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  
Clint Lancaster, Alaska Regional Vice President  
Kevin Peterson, Central Regional Vice President  
Dean Iacopelli, Eastern Regional Vice President  
Bryan Zilonis, Great Lakes Regional Vice President  
Mike Robicheau, New England Regional Vice President  
Doug Pincock, Northwest Mountain Regional Vice President  
Jim Marinetti, Southern Regional Vice President  
Andrew LeBovidge, Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President  
Mike MacDonald, Region X Vice President

**Old Business**

**Facility Staffing:** RVPs LeBovidge and Robicheau provided a briefing on the recently conducted National Centralized ERR Process Team (NECTP) meeting. A few issues were identified during the session and both Parties are actively engaged in trying to correct any problems and tweak the process to improve its effectiveness. Additionally, collaborative work continues on reviewing and refining the staffing models and other tools to be used by the Agency to determine staffing requirements in the long-term. (LeBovidge/Robicheau - OPEN)

**Traffic Mix Formula and Validation Team Issues:** NATCA and the Agency have reached an agreement to modify the terminal breakpoint buffers to address existing concerns regarding program consistency. The buffers have been adjusted from 5 percent to 7 percent. Based on this adjustment, the National Validation Team (NVT) will meet in the near future to conduct facility level reviews. As part of the review process, the NVT will also establish a standard operating practice for future program changes.

As a reminder, facility upgrades are retroactive to the first full pay period after the first month the facility was at or above the breakpoint. By comparison, facility downgrades do not occur until the first full pay period after the validation process has been completed.

In accordance with our collective bargaining agreements, bargaining unit employees who are subject to a downgrade shall be granted facility level retention for two years and pay retention thereafter. Employees assigned to the facility on the effective date of the facility level decrease shall retain their facility's previous higher-level CPC pay level for two years commencing on the effective date of the facility level decrease.

Pay Retention applies to all employees assigned to the facility on the effective date of the facility
level decrease and shall continue as long as the employee remains at that facility. Employees whose basic rate of pay exceeds the CPC band maximum will receive fifty percent (50%) of all annual increases as an adjustment to Basic Pay and fifty percent (50%) will be paid as a lump sum.

Transfers with firm offer letters issued before the date of the downgrade shall receive facility level retention expiring at the same time as all employees assigned to the facility on the effective date of the downgrade. New hires assigned to and transfers with firm offer letters dated after the effective date of the downgrade shall be paid in accordance with the new applicable facility pay level. (Robicheau/Iacopelli -OPEN)

ZMA/ZHU Update: There has been no change in status. The Parties still await the decision from the Arbitrator. (Robicheau -OPEN)

National Employee Services Team (NEST) Issues: Work continues on refining the provisions of the HRPM 1.14a and NEST SOP that govern the NEST process, particularly the manner in which facilities are identified as having placement opportunities and the manner in which offers will be distributed. Based on the conversations held at the leadership meeting in February, additional changes to A61 specific to employees withdrawing from training were adopted. The N90/C90 MOU was also amended to require the return to the previous facility for those who withdraw from training. (LeBovidge - OPEN)

SSRI Program: The development of the SSRI program is ongoing. The Agency hopes to have the final framework established in the next few months. Labor relations issues surrounding the implementation of this program will either be subsumed in the ongoing term negotiations, or, if the development is delayed, through mid-term bargaining. (Peterson/LeBovidge/Iacopelli -CLOSED)

FAA Reauthorization: NATCA expects that the calendar for the rest of this session of Congress isn’t conducive to the passage of any substantive legislation, and that mostly likely there will be a series of short-term extensions. Even the Senate version, which has some positive and some problematic language, is effectively nothing more than an 18-month extension. (Rinaldi/Gilbert - OPEN)

AFN Transition: The FLRA certified the new unit on January 25, 2016. OPM has provided the FAA with a new BUS Code (5959) for the new unit. SF-50s have not been processed at the time of this update. NATCA Workgroup has completed most of its work on a draft MOU, still awaiting additional information on “Special Salary Rate” conversions of those in the GS pay plan. Once that is complete, the negotiators will meet with the FAA to finalize the MOU. Once that occurs, we can schedule the special training for new AFN Reps. (MacDonald – OPEN)

Committee Review: After the February 2016 Committee Chairperson meeting, numerous updates for the Committee Review worksheet were received and processed. This worksheet continues to be a dynamic document requiring consistent updating. Currently exploring the possibility that Unionware can be used to automate that function. Worksheet is available for the NEB members to review on the ShareFile site. (Peterson/Robicheau- OPEN)
Organizing AOV and Service Center Employees: National Organizing Committee Chair John Bratcher briefed the NEB on the continuing issues concerning the AOV campaign and discussed strategies for both AOV and the Service Center employees. The ongoing dispute regarding the eligibility for AOV-200 employees is still pending clarification from the FLRA regional director at the San Francisco office. (MacDonald - OPEN)

NATCA Websites: The workgroup met again last month and worked through a number of membership recommendations. We prioritized the redesign of some of the committee web pages, updated the NATCA SWAP board, updated a number of electronic forms and resolved some bugs contained within the FACREP directory. Currently working to automate displaying active committee members on their page. Further refinements will be forthcoming for the search engine, restructuring pages to make content more readily apparent, and features to improve the interface. (Robicheau – OPEN)

Facility Rep On-Boarding Initiative: After review and minor editing, the Board adopted the proposed Committee charter. (LeBovidge - OPEN)

NATCA National On-boarding Steering Committee Charter

The NATCA National On-boarding Steering Committee shall be an ad hoc committee chartered for the purpose of developing methods to assist new facility representatives in transitioning to their new roles.

The committee will develop materials to provide initial direction and guidance to be implemented at the regional level.

The committee will ensure consistency throughout the on-boarding process.

The committee will make recommendations to the NATCA National Executive Board on policies that may be of value to the organization as a whole as identified throughout the on-boarding process.

The committee will be comprised of a designee from each region and two Regional Vice Presidents.

The committee will meet at least once annually or as necessary. In accordance with standard budgetary and financial requirements, the NATCA National Office shall reimburse committee members for normal and typical expenses for committee activities.

CBA Appendix B: NATCA met with the Agency team on February 8, 2016, to discuss the Appendix B grievances. Prior to the meeting, the Agency had provided NATCA with their preliminary determination on each of the grievances. The overwhelming majority of the grievances were sustained by the Agency. The Agency is collecting additional information to determine how the remedy will be calculated for each of the grievances. LR is working to schedule a follow-up meeting in the coming weeks. (Iacopelli -OPEN)
Security Czar: The letter was sent to FAA on or about February 11 naming Brody McCray as the new NATCA POC. (MacDonald – CLOSED)

“Eyes in the Sky”: NATCA has been working with the production company and the series is taking shape, patterned off of the annual Archie League Medal of Safety Awards. NATCA is positioned to retain total control of the content. Several networks have expressed interest in the product, and sponsors are being lined up to assist with the cost of production. If this endeavor results in a profit, that money would be used to fund the NATCA scholarship program. (Gilbert - OPEN)

Professionalism Campaign: Garth Koleszar provided a briefing on the newest component of the professionalism campaign, entitled “Respect”. NATCA continues to lead the professionalism campaign and is ensuring that the messages being delivered to the field reflect our core values. (Gilbert - OPEN)

Penn State Online Education: On March 4, 2016, NATCA announced the new partnership with Penn State University. PSU provided information during the Communicating for Safety conference and will also be at the national convention in San Diego. (Ghaffari – CLOSED)

Labor Relations Negotiations/Strategy Team: Contract Negotiations - significant progress had been made, reaching agreement on approximately 90% of the open provisions, which includes articles and mid-term agreements such as MOU’s and other practices. While the number of open items is not high, as is normal during term negotiations, those that we have not yet agreed upon are significant and important to both sides. We are continuing our weekly negotiating sessions with the Agency to reach agreement utilizing the principles of interest based bargaining on the remaining articles and provisions. (Iacopelli - OPEN)

Training Review Board Curriculum: Logistics are still being finalized for a meeting with Agency personnel to continue work on developing joint curriculum and training (LeBovidge - OPEN)

Boots on the Ground: A meeting is scheduled for later in the month to determine possible participants and necessary budget. Adjustments may be necessary once it is determined where the AFL-CIO would like to focus attention. (Gilbert - OPEN)

Basic Representative Training (BRT) Curriculum: With the progress being made to establish a National Training Committee responsible for the development, logistics, and upkeep of NATCA Academy courses, coordination was completed with the interim Committee and it was determined that any review and refinement of the BRT curriculum would be best handled through their efforts. Future updates will be from the Training Committee (LeBovidge/Ghaffari - CLOSED)

Training Committee: The interim committee held an initial telcon and developed a structure to propose for the Committee. Once the Committee is populated, that group will establish a charter and operating guidelines. RVP’s LeBovidge, Marinetti, MacDonald and Ghaffari will serve on this Committee. Additional members will be selected by the next NEB meeting. (LeBovidge/Ghaffari - OPEN)
Basic Watch Schedule: A detailed session regarding upcoming negotiations and the manner in which to prepare for and deal with possible impasses will be held at the May NEB meeting (Gilbert - OPEN)

Security Issues: Meetings have been held with FAA Security to further discuss the revocation of clearances for individuals who fail substance testing. Security has been coordinating internally with Aviation Medicine and EAP to chart their position. Further meetings should be occurring in the next few weeks. (LeBovidge - OPEN)

Active Shooter Training: A request for a briefing has been sent to the Agency and to date there has been no response. (MacDonald – OPEN)

AJW-14X Meteorologists: Background research continues before making a determination to consider the possibility of meteorologists obtaining representation under NATCA. (MacDonald - OPEN)

Local Officer Training for EWP: Plans to conduct a special onsite Local Officer’s training session are still being developed. (MacDonald - OPEN)

Retired Military Controller (RMC) Hiring: Discussion with the Agency has led to reconsideration of the termination of the Retired Military Controller program. Final issues are being resolved to keep the program in effect, and those items outstanding will be closed through the Collaborative Steering Committee (CSC). No controllers currently on an RMC contract should be forced out, and all should have received notification of such. (Gilbert - CLOSED)

Staff Specialists and LDR: After review of the information available, no further action is needed at this time. (Robicheau - CLOSED)

AT-SAT Replacement Validation Process: While progress has been made to achieving the desired number of participants to allow for a successful validation of the AT-SAT replacement testing, the forecasted numbers are still falling below the threshold number. Alternative strategies are being discussed to maximize participation, including further usage of onsite testing capabilities at selected locations. NATCA has continued to push for the Agency to develop a plan for continued hiring in the event that an AT-SAT replacement cannot be implemented before the current pool of candidates has been exhausted. (LeBovidge -OPEN)

OJT-I Premium Pay for Clearance Delivery: Members of the Grievance Review Team have solicited facilities to determine if any are receiving OJTI pay for the clearance delivery position. It appears that there may be one or two in the NWP region claiming they receive the OJTI pay. It appears all others are not receiving it unless it is combined to Ground or Local Control. The team will ensure the data positions in the TRACONS are included as part of this issue. (Peterson – OPEN)

WMT Access for NATCA Representatives: Discussions continue at the national level to resolve this issue. Providing access to NATCA representatives who have scheduling responsibilities is a
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temporary fix. (Iacopelli - OPEN)

National Legislative Committee Survey: A survey of PAC participants as well as those not currently in the PAC has been developed by the NLC and is ready for dissemination. It was initially put on hold during the frenzy of legislative activity regarding FAA Reauthorization. Jim Marinitti will work with NLC Chairman Steve Weidner to determine the timing of distribution. (Marinitti – OPEN)

Center FacRep Listserv: A conversation with the Center FacReps was held on February 2 during their scheduled teleconference. All participants confirmed the importance of the Listserv as a vehicle to discuss issues and to glean perspective in a bi-directional manner. Most of the FacReps on the call were reporting that the Listserv was quiet primarily because there are currently no significant concerns presented that require coordination. (LeBovidge – CLOSED)

New Business

Uber: Utilization of services such as Uber and Lyft has become a discussion item for the AFL-CIO. While there has not been a ban on usage of such services, it is important for all members of the house of labor to understand the detriments of such business models, and to recognize that unionized alternatives exist in many locations. (Gilbert – CLOSED)

2016 Convention Subsidy: Trish Gilbert presented a proposal for subsidies to SRF- 12 facilities for the upcoming biennial convention. The Board adopted the proposal and the protocol will be disseminated to the Locals using traditional communication vehicles. (Gilbert – CLOSED)

Legislative Instructor Recommendations: The Board approved the selection of two new instructors for the Legislative Activist training class. (Ghaffari – CLOSED)

FCT LR Team: Discussed methods for improving the manner in which FCTs are provided support from the organization. Currently, the two regions with the highest concentration of FCTs, NSW and NSO, are using specially designated Alternate Regional Vice Presidents to assist with FCT issues. RVPs LeBovidge and Marinitti will work with the Organizing Committee to develop methods for improved engagement with the FCT membership. (Marinitti/LeBovidge – OPEN)

FAA Facility Work Plan: Dean Iacopelli briefed the Board on the history of new tool being incorporated by the Agency. Discussions continue with the ATO Vice President of Air Traffic Services to ensure that the information contained within this system, and the utilization of such, is transparent and collaboration continues to occur at all levels. (Iacopelli – OPEN)

Internet Reimbursements: Untimely requests for internet reimbursements for LFT/POC/PRC were unanimously approved by the National Executive Board. Reimbursable amounts will be adjusted to comply with policy, if needed. (LeBovidge/Ghaffari - CLOSED)

Professionalism Every Hour: All RVPs have been working with their respective counterparts to message the importance of maintaining professionalism at all times. The Agency will be disseminating revised guidance regarding managerial presence during non-administrative times, which will supersede the previous directive, which implied covert operations. (Iacopelli – OPEN)
New NATCA BBS: The structure of a new BBS has been developed and can be incorporated into the new NATCA website. Notice of this change and a transition plan will be established by the IT committee and released to the membership. (Robicheau – OPEN)

Erroneous Designation of JAN Facility Pay Level: Recent academy class was provided with the incorrect facility pay level for Jackson, MS. After research, the erroneous information was found not to be widespread. NATCA training liaison Tom Adcock is working with the Agency to resolve the issues created with the erroneous information. (Marinitti – OPEN)

Eleven Murphy Drive: Issues are arising over the possible consolidation or elimination of space used at this FAA owned facility. Any changes should be reviewed in accordance with Section 804 of the 2012 FAA Reauthorization. NATCA continues to attempt to insert itself into the process, but is consistently rebuffed. Paul and Trish will bring this issue up during their meetings with the Administrator. (MacDonald – OPEN)

Policies and Positions: A compilation of any policies and positions established since the last biennial convention will be developed for presentation to the membership in advance of the San Diego convention. (Robicheau/Peterson – OPEN)

Audits and Finances: EVP Gilbert reminded all RVPs to work with the National Finance Committee to ensure that any corrective actions required as a consequence of the auditing of Locals are completed. (Gilbert – OPEN)

OAPM MOU: Recent issues have created concerns with the functioning of the OAPM projects. The newly established Safety and Tech oversight team will review the concerns and develop mechanism to ensure safeguards are established to ensure successful implementation. (Iacopelli/Peterson – OPEN)

Seniority Lists: The IT Committee will be working with all facilities in a proactive manner to ensure each Local’s seniority list is accurate. Audits will occur on a region-by-region manner to verify the data contained in all seniority lists. (Robicheau – OPEN)

Rural Per Diem Rates: RVP Lancaster raised concerns regarding recent changes to per diem rates provided for rural duty assignments. Appeals are being considered for FSS membership, and additional strategies may be required. This issue will be raised at the Collaborative Steering Committee. (Lancaster – CLOSED)

NATCA Project Team: Names of volunteers to serve on behalf of NATCA on an ad hoc basis when the Agency seeks participants for technology projects is still being compiled. (Marinitti – OPEN)

NATCA Vision Statement: The Board is interested in reviewing and possibly revising the existing NATCA Vision Statement. (Ghaffari/Iacopelli – OPEN)

Multi-Units CBA Negotiations: An email address to gather suggestions for upcoming negotiations will be established. (MacDonald – CLOSED)
OKC Instructors: Opportunities exist for retired members to serve as instructors at the Mike Monroney Academy in Oklahoma City under the new contractor. Methods to advertise this opportunity will be developed for distribution to interested parties. (Ghaffari – OPEN)

Inspector General Interviews: Issues have arisen where NATCA representation is not being afforded to those employees who are seeking to invoke their Weingarten rights during an IG investigation. Informal attempts at resolution have not achieved closure, so formal grievances will be pursued. (Iacopelli/LeBovidge – OPEN)

NATCA Logo for CLT Glassware: The Board approved, without objection, the request from NATCA CLT to use the NATCA logo on glassware to raise funds. (Marinitti – CLOSED)

Briefings

Organizing: In addition to the information provided above, National Organizing Committee Chair John Bratcher briefed the Board on the status of FCT organizing, adding new Corporate Members, and identifying new bargaining units that might be organized in the future. Procedures and supplemental materials used with newly organized groups will be shared with the National On-Boarding Committee to assist in providing support through that effort. The Organizing Committee is also exploring the legalities involved with moving toward electronic membership applications. Finally, the Organizing Committee is reaching out to all members who submitted an 1188 during this past period to see if that number can be reduced.

Benefits: National Benefits Committee Chairperson John Bratcher briefed the Board on the status of retirement seminars being offered across the country, as well as the processes in place to request and, if necessary, cancel, such sessions.

Legislative: National Legislative Committee Chairperson Steve Weidner briefed the board on legislative indicators during this current election year.

Patricia Gilbert
Executive Vice President