NATCA National Executive Board Meeting  
June 9-11  
Virginia Beach, VA

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  
Steve Munroe, 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  
Scot Morrison, Alaska Regional Vice President (effective July 2014)

Old Business

Facility Staffing: The workgroup and associated subgroups continue to meet regularly. The ERR's/Placement/Facility Priorities subgroup is close to completing their work to centralize the process and categorize all facilities by staffing priority. The Critically Staffed Facilities/OAP subgroup is looking at trends/statistics to be used in identifying facilities that are headed in a bad direction with respect to staffing so we don't wind up with critically staffed facilities in the future. The Definitions subgroup has an agreement in principle on definitions for facility staffing targets, which will be memorialized in a MOU. The Staffing Models subgroup is waiting on the agreed to definitions to finalize the development of a facility staffing formula. (Gilbert/Barbarello – OPEN)

Traffic Mix Formula: The Complexity Formula for Terminal and Enroute Pay Setting by Facility was originally written in the 1990's and implemented in January 1999 as the Position Classification Standard (PCS). Over the years there have been advances in technologies and changes in procedures that warrant review to see how they affect today's complexities in the Air Traffic Control system. To that end the Union has proposed a scoping document for the joint workgroup. The Workgroup will assess the Complexity Formula for Terminal and Enroute Pay Setting by Facility (Appendix A of the Parties 2009 Collective Bargaining Agreement) for changes and improvements to the formula. Where the Workgroup identifies potential changes and improvements, they will develop recommendations for inclusion in the Complexity Formula. (Santore – OPEN)

Staff Specialists Work Assignment: Still waiting for the Agency to assess the work
assignment changes that are desired. The workgroup will convene when the Agency has an actual proposal for change determined. (Zilonis – OPEN)

**Mentorship Program:** Participation in NATCA 101 classes has been good and there have been new classes scheduled and publicized. The Reloaded Committee has been working closely with the Organizing Committee on The NATCA Difference and the current Open Season. (Ullmann – OPEN)

**Performance Based Navigation (PBN):** The agency has notified NATCA they will no longer hold FAA Order 7110.41 in abeyance as we work towards an MOU for PBN activities. This order describes the process for new PBN procedures, however there is no language that calls for NATCA participation. We continue to push the FAA to negotiate a PBN MOU. (Ullmann – OPEN)

**LAX TBIT:** There has been no movement since the last NEB meeting on the issues confronting LAX. The only change is that the LAWA plan for the mid-field terminal does not include a remote tower that can help with line of sight issues presented by this new construction. (Ghaffari – OPEN)

**ERAM/ERAM CHI/System Enhancements:** There are concerns that funding is not sufficient to fully deploy correctly nationwide. Discussions are ongoing regarding known flaws in the software. To date 18 of 20 Sites have achieved ERAM Initial Operational Capability (IOC). 16 have reached continuous ops and 14 have declared Operational Readiness Date ORD. (Ullmann – OPEN)

**Dues Workgroup:** Due to CFS, NIW, OSHKOSH (planning) and the focus on the NATCA Difference campaign and videos, we have not yet made a video on the dues adjustment proposal. We have briefed many locals on the proposal. (MacDonald/Smith/Gilbert – OPEN)

**ZMA/ZHU Update:** We are awaiting a decision on ZHU and ZMA. (Santore – OPEN)

**PL 92-297 v. OPM MRA:** The workgroup has been working with 4square on this paper and expect it to be complete soon. (Gilbert – OPEN)

**Guam base privileges, DOT-1:** A letter has been sent to the Department of Defense from the FAA Administrator requesting base privileges be restored to FAA employees working in Guam. There remains no movement on the issue. We are looking at legislative solutions. Additionally the joint workgroup continues work on a collaborative approach to either regain lost privileges or explore suitable alternatives. (Rinaldi/Ghaffari – OPEN)

**National Employee Services Team (NEST) Issues:** A joint review of the NEST order is going to be conducted to see what is working well and what is not. NATCA will be delegating additional reps to participate in the NEST proceedings. Aaron Katz, Neil Caputo, Kevin Bianchi, Andreas Sanchez and Jeff McElvain are all being considered for this position. (Barbarello – OPEN)
Airport Surface Surveillance Capability (ASSC): In late May, Kevin Peterson and Steve Munroe visited SFO with Dale Wright and Randy Ezell to look at the ASSC equipment. After the visit, the NEB rephrased their position statement relevant to ASSC. The position statement identifies NATCA's concern with losing surface movement radar as ASDE equipment is replaced with ASSC equipment. (Munroe/Peterson/Morrison – CLOSED)

National Grievance re: Agency’s Decision to mandate Sleep Apnea testing: The parties have agreed to hold the arbitration in abeyance in an attempt to resolve this matter without the need for third party intervention. Rep. LoBiondo's (R-NJ) bill (HR 3758) concerning the medical requirements proposed by the agency for screening airmen and air traffic controllers for sleep disorders has passed in the House. There is a bill with identical language in the Senate waiting for a vote. This bill is part of the ongoing discussion around sleep apnea and its relationship to a person’s body mass index (BMI). NATCA and the FAA have been working collaboratively to develop a plan that encourages self-initiated identification, diagnosis and treatment of sleep apnea consistent with the accepted medical practices and procedures. This bill reinforces the collaborative approach that is already underway. As FAA employees, ATCs will not be subject to the rule making process in the bill, but rather have the ability to bargain in accordance with 5 USC Chapter 71. To that end, the Parties have engaged in settlement discussions regarding our national grievance. (Barbarello – CLOSED)

Furlough Days FY13: We are waiting on the arbitration decision for the lost wages or leave as a result of the furlough day. (Gilbert – OPEN)

Continued Problems with AWP RFS: Garth Koleszar and Scott Conde are compiling a list of issues with the RFS. NWP also settled a case that went to PAR that requires NATCA and the FAA to work together and develop a joint list of issues with the RFS and then schedule a meeting to discuss them with Senior RFS Dr. Goodman. Meanwhile, NATCA has requested to arbitrate a case out of ZLA dealing with the RFS. (Ghaffari – OPEN)

Suicides/Regional Flight Surgeons: Discussions are ongoing regarding the use of antidepressant medications for ATCs, more specifically, the use of Selective Serotonin Reuptake Inhibitors (SSRIs). SSRIs have been approved for use by pilots for treatment of depression, but air traffic controllers have been prohibited from using them if they want to maintain their medicals. We are working with Aviation medicine to begin a testing program where controllers who are prescribed specific SSRIs will be monitored for a period of six months and then become eligible to have their medicals reinstated. (Barbarello - OPEN)

Collective Bargaining Agreements- Eugene, Dean, and Bryan have begun the assessment of the Collective Bargaining Agreements up for negotiation this year, the Multi Units and Flight Service Unit. While the Blue book and Purple book are largely the same already in language, they have enough differences that creating one Administrative Unit Collective Bargaining Contract would be difficult without opening the terms of the Purple Book. The CBA group recommends that NATCA's position should be to request to extend the terms of the Multi Units Book to coincide with the expiration of the Purple Book, while addressing yearly pay increases via MOU. The differences between the Flight Service Book and Air Traffic CBA are significant enough that having one operation contract is not feasible without opening the terms of the Red book. It is also recommended by the group that the terms of the Flight Service Book be extended to coincide with the Red Book expiration
date, while addressing yearly pay increases via MOU.

The National Executive Board has adopted the recommendations to extend the terms of the Multi Units Book to coincide with the expiration of the Purple Book, while addressing yearly pay increases via MOU and to extend the Flight Service Book to coincide with the Red Book, while addressing yearly pay increases via MOU. (Rinaldi – OPEN)

Alternate Funding Stream for the NAS: NATCA’s internal workgroup is scheduled to meet June 30th. The group will be working to establish the Union’s position(s) on reform. (Rinaldi – OPEN)

FLRA AFN Petition: NATCA was prepared to go to hearing on the appropriate unit or units for the newly reorganized FAA AFN line of business June 10-13. However, on June 3, AFGE, which filed the first petition seeking clarification of an AFN-related bargaining unit, filed a charge under Article XX of the AFL-CIO Constitution against NATCA arguing that NATCA was seeking to displace its exclusive representation. We deny the charge; NATCA has not filed a petition seeking clarification of the unit to include AFGE bargaining unit employees. AFGE’s petition sought to expand its OKC bargaining unit within AFN to include employees currently represented by NATCA in violation of the same provision AFGE charged against NATCA. In response NATCA filed Article XX charge against AFGE for its original petition and amended petition, which still would encroach on NATCA’s bargaining unit. NATCA also filed an Article XX charge against AFSCME for its petition seeking to displace NATCA as exclusive representative for employees located in AFN at FAA HQ. But for AFGE’s Article XX charge NATCA was prepared to oppose both petitions through the FLRA administrative process and would not have filed charges against either union. An AFL-CIO mediation is scheduled between the three unions on Friday, June 13. Anna Jancewicz and Eugene Freedman will be representing NATCA. (Rinaldi – OPEN)

GCN Housing Maintenance Update: Waiting to discuss the construction bids being submitted to the FAA on this project. The parties plan to meet to discuss the scope of the construction project once the construction bid has been submitted to the FAA (FAA advises that the bid should be submitted some time in late July 2014). (Ghaifari – OPEN)

New Business

Tuition Reimbursement (email vote before mtg): Russ Miller’s request for tuition reimbursement was approved in accordance with SRF-14 (Smith – CLOSED)

Tuition Reimbursement: Wycliffe Wallcott’s request for tuition reimbursement was approved in accordance with SRF-14 (Barbarello – CLOSED)

Proposed Changes to the NEC Charter: The NEC is proposing a change to their charter where they would facilitate training on election procedures and be responsible for ensuring facilities remain in compliance with election procedures (see highlighted section below). The National Executive Board unanimously approved the change to the charter. (Rinaldi – CLOSED)
NATCA National Election Committee Charter
(Revised June 2014)

The NATCA National Election Committee shall be a five member committee with its members appointed by the President. The President shall select the committee members by February 1 of each year that is prior to an election year. The members of the National Election Committee shall be active members in good standing. No candidate for national or regional office may serve as a member of the National Election Committee. The President shall designate one of the five committee members as Chairperson of the National Election Committee.

In the event of a vacancy created by a resignation of a member of the National Election Committee, the President shall name a new member to the National Election Committee within sixty days of the effective date of the resignation. The President may rescind the appointment of any member of the National Election Committee and name a new member to the National Election Committee within sixty days of the effective date of the rescission.

Under the direction and supervision of the NATCA General Counsel, the National Election Committee shall conduct the National and Regional Officer Elections once every three years. The National Election Committee shall assist the NATCA General Counsel in promulgating applicable election rules.

In accord with the NATCA National Constitution, Article VII, Sections 3 and 4, the National Election Committee shall be responsible for (i) designating the dates for nominations, acceptance of nominations and the distribution and tabulation of ballots; (ii) notifying the membership of these dates in a timely manner; (iii) overseeing the tabulation of all valid ballots; and (iv) announcing the winning candidates of the election to the membership.

The NEC shall facilitate training for local election procedures and ensure compliance of all Department of Labor regulations and NATCA polices.

Under the direction and supervision of the NATCA General Counsel, the National Election Committee shall act in accord with the NATCA National Constitution, Article VII, Section 7 in the resolution of all election protests.

The NATCA General Counsel has exclusive budgetary authority and expense approval over all funds allocated to the National Election Committee by the NATCA National Executive Board.
The NATCA General Counsel shall call an annual meeting of the National Election Committee. Additional meetings and teleconferences shall be held as required based on the determination of the NATCA General Counsel. Meeting minutes for the annual National Election Committee meeting will be recorded and sent to the NATCA National Executive Board for publication.

The National Election Committee website shall be maintained by the members of the National Election Committee under the supervision of the NATCA General Counsel. All information and/or materials intended for publication on the website must receive prior approval from the NATCA General Counsel.

2015 NEB Meeting Schedule: (Gilbert- CLOSED)
Jan. 20, 21 New Orleans, LA
March 17, 18 Boston, MA
May 27, 28 Nashville TN
July 8, 9 Seattle, WA
Aug. 25, 26, 27 Washington, DC
Sept. 29, 30 & Oct 1 San Diego, CA
November 2 – 6 Washington DC

FAA Security & Active Shooter Briefing: The agency provided a briefing at the national level regarding incidents where armed intruders get into field facilities. There is no consensus on how to deal with this issue. The matter will be placed on the CSC agenda. (Ullmann -CLOSED)

NATCA Academy Training Location(s) Comparison: A cost comparison of five major cites was done. Las Vegas was found to be the least expensive by a significant amount. Due to the prices in that city and the relationship we have with Caesars Entertainment (formerly Harrah's) hotels because of CFS we are able to obtain rates of $49 to $69 per night for 2015. The NEB agreed that for 2015 we will hold the larger classes in Las Vegas at the quoted rates in order to save money. (Rinaldi -CLOSED)

Core 30 - Large Tower FACREP List: This new list serve has been set-up. CE RVP Peterson will be added to the list. (Rinaldi- CLOSED)

NATCA Academy 2014 budget and classes scheduled for Fall 2014: A review of our NATCA Academy cost cutting measures has shown that we are under budget. After discussing the remaining classes for the Fall that have yet to be scheduled, the NEB decided to move forward and secure contracts for the remaining classes for the Fall of 2014. (Ghaffari – CLOSED)

Using Concur as a Member Benefit: Trish asked benefits chair, John Bratcher and NATCA accounting staff to look into the feasibility of NATCA offering Concur to
members for their personal use and benefit. Concur is utilized by NATCA for electronic vouching and travel. After a careful review it was determined that using Concur as a member benefit is not viable due to the many logistical issues around collection of fees and the costs of Concur. (Gilbert – CLOSED)

**Day Care Facilities:** Due to financial restraints the ATO is looking to close their day care centers. This issue will be added to the CSC agenda. (Barbarello – OPEN)

**National Constitution Article 6 Section 7:** There are concerns that volunteers for NATCA positions are unaware of this constitutional provision. RVPs will consider training at the regional level on this. (Santore – CLOSED)

**Organizing Hazmat employees:** There is a belief that Hazmat employees have been incorrectly coded as non-bargaining unit eligible. The National Executive Board has given direction to explore getting these employees correctly coded as bargaining unit eligible and then consider organizing them. (Gilbert – OPEN)

**RNAV Committee Selection:** Two positions have been vacated on the RNAV committee and the normal vacancy rotation requires that we select new committee members for 2015. The National Executive Board has selected Tina Little, Jay Baglieri Margret Summers, Craig Smith, Chuck Munoz and Steve Kelly to serve on the committee for 2015-2016 with Tina Little and Jay Baglieri filling the vacancies for 2014. (Gilbert – CLOSED)

**MSS-2 to MSS-1 Pay Settings:** The agency has failed to follow the provisions of article 108b section 9 in the Purple book when non-bargaining unit managers enter staff positions. This issue may be wide spread and will be dealt with at the national level. (Gilbert – CLOSED)

**Boycotting Staples, Inc.:** NATCA will follow the AFL CIO boycott of Staples. It will be added to the national update. (Gilbert – CLOSED)

**Briefings**

**Aires Environmental:** Geoff Bacci from Aires Environmental briefed the National Executive Board on their activities for the past two years working with NATCA. They have conducted numerous facility visits as a result of their involvement with Indoor Air Quality issues. Aires will conduct several webinars to make reps at the facility level aware of the services they provide and what to look out for in their own facilities.

**UNUM:** John Bratcher conducted the annual briefing on the UNUM program. The Alaska region had the largest percentage increase in UNUM membership during this year’s open season. Membership in the program is up significantly this year.

**Benefits Committee:** The committee will do additional research on ways to acknowledge member retirements. The benefits committee will reach out to the RNAV
committee to brainstorm ideas. The committee is still trying to meet the goal for members getting the Union Plus Credit Card.

**Legislative Committee:** Steve Weidner briefed on the committees efforts to mentor new legislative advocates. They are looking for 1 to 2 year commitments from interested members. The mentees will receive Government Affairs 101 training, attend NLC telcons and meetings and participate in a host of other legislative activities. The committee believes that the program could handle a total of three mentees to start with. The National Executive Board supports the program and will forward the committee three names.

In an effort to raise NATCA’s PAC to 7 million dollars a cycle the committee is having a national PAC contest. The contest start date is 12/29/2013 so all PAC actions for 2014 are taken into account. All facilities are eligible and winners will be announced on Day 3 of the convention.

Winners will be awarded to the top facility in 4 categories:
1) Greatest total $ increase
2) Greatest % increase
3) Greatest average increase per NATCA member
4) Greatest average increase per PAC member

The winning facility in each category will be awarded a $1,000 gift card to spend on their local.

**Organizing Committee:** The NATCA Difference campaign and Open Season is in full swing and thus far has been very successful.

**Collaborative Work Group:** The Regional Coordinators have been restructured using four per service area. They are working full time training field facilities and analyzing the relationship health of each facility they are responsible for. This round of training is focused on the middle management and NATCA structures. A spreadsheet is available showing indicators of who is doing well and where we need improvement.

**True North:** Tom Morin briefed on the progress of NATCA establishing True North program. The NATCA True North Program is a collective of “Peer Monitors” that can partner with and support their fellow professional through the difficult journey toward sobriety and ongoing recovery. Peer Monitors are air traffic controllers or aviation professionals that are actively living a recovery oriented life whose calling is to help others on their new journey. The goal of True North is simple... Sobriety through Support. The proposed True North Charter is as follows:

*The NATCA True North Program is a specially trained group of NATCA Members whose focus is the support of their peers with the ongoing goal of maintaining sobriety. The True North Program means there will always be support from within this Union for our brothers and sisters that seek a partner for sober living. True North will have a presence*
at all major NATCA events such as CFS or Conventions.

The National Executive Board is going to move forward with establishing the True North program.

**Minneapolis 2014 Convention Update:** The logistics and transportation for all the major events have been finalized. Convention daily themes are Commitment to Labor, Pride in the Profession and True to NATCA. Improvements have been made to the delegate status processing. There will be more training and educational opportunities at this convention. Proposed resolutions and constitutional amendments should arrive in member’s mailboxes around July 4th.

\[ Signature \]

Patricia C. Gilbert
Executive Vice President