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

**Old Business:**

**ZMA/ZHU/ZAB Update:** The Agency requested that the dates of the ZAB hearing be changed as their primary witness was unavailable to testify or be present for the August dates. NATCA did not initially agree to a postponement. Instead, the parties went to the arbitrator for a ruling. While the CBA states that rescheduling of an arbitration “shall” be by mutual consent, nonetheless, the arbitrator has the authority to determine scheduling and postponement requests. During our discussions with the arbitrator, it appeared that the arbitrator would in fact grant the Agency’s postponement request. Most arbitrators would not want to deny a party the ability to put on its case due to a scheduling problem, even if that problem was self-induced. The parties considered alternative dates in August and early September. However, none of these dates proved workable for both sides. Now, the case has been rescheduled for September 24-28.

The FAA also balked at holding the case in Albuquerque, NM, where the grievance was filed. The FAA claimed that travel for its witnesses would be burdensome and that the witnesses were intimidated by the prospect of going to ZAB, where they fear meeting with “hostile” employees. The FAA also sought a break in the hearing, with NATCA putting on its case first, and then FAA getting some additional time before putting on its case. NATCA was fundamentally opposed to breaking the case and giving the Agency additional time to prepare its case after seeing NATCA’s presentation. Consequently, the parties agreed that the case would be heard entirely in Washington, DC. It postpones the case for seven (7) weeks, but insures that the hearing will not be split. The Agency is also picking up the costs of the postponement entirely. The FAA has also stated that it intends to seek a corresponding postponement of the ZMA/ZHU hearing. (Santore - OPEN)

**Health Order 3930.3b:** NATCA will have to do another review of the Order before the Administrator signs it as it has been in the FAA’s formatting office. We will conduct the review again to ensure there were no substantive changes. (Santore - OPEN)
**Fatigue:** The FRMS Charter and associated MOU with the Agency have been implemented. The joint group has begun to work on mitigation techniques pertaining to scheduling, the 3 recommendations pertaining to Sleep Apnea and completing and distributing the ATC Study completed in August of 2011. Additionally, the changes to agency order 7210.3 authorizing tower/radar facilities to work the mid shift in one operational area allowing for recuperative breaks will be implemented in the middle of August. The FSS Fatigue workgroup is currently in stage 1 compiling final report for consideration of the remaining stages which may include a study similar to the ATC study completed in 2011, additional training and recommendations for fatigue risk management. (Barbarello – OPEN)

**Currency Requirements:** The parties are close to agreement on modifying currency requirements for TMCs. The general concept the parties are discussing is as follows: All TMCs will be required to fully certify in an operational area outside the TMU at the facility they are assigned as a TMC. TMCs and STMCs at enroute facilities, N90, SCT, NCT and PCT shall not be required to maintain currency on operational/control positions outside the TMU, but may request to maintain a currency on such positions (i.e. dual currency). Requests to maintain dual currency shall be granted, subject to staffing and workload in the TMU. TMCs and STMCs at all other facilities must maintain currency on a minimum of two, and a maximum of six, operational/control positions outside of the TMU. (Barbarello/Smith – OPEN)

**Facility Staffing:** A collaborative workgroup chaired by NATCA’s Executive Vice President will begin work on developing a rational operationally based distribution of air traffic control specialists and traffic management coordinators/specialists. The workgroup will assess existing staffing mechanisms/methodologies. It is expected the workgroup will be responsible for developing durable tool(s) and/or refining existing tools/processes to establish operationally based facility-staffing levels for air traffic control specialists and traffic management coordinators/specialists that properly reflect facility needs. The workgroup will also be responsible for distribution of on-board and projected staffing levels among field facilities. (Gilbert/Barbarello – OPEN)

**Collaboration at the District level:** An agreement has been reach to jointly train District managers and NATCA ARVPs in each Service area on the collaborative process. A jointly developed process for working together at the District level is awaiting signatures and will then be distributed. (Barbarello – OPEN)

**Course Management system for the NATCA Academy:** The NEB approved the procurement of a one-year subscription with PB works educational workspace. We have procured the educational workspace and are working on developing our first web-based Article 48 training course. (Ghaffari - OPEN)

**Secretary/Treasurer, FCT, OWCP, OSHA, Art. 48 and D&A Classes 2012:**

*Sec-Treasurer:* The Secretary-Treasurer course is currently being revised by Leadership Systems.

*FCT:* John Bratcher will be working with our National office staff, Ed Mears, and Ike Dye on July 12, 2012 to begin revising the FCT course.

*OWCP/OSHA:* Ham has been working with Jason Grider on the OWCP course and Andy
Lewis on the OSHA course.

Art. 48 Rep: Ham is in the process of gathering all of the needed material for the Article 48 course. Once we have all of the material, we will begin working on designing the educational workspace that will host the course.

Drug and Alcohol: Scott Pressley is sending the entire D&A course material to Leadership systems. Scott Airitam will be developing a contract proposal for NATCA. (Ghaaffari- OPEN)

Dues Workgroup: The first meeting is scheduled for July 31-August 1st at the National Office. (MacDonald – OPEN)

Shared Services: There was a briefing for all of the AFN IT groups held on June 26 to discuss the ongoing reorganization of the IT Functions. This meeting was a preliminary discussion between FAA management and the Unions affected by FAA’s planned Information Technology realignment. FAA briefly described the plan that all IT functions would eventually become part of a single organization. The parent organization for IT will be the AFN organization. Currently, AIO IT falls under AFN, and all other IT offices are under AIO. ARC IT (has already been) transferred from ARC to AIO. In addition, the FAA has filed a petition with the FLRA concerning the Union representation of employees in AVS. It was noted that employees in AVS would be moving into AIO, as well. During the meeting, FAA stated its general plans to accomplish this transition, the goals of the realignment, and FAA’s intent to work collaboratively with all the affected Unions involved. The next update is scheduled for September of 2012. No action is anticipated by NATCA at this time in regards to the AIO, but we are actively involved with the FLRA petition and organizing efforts of “7777” categorized employees in AVS.” The LR department provided the write-up of that briefing.

There has also been some erroneous movement of NATCA BUE from their existing BU and placing them in AFSCME units (in HQ). The issue is being worked internally and with the agency. (MacDonald – OPEN)

Just Culture update: No change from the previous NEB meeting. Still waiting on ZLA and SFO to develop their requirements for an Air Traffic centric version of Just Culture. (Ghaaffari – OPEN)

NATCA SMEs used to evaluate CTI Schools: Garth Koleszar reported that the FAA will not be pursuing this in the near future due to resource issues. When and if the FAA decides to pursue this we will then inquire about details and determine our course of action and participation. (Ghaaffari - CLOSED)

Accountability Board Issues: The Labor Relations Department has drafted an information request to be sent to the FAA to acquire some baseline information on the FAA’s accountability board. The request attempts to gain records of all accountability board activities including investigations, costs, policies, guidance, and training. (Lescancc - OPEN)

Open Season for ABA: The new Rep, Gwendolyn Kimbrough has asked the Open Season run for 90 days, Oct-Dec 2012. (MacDonald – CLOSED)

Service Center Organization Campaign: National Organizing Committee is still reviewing this option. (MacDonald – OPEN)
ERAM: ZLC, ZSE, ZMP, ZAB and ZDV are currently running 24 hour operations on ERAM. There have been significant live tests held at numerous additional Centers, including ZAU, ZOA and ZLA. Next software build is due the second week of August, with the main focus of the build being ICAO 2012 fixes, along with a major fix for FP processing issues which are effecting our large TRACON’s.

First joint meeting of the ERAM Steering Committee and ERAM National User Team was held the week of June 25th in IND. Additional changes to list of attendees and agenda for these meetings are being collaboratively discussed. (Ullmann-OPEN)

Midwest Contract Analysis:
Initial recommendation to renegotiate the Midwest CBA was delivered to the NEB at the last meeting. Further discussion and review will occur later this month in order to develop further proposal for NEB approval. (Krasner-OPEN)

Furlough Fund: Information will be sent to members from NATCA Accounting in order to reconcile money that was distributed through the fund vs. money that has been returned to the fund. (Gilbert–OPEN)

PL 92-297 v. OPM MRA: Trish will have Eugene Freedman and Jeff Richards will work with either S Harmon or Cambridge to develop a white paper for the membership on the details of this retirement provision. The current white paper by S. Harmon is not an apples-to-apples comparison. (Gilbert – OPEN)

National Organizing Committee: Selections were made for vacancies on the National Organizing Committee. Tina Little-TUL, Julie Hart ZAU, Brad Burtner PMP, Ed Allen BFM and Tom Berry Region X. (Rinaldi-CLOSED)

Job Sharing at the FCTs: There has been concern that RVA towers will no longer permit job sharing. We have verified that this is not the case. (Smith-CLOSED)

Board of Trustees: Julie Hart from Chicago Center has been selected to the Board of Trustees (Rinaldi-CLOSED)

New Business

Age 56 Waivers: Apparently there is communication from the various managers and/or Reps that there is a NATCA agreement on Age 56 waivers. NATCA is opposed to both a change in age 56 mandatory retirement as well as the waivers to work past the mandatory age for all operational personnel. Additionally the position has been memorialized in the NATCA constitution by the 2012 convention body. The understanding on the process between NATCA and the FAA is in process only in that previously all waivers reaching HQ were automatically approved and then if needed denied there. Now they reach FAA HQ automatically denied and if the FAA makes a determination to approve one they will notify NATCA as to the reason for the approval. (Rinaldi-CLOSED)

Small Facilities A17 Duties: The procedures for Article 17 and the MOU are being jointly reviewed at the National level in order to deal with the loss of ATCOTs. (Barbarello – OPEN)
Creation of Staff Specialists: Research by NATCA LR into the creation of support specialist positions (SSS) and transfers in and out of SSS positions will be completed and provided to the National Executive Board for review (Krasner – OPEN)

Smoking Rooms: NATCA’s OSHA committee will research the standards/requirements needed for indoor smoking rooms. There is concern that some facilities are not adhering to the standards. (Barbarello – OPEN)

Coordination with Regional OSHA Reps: As part of an improved communication strategy with the OSHA committee Regional Vice Presidents and their designated OSHA reps will keep each other abreast of all facility issues that fall under the OSHA umbrella. (Barbarello– CLOSED)

Schandelmeier Tuition Reimbursement: Sean Schandelmeier’s tuition reimbursement for 2011 and 2012 were approved in accordance with SRF-14. Approved unanimously. (CLOSED)

ERAM CHI Team/D-POS: The Art 7 briefing was given to NATCA 3 weeks ago. Available RVPs will get a demonstration on it at Lockheed Martin in Maryland on either July 24 & 25 or August 21, 22 and 23. (Ullmann – OPEN)

Grievances elevated to Special Grievance Panel (SGP): As a reminder all grievances including those that are being sent to the SGP must be vetted by NATCA’s LR strategy team. (Robicheau – CLOSED)

Staff Specialists Basics Workgroup: Work is being done with the agency to develop learning course for the staff support function. (Ghaffari – OPEN)

Region X, Staff and 2186 CBA update: Six issues to still resolve with the next scheduled meeting the last week of July in Chicago. (Zilonis – OPEN)

TRB Class: The Training Review Board class will be a two-day national course. Each region is allotted up to two (2) slots per class. For 2013, the NATCA Academy will budget for two (2) TRB classes. NATCA will cover all expenses for the class (1/2 the room). (Ghaffari – OPEN)

NATCA Staff Holidays: The National Executive Board has granted Holiday leave to NATCA staff for December 24th. (CLOSED)

Annual leave reimbursement for National officers: The NEB voted to cash out the amount that the two National Officers will be projected to be use or lose this year. (CLOSED)

Training Failure Process for probationary employees: There is no process for retaining training failures that have not completed their probationary period. This issue will be raised to the Collaborative Steering Committee. (Gilbert/Barbarello – OPEN)

CIP: The FAA has notified NATCA that Controller Incentive Pay (CIP) funds under both the Red Book and Orange Book contracts will be suspended at specific times due to budget exhaustion under the provisions of each contract. We have requested the data to ensure that the FAA has correctly disbursed and calculated the contractually required budget expenditures. Based on the most recent communication, FAA states that it will
reach the $30M budgeted amount under the Red Book in pp19, so CIP would need to be suspended for pp20, the last full pay period in Fiscal Year 2012 (FY12). For Staff Support Specialists, the FAA states that it will reach the $1.5M budgeted amount under the Orange Book in pp16, so CIP would need to be suspended for pay periods 17-20. FAA would begin paying CIP again in pp21, the first pay period in FY13, in accordance with both agreements. We understand that CIP will also be suspended for managers at the same time. Beyond verifying FAA’s data is correct we are meeting and discussing this issue with FAA leadership. (Rinaldi-OPEN)

Below are the relevant contract sections:

Red book:

Article 108, Section 12 Controller Incentive Pay (CIP)

Within sixty (60) days of effective date of the Agreement, the Parties will meet to determine how the CIP pool, fixed at $30,000,000 annually, will be allocated. In the interim, beginning the first full pay period in FY 2010, all employees assigned to facilities eligible to receive CIP will receive CIP at the facility-specific CIP rate in effect prior to September 1, 2006.

* All bargaining unit employees assigned to C90 and FAI will receive CIP at the eight percent (8%) level.
* All bargaining unit employees assigned to ACK, ASE, and GCN will receive CIP at the ten percent (10%) level.
* Employees are not entitled to any retroactive CIP payments.

The total amount of funds available to pay CIP to all employees in fiscal years 2010 and beyond shall be fixed at $30,000,000.

Orange book: Article 108, Section 10 Controller Incentive Pay (CIP)

Within 60 days of effective date of the CBA, the Parties will meet to determine how the CIP pool, fixed at $1,500,000 annually, will be allocated.

* In the interim all employees assigned to facilities eligible to receive CIP will receive CIP at the facility-specific CIP rate in effect prior to September 1, 2006.
* All Bargaining Unit Employees assigned to C90 and FAI will receive CIP at the 8% level.
* All Bargaining Unit Employees assigned to ACK, ASE and GCN will receive CIP at the 10% level.
* Employees are not entitled to any retroactive CIP payments.

The total amount of funds available to pay CIP to all employees in fiscal years 2010 and beyond shall be fixed at $1,500,000.

PIV: The original briefing took place back in January. At that time, the Agency stated that PIV cards would not be implemented for NAS personnel for several years and that the only mandatory use would be among non-NAS personnel. Subsequently, we learned that the FAA had sent out memoranda instructions to the field stating that PIV card use would be implemented later this Spring and early Summer, and that it would include all personnel. There were reports from the field that in fact some PIV card use was already being implemented. As a result, NATCA sought an additional briefing in order to determine whether PIV cards were being implemented for ATCs and to initiate
bargaining. NATCA had previously submitted bargaining proposals, but these remained unanswered. The briefing was also intended to deal with FAA's failure to answer NATCA's proposals and FAA's apparent unilateral implementation.

Prior to the follow-up briefing, NATCA LR tried repeatedly to reach out to see if PIV card use was being mandated for any ATC personnel. There were some ambiguous reports initially, but eventually it was found that there were no reports of ATCs actually being required to use PIV cards for their work. In some facilities, computer keyboards were installed that had PIV-card swipe capability. However, either this capability was not yet operational or card use was only an option, along with normal computer log-in and password access. In one location, there appears to have been a short-term trial, but this was abandoned in favor of voluntary PIV card use. The current implementation of PIV cards on a mandatory basis for administrative personnel (non-ATCs) is not being challenged, though addressing suitable arrangements and procedures is part of this process.

After determining impact, and requesting information from the field, we will determine if we need to add to the previous PIV Card Q&A, or create a new one. The Agency has been willing to work the issue with us. (Santore – OPEN)

**EAP assessment issues:** There have been several instances in the Western Pacific Region where incorrect assessments have caused confusion with the process. NATCA’s Drug and Alcohol committee will work this issue. (Santore – OPEN)

**Retired Membership:** There are concerns that a conflict of interest exists with retired members who maintain NATCA membership status take a management job in a Federal Contract Tower (FCT) represented by NATCA. NATCA’s General Counsel will conduct a review of the circumstances surrounding this issue and provide the National Executive Board a recommendation for dealing with the conflict of interest. (Rinaldi – OPEN)

**LAX Traffic Count Profile:** New control positions have been added at LAX which may change their existing profile. A joint team from the National Validation Team will conduct a review of the LAX profile and counting. (Barbarello/Santore – OPEN)

**NATCA Safety Committee Restructure:** As per the 2012 constitutional change the makeup of the Safety Committee is as follows: (CLOSED)

- Tower Representative: Eric Carter
- TRACON Representative: Bill Copadis
- Enroute Representatives: Steve McKenzie & Doug Schunter
- Oceanic Representative: Greg Harris
- Professional Standards Representative: Andy Marosvari
- ATSAP: Mike Blake
- Aircraft Certification: Mike McRae
- Engineers and Architects: Don Schmeichel
- Human Factors: Dave Bricker
- Pilot/Controller Liaison: Danny Aguerre
- International Representative: Joseph Cardenas (SJU)
- Combined Tower/TRACON Representative: Micah Maziar (TOL)
- TMU Representative: Drew Frankel (ZOB)
**NSC Mentorship Proposed Plan:** A NSC mentorship program will be established to provide a baseline knowledge level and understanding into NATCA Safety activities through education and involvement. This allows participants and the Union to make decisions on future involvement in various initiatives. Participants will be required to provide reports and feedback to NSC/Reloaded Leadership. (CLOSED)

The following individuals have been selected for the National Safety Committee Mentorship Program:

- Joey Vargo (T75)
- Judd Wallace (ZOB)
- Vanessa Shinners (MIA)

**Transition Checklist:** A one-day course with an associated checklist will be developed for National committee members transitioning into chairing a committee and incoming National officers. The course will include training for vouchering, communications, leadership, etc .... (Gilbert – OPEN)

**Briefings:**

**Hardships/Placement/Hiring/Training:** Andrew LeBovidge (ZHU) briefed on the Hardship Clearinghouse and the activities of the workgroup focused on the implementation of recommendations made by the Independent Review Panel (IRP) on FAA hiring and placement. The Hardship Clearinghouse is a joint team designed to provide oversight in the movement of controllers requesting transfers under hardship conditions. The Clearinghouse does not impact processes established under Article 99, but serves to consolidate and standardize Agency databases related to in-process requests and to facilitate the expeditious movement of personnel. Additionally, the Clearinghouse serves to provide a mechanism to collaboratively resolve any issues arising during the placement of hardship transferes.

The IRP made numerous recommendations on improvements to the FAA's hiring, placement and initial training processes. The recommendations have been consolidated into similar subjects and presented to various workgroups to create implementation strategies. Issues being addressed run the full spectrum from the manner which the Agency advertises for new personnel, through the selection, initial Academy training, and facility assignment of these new hires. A cross-sectional workgroup consisting of various FAA departments has spent time assessing the existing processes and crafting alternatives to improve the overall system. A high-level enterprise solution has been drafted and will be presented to senior leadership for implementation. Further efforts to add detail to the recommendation will continue with charges targeted to become effective over the next few years.

**Serco organizing:** We have encountered issues with visiting our Serco facilities due to what may be anti-union activities by Serco. We will request a meeting with Paul and Trish and Serco executives to discuss our perception of ULP.

**Workforce Engagement:** The NEB was briefed by Jerry Johnston PHX and Dub Pearman ZTL on the Year 2 survey results. Lengthy discussion on the importance of the accountability portion of the survey and an appropriate transition from a contractor
supported initiative to a self-sustaining cultural change. The briefers and NEB also
discussed merging concepts of the multiple initiatives now in place to implement and
sustain the cultural change the parties are working toward.

**LR Strategy Team Update:** We currently have 26 cases still outstanding from older
contracts dated prior to October 2009. Out of these 26, roughly 12 of them are OSI issues
that Kevin Peterson’s workgroup is working. The remaining cases are being worked at
Eugene’s level, they have been discussed and decisions should be reached on these within
the next 30 days.

For our current contracts, we have less than 90 cases at the arbitration level. There are a
dozen or so of these cases that deal with drug and alcohol testing, collecting and reporting
practices. It is our expectation that the newly formed Drug and Alcohol Committee will
be able to address some of these issues, so that we maybe able to resolve these
grievances. We have a dozen or so grievances that deal with 2 different sick leave issues.
These 2 issues are sick leave restriction letters and sick leave exhaustion letters. We are
close to establishing a boilerplate sick leave restriction letter with the Agency that would
resolve a number of cases.

We have about a dozen cases scheduled for hearing.

\[\underline{Patricia Gilbert}  \\
Executive Vice President\]