATCA PAC Advisory Board

Ghaffari: Seconded

Vote: Passed unanimously

FMLA Entitlements Under Title 29: NATCA's General Counsel has been reviewing issues regarding the Agency's disregard of medical certificates when employees are out on sick leave or FMLA. The Agency maintains that the documentation provided is insufficient, so they deny the leave. We believe there is specific enforcement under Title 29 that protects employees in these types of situations. Mr. Forrey will follow up on this with NATCA General Counsel Rita Graf.

Investment Plan: Mr. Rinaldi distributed various investment proposals for the Board's review and consideration. He recommended that no action be taken on NATCA's investments until such time as the union's dues income stabilizes (hopefully in March 2007).

MacDonald: Motion to adjourn

Ghaffari: Seconded

Vote: Passed unanimously