
NATCA National Executive Board Meeting
July 23-24, 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
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.

ACCEPTANCE OF MINUTES FROM PREVIOUS MEETINGS

May 15-17 Meeting; May 24/31, June 7/20/26 and July 10/17 Teleconferences:

Zilonis: Motion to approve the above minutes as written

Farrow: Seconded

Vote: Passed unanimously

OTHER CORRESPONDENCE

Requests for Tuition Assistance: Jay Barrett is pursuing a law degree through the University of Miami School of Law, and is requesting tuition reimbursement in the amount of \$2,500 for classes completed in 2007.

Santore: Motion to reimburse Jay Barrett in the amount of \$2,500

Ghaffari: Seconded

Vote: Passed unanimously

Christiaan VanDeur is pursuing a certificate in dispute resolution and is requesting tuition reimbursement for a class in industrial/organizational psychology in the amount of \$1,185.

Zilonis: Motion to reimburse Christiaan VanDeur in the amount of \$1,185.

Barbarello: Seconded

Vote: Passed unanimously

NEW BUSINESS

Targeted Consultant Work: Mr. Forrey has met with former senior FAA and DoT officials concerning consultant work for NATCA. Both of these individuals would like to

help NATCA pursue its goals. Mr. Forrey envisions hiring these individuals as consultants on a short-term basis; both are well known and well respected in Washington. Mr. Rinaldi noted that there is no funding in the Advocacy budget for consultants, so it would require transfers from the set-aside account to pay for this work. He believes that any use of contractors must be done on a project-specific basis, not open-ended. He agrees that the help these individuals would provide could be invaluable, but we should avoid long-term contracts. Mr. Forrey will follow up with these individuals regarding short-term contract work.

Status of Dues Workgroup: Mr. Rinaldi noted that the NEB dues workgroup needs to meet and create a presentation for the delegates at the Miami 2008 convention regarding NATCA's dues structure. Mr. Ghaffari recommended that deadlines be set for this process prior to the end of this meeting, so that a proposal will be ready for NEB consideration at the November 2007 meeting. Mr. MacDonald, Mr. Ghaffari, Mr. Santore and Mr. Rinaldi are participating in the workgroup.

Termination of Membership Due to Financial Hardship: A longtime NATCA member in the Southern Region is experiencing serious financial hardship and is desperate to reduce his expenses. As a result, he wants to terminate his membership with NATCA, but his dues deductions wouldn't cease until March 2008. The member intends to rejoin the union once he is financially stable, but would like to terminate his dues deductions immediately. Mr. Rinaldi expressed sympathy for the member, but doesn't believe it would be wise to allow members to cease dues deduction at any time due to financial hardship. Mr. Ghaffari noted that the contract language is specific that there is only one time during the year that members can quit the union and discontinue their dues. Mr. Thompson stated that he knows of two trainees at ZAN who are working two jobs, making low salaries and still manage to pay their union dues. It was agreed that there is nothing NATCA can do to relieve this member of his responsibility to pay dues until March 2008.

Preparation of Seniority Lists – FAA or NATCA Responsibility: Mr. Meachum raised the question that since FAA management implements the imposed work rules, shouldn't it be their responsibility to create and maintain the seniority list. He suggested one option was to shift this responsibility back to the FAA, since the Agency makes it difficult to obtain the necessary data and doesn't provide time to NATCA's FacReps to work on the seniority lists. A couple of facilities in the Southwest Region were forced to take this action last year during schedule negotiations, and Mr. Meachum coordinated and received assistance from NATCA's Labor Relations Department in advance. Mr. Robicheau believes NATCA should maintain the seniority lists; if the FacReps aren't given the necessary time to do so, they should file OPF requests. Mr. Zilonis agreed that the FAA shouldn't manage the NATCA seniority list. After discussion, it was agreed NATCA would retain the current policy and responsibility of maintaining the seniority lists, but the option exists to shift responsibility to the FAA on a case by case basis. Any action taken in this regard should be coordinated in advance with the appropriate Regional Vice President and NATCA's Labor Relations Department.

COLA/Locality Pay Transition & Letter of Support: Mr. Ghaffari circulated a draft letter to Congress regarding the transition from COLA to locality pay for the non-CONUS facilities. While COLA has no impact on retirement, locality pay does. Mr. Thompson agreed, but noted that COLA is not taxed. COLA is decreasing in Alaska, from 25% down to 14% over a period of several years, and the rate is decreasing in the Caribbean as well. While NATCA supports the transition from COLA to locality pay, we are unsure of the new locality pay rates that will be applied; if the rate is significantly lower than the COLA pay rate, this could be a problem. Mr. Ghaffari requested a point of contact in NATCA's Government Affairs Department to work with Scott Sorenson on this matter; Mr. Forrey agreed to designate someone and will follow up. Mr. Thompson and Mr. Santore will work with Mr. Ghaffari as well.

Legislative Update: Mr. Forrey wants to ensure a significant NATCA presence at the AFL-CIO's minimum wage rally on Capitol Hill tomorrow. He reported that NATCA's legislation might not see further action until September, as lack of floor time for debate is a problem. The Transportation Appropriations bill is expected to go to the floor tomorrow. The appropriations bill does not contain any language regarding Title 49, and we may not be able to get our language inserted. He believes there is still a 50-50 chance that FAA reauthorization could happen this year.

Natca.net email: Mr. Robicheau distributed a proposal concerning a new email host service. The Communications Committee has recommended that all NATCA email services be given to Webmail. Webmail will provide 24 hour/7 day support to the 2,200 users of NATCA email. This action will bring all of the natca.net email addresses off of the Merak mail server and put them on Webmail.

Robicheau: Motion to move the remainder of natca.net email over to Webmail
Blankenship: Seconded
Vote: Passed unanimously

FLRA Oversight Hearings: Mr. MacDonald believes it is now time for NATCA to push Congress to conduct oversight hearings on the FLRA, since they continue to issue legal decisions that have questionable validity. Mr. Forrey agreed to follow up on this through NATCA's Government Affairs Department.

NATCA Charitable Foundation:

Meachum: The NATCA Charitable Foundation is recognized as NATCA's official charity. NATCA encourages all NATCA locals to support the NATCA Charitable Foundation. The National Executive Board shall grant a minimum \$10,000 to the NATCA Charitable Foundation each calendar year and also reimburse active or retired NATCA members and/or NCF volunteers not employed by the FAA for travel associated with NCF activities at NATCA events up to a maximum of \$2,000 annually. The NATCA National Executive Board may increase the latter amount when it deems it appropriate.

Ghaffari: Seconded

Vote: Passed unanimously

Meachum: Motion to grant an additional \$5,000 to the NATCA Charitable Foundation for calendar year 2007

Ghaffari: Seconded

Vote: Passed, with Mr. Zilonis voting in opposition

NATCA Website: Mr. MacDonald noted that several areas of the NATCA website need to be updated, as they contain outdated information. Mr. Robicheau explained that Fleishman Hillard has maintained the NATCA website in the past, but we are now transitioning to a new company that will train NATCA staff to maintain the website. Regular updates should be performed by the staff in the near future.

NEB Review of Policies & Position Statements: Article VIII, Section VII of the NATCA Constitution states that the NEB shall report to the membership at least 60 days prior to the next convention the actions taken by the NEB to comply with the provisions of duly-passed Policies/Position Statements and recommend actions to be taken by the delegates. Mr. Meachum believes the NEB should discuss the preparation of this report well in advance of the 60-day deadline. Mr. Forrey recommended that the Policies & Standing Rules be divided up among the NEB members for review. This was agreed, and a report on each section will be provided at the September NEB meeting.

Responsibility for the Policy and Position Statements was divided up as follows: Section A - Mr. Ghaffari; Section B1 - Mr. Rinaldi; Section B2 - Mr. Blankenship; Sections C1 & 2 - Mr. Forrey; Sections C3 & 4 - Mr. MacDonald; Section D - Mr. Farrow; Section E - Mr. Thompson; Section F - Mr. Barbarello; Section G - Mr. Robicheau; Section H - Mr. Santore.

DCP Change to Visual Separation Criteria: NATCA did not receive notification from the FAA regarding the recent change to visual separation change. NATCA's National Safety Committee should review this change and provide recommendations to the NEB. Mr. Forrey agreed to forward this change to Dale Wright, who will forward it to the National Safety Committee.

EEO Training: Mr. MacDonald noted that EEO training is covered during NATCA FacRep training, but he is aware of several recent cases where a NATCA representative was unsure whether to file a complaint under EEO or pursue the issue through the grievance procedure. He recommends that EEO options be covered in more depth in NATCA training, especially the ramifications of filing EEO complaints. Mr. Forrey agreed to discuss this with Bob Taylor.

NTSB Recommendation re Controller Fatigue: The FAA has still not responded to the NTSB's recommendation that they work with NATCA on the subject of controller fatigue. Mr. Barbarello will ask Marc Shapiro to send an information request to the Agency in order to obtain their information from CAMI as well as any other studies.

Web-Based Training: Mr. Ghaffari enquired as to the progress towards web-based training for various NATCA courses such as basic FacRep Training. It has become increasingly difficult for NATCA representatives to attend training, so web-based training could be very beneficial to the union. Mr. Forrey pointed out that developing such web-based programs could be expensive, and would need to be updated on a regular basis. Mr. Ghaffari will investigate the costs of converting the NATCA FacRep training manual to CBI-based training. In the meantime, Mr. Forrey will follow up with Doug Church about videotaping basic FacRep training.

Article 48 Policy: Since the Agency has requested NATCA representatives under the terms of Article 44, discussion of any changes to the union's policy on Article 48 representatives is unnecessary at this time. Mr. Forrey should reiterate to the Agency that NATCA wants to work with them on modernization projects; if they want NATCA's participation, they should notify us so that ground rules for such participation can be negotiated. Mr. Meachum will draft an amendment to the union's Article 17/48 policy for NEB consideration at a later date.

Uniform Approach on Dealing with Lack of Official/Duty Time for "Scheduling Meetings" (Third Levels): NATCA's Labor Relations Department has advised our representatives to schedule grievance meetings with the Agency despite the absence of official or duty time. If the Agency refuses to grant official or duty time for such meetings, they should be sent a letter containing all the grievances that we wish to send to arbitration and have them contact the National Office for scheduling.

NEB Time Management/Organizational Training: Mr. Ghaffari noted that the NEB had done goal setting training last year, and believes the NEB would benefit from time management/ organizational training. Mr. Humphreys will research and coordinate a one-day time management training class for the September NEB meeting, to take place on Thursday, September 20.

Back Pay: Many controllers are not receiving the appropriate pay raises once they have been checked out, since the Agency's HR staff are slow to process the appropriate paperwork. The Regional Director of the FLRA has advised NATCA to take such issues to small claims court for resolution. Mr. Forrey will ask NATCA's legal staff to investigate our options in this matter.

Rinaldi: Motion to recess
Santore: Seconded
Vote: Passed unanimously

Tuesday, July 24

The meeting was called to order by Executive Vice President Paul Rinaldi and the following individuals were present:

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. NATCA President Patrick Forrey was testifying on Capitol Hill and unable to attend.

AEDs: Mr. Meachum has met with the Agency a number of times regarding AED programs, but the Agency continues to refuse to install AEDs in air traffic facilities, arguing that it would be too expensive. Mr. Meachum has located a company that specializes in enabling the widespread availability and use of AEDs, and recommends that NATCA hire the company to develop a white paper that would support our position that AEDs are necessary in air traffic facilities. The cost of creating this white paper is estimated to cost \$16,000; since this expense was not budgeted, Mr. Meachum agreed to pay this cost out of his regional budget. This was agreed by consensus.

MacArthur Relief Fund: Mr. Thompson reported that former NATCA FacRep Jerry MacArthur is now working on fishing boats to support himself after the Agency fired him; however, the fishing season will be ending shortly. Mr. Thompson asked that the Regional Vice Presidents distribute the information on the Mr. MacArthur's relief fund to their members.

Communicating for Safety: Concern has been raised about the fact that the 2007 Communicating for Safety conference is being held in a non-union hotel. The National Safety Committee wanted to hold this year's conference in Atlanta in order to attract a large number of pilots, and the only union hotel in Atlanta (the Hyatt) was too costly. At this point, the location cannot be changed. The 2008 conference is being held in a union hotel in Chicago. Mr. Rinaldi reiterated that all meetings should be held in union hotels whenever possible.

FLRA: President Bush will nominate Thomas Beck as a member of the FLRA. Since Beck is a well-known anti-labor/anti-worker lawyer with strong management ties, NATCA will vigorously oppose this nomination. Mr. Barbarello is working with Jimmy Ray Garrett on this.

Initiation Fees for Multi-Unit Employees: If the multi-unit contract is ratified by the bargaining unit, questions have been raised whether members will have to pay an initiation fee if they do not join NATCA within six months of ratification date. Mr. Forrey noted that while the pay rules were imposed on this bargaining unit, the work rules were not; so yes, members must join within six months or pay an initiation fee.

Official Time for FacRep Training: We still have not been able to obtain official time from the Agency for our members who wish to attend FacRep training. Mr. Forrey has spoken to Agency officials about this matter, but they refuse to grant official time until NATCA recognizes the terms of the "White Book." Mr. Forrey and Mr. Rinaldi will discuss this situation further with NATCA's General Counsel and Labor Relations Department to determine our options for obtaining official time for FacReps to attend FacRep training.

Trainee Pay: Discussion on yesterday's topic of back pay continued. Controller trainees are not being appropriately paid on a timely basis for the work they are doing, and the Agency shows no interest in correcting this problem, maintaining that they can't backdate personnel actions in order to resolve this problem. Marc Shapiro joined the meeting at this point and noted that a national grievance will be heard shortly on this subject. He agreed to look into other possibilities to resolve this matter and discuss them with NATCA's General Counsel.

Credentialing: NATCA expects the Agency to claim non-negotiability on the issues of concern to the union regarding the credentialing program. The Agency maintains they won't implement the program until they've completed bargaining with NATCA. Discussion ensued on NATCA's options.

Investment Plan: Mr. Rinaldi wishes to implement a more assertive strategy for NATCA's investments in order to maximize return. He recommends a 30% diversification of NATCA's savings, and this was agreed by consensus.

NATCA/CATCA Joint Meeting: October 9-12 has been proposed as dates for a joint meeting of the NATCA/CATCA executive boards in Montreal. Unfortunately, these dates won't work for many NATCA NEB members. Mr. Farrow will continue to work with CATCA on alternative dates, probably for calendar year 2008.

Advertising: Mr. Rinaldi is working with Union Labor Works on NATCA's advertising campaign for the remainder of 2007 and 2008. He has received a great deal of positive feedback on NATCA's airport advertising signs. Our three-year advertising contract with the Washington Nationals expires this year; continuing the contract next year in the new stadium will cost three times as much, so we will not renew the contract. We have received advertising proposals from the Washington Redskins and the Washington Wizards, and Mr. Rinaldi is currently reviewing these.

NEB Teleconference Protocol: Mr. Ghaffari asked if his alternate could participate in NEB teleconferences when he is unavailable. It was agreed that alternates can participate when the Regional Vice President is absent; however, the alternate cannot vote and must leave the call if the teleconference goes into closed session.

Waivers to Work Past Age 56: Mr. Ghaffari questioned if the union had taken a position on controllers working past the age of 56 by obtaining waivers to do so. NATCA has always opposed controllers working past the age of 56, as it weakens the argument on maintaining the current retirement plan. Studies have proven that the ability to competently handle air traffic starts to decline at age 45. Mr. Ghaffari will work with Eugene Freedman to develop a formal position on this matter.

Santore: Motion to adjourn

Robicheau: Seconded

Vote: Passed unanimously