
NATCA National Executive Board Meeting
May 15-17, 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:

Farrow: Motion to approve the minutes of the March 21 meeting and the April 3 and May 3 teleconferences.

Zilonis: Seconded

Vote: Passed unanimously

Request for Tuition Reimbursement – Clements: Sean Clements is pursuing an MBA through Indiana Wesleyan University. He is requesting reimbursement for his tuition expenses in the amount of \$780.05.

Zilonis: Motion to reimburse Sean Clements in the amount of \$780.05

Ghaffari: Seconded

Vote: Defeated unanimously

Request for Tuition Reimbursement - DiPalmo: Mark DiPalmo is pursuing a four-year degree in labor relations through the State University of New York. He is requesting reimbursement in the amount of \$952.50 for tuition expenses.

Zilonis: Motion to reimburse Mark DiPalmo in the amount of \$952.50.

Barbarelllo: Seconded

Vote: Passed unanimously

Request for Tuition Reimbursement - Miller: Russ Miller is pursuing a four-year degree in labor relations through the National Labor College. He is requesting tuition reimbursement in the amount of \$1,163.26

Meachum: Motion to reimburse Russ Miller in the amount of \$1,163.26

Santore: Seconded

Vote: Passed unanimously

FAA IWR: Mr. Forrey briefed the Board on his recent meeting with FAA Administrator Blakey. He brought to her attention a number of egregious actions on the part of her managers against NATCA members; she said she would investigate these situations. Mr. Forrey explained that the Senate bill is being marked-up in committee this afternoon. The final bill be debated on the floor and could be amended. It will be voted upon sometime this summer. The House is expected to submit their bill later this month and will likely be voted upon later in the summer as well.

National Office Security: Mr. Rinaldi played a security video of the National Office front entrance lobby, showing the individuals who recently broke into the NATCA offices entering and exiting the building. He explained the increased security measures being taken to protect the security of both NATCA employees and our assets.

Mr. Forrey left the meeting at this point to meet with Joe Miniace and Mike Herlihy of the FAA concerning national arbitrations.

National Pay Issues: Mr. Blankenship reported that he is still not receiving responses from Tom Cassady on pay issues. Need to ensure staff specialists are paid their OSI/SCI in June.

FAAMA: Mr. Barbarello recommended that a letter be sent to FAAMA's corporate sponsors/partners, threatening a boycott of their organizations if they do not withdraw their support of FAAMA. FAAMA is actively trying to stop any legislation that would ensure a fair collective bargaining process for NATCA's members. Some of FAAMA's current corporate sponsors include GEICO, the FAA Credit Union, Barbarello: Motion that a letter detailing our issues (specifically, FAAMA's anti-worker legislative position) shall be sent to the corporate sponsors/partners of FAAMA, threatening a boycott of those corporations if they do not immediately withdraw all support for FAAMA. If they fail to comply, the issue will be brought to the AFL-CIO for inclusion on the boycott list.

MacDonald: Second

Vote: Defeated, with Mr. Barbarello, Mr. Farrow and Mr. MacDonald voting in support (Mr. Forrey was absent).

Protocol for NEB Meetings: Mr. Ghaffari questioned the proper protocol for inviting guests to NEB meetings. Mr. Forrey responded that NATCA members are always welcome to attend National Executive Board meetings, except for those times when the Board meets in Executive Session. He requested that he be notified in advance of invitations being extended to industry executives and other non-members; these invitations should be coordinated through Adell Humphreys.

Legislative Update: Trish Gilbert and Jimmy Ray Garrett of NATCA's National Legislative Committee presented a proposal dealing with NATCA's participation in the upcoming 2008 elections. The Committee believes that NATCA's involvement and visibility in political campaigns increases the union's visibility among elected leaders and their staffs. NATCA activists gain personal credibility with elected leaders and thereby advance NATCA's mission and agenda. They outlined ways in which to increase NATCA's presence in candidates' campaigns and ways to motivate and train NATCA members to become delegates at political conventions. The Committee has also looked at ways to increase the NATCA PAC. They believe that increasing the PAC would give the union greater influence on the political process than it currently has. It would also allow NATCA to move from defense in elections to offense and more aggressively fight our opponents. They urged the RVPs to promote the NATCA PAC at every opportunity.

NATCA Member Benefit Fund: Michelle Lorino has applied for financial assistance from the NATCA Benefit Fund. Mr. Rinaldi reported that the fund balance stands at \$1,700 and is owed over \$18,000.

Santore: Motion to move \$9,600 from set-asides to the NATCA Trust Benefit Fund.

Meachum: Seconded

Vote: Passed unanimously

FAA Request for Stipulations on Arbitrations: The FAA has informed NATCA that they want stipulations on grievances filed after September 3. Mr. Forrey met with the Agency to discuss this matter. As a result of these discussions, a scheduling process will be created. The process will begin with grievances filed prior to September 3; NATCA representatives will meet with their FAA counterparts to discuss the grievances and set an arbitration date. This process will give NATCA the ability to arbitrate adverse actions without getting into a "first come first served" situation. We believe it will be necessary to expand the list of arbitrators from three to five, since the Agency maintains that the reason they are slow to schedule arbitrations is that there are not enough arbitrators available. Mr. Forrey is working with the Agency to obtain official time for NATCA advocates to prepare for arbitrations.

NATCA/CATCA Executive Board Meeting: Mr. Thompson and Mr. Farrow recently attended the CATCA National Convention in Whistler, British Columbia. Greg Myles, CATCA's newly-elected president, has suggested that CATCA's executive board hold a joint meeting with NATCA. Mr. Farrow offered to work with Greg Myles and develop a list of topics to be discussed during such a meeting. This was agreed by consensus.

BBS Policy Violations: Mr. Blankenship reported that one NATCA member has been given a seven-day suspension from the BBS for improper messages and several other members have received warnings.

Mr. Santore believes that NATCA members who bid on supervisory positions should immediately lose their access to the NATCA bbs.

Thompson: Motion to reconsider the following motion which was defeated at the September 2006 NEB Meeting: "*NATCA members who are selected for positions outside of any NATCA bargaining unit will be immediately denied access to the NATCA bbs.*"

Ghaffari: Seconded

Vote: Passed, with Mr. Forrey, Mr. Meachum and Mr. Zilonis voting in opposition

Thompson: Motion to amend the motion defeated at the September 2006 meeting to read as follows: *NATCA members who are selected for FAA management positions will be immediately denied access to the NATCA bbs.*

Santore: Seconded

Vote: Passed, with Mr. Zilonis abstaining

MacDonald: Motion to recess

Robicheau: Seconded

Vote: Passed unanimously

Wednesday, May 16

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.

Mentorship Program: Doug Hartman joined the meeting via teleconference to brief the NEB on the status of the Mentorship Program project. He reported that the National Labor College survey will go online today, and will be available for all members to complete.

Mr. Ghaffari introduced Heidi Williams of AOPA. Mr. Ghaffari believes NATCA and AOPA should work more closely together in the future. Ms. Williams echoed these sentiments, and said AOPA is pleased with their open dialogue with NATCA. Their members welcome NATCA's participation in the air safety conferences and hope this will continue.

ASR-11 Designation: Mr. Santore reported that Perry Doggerel is working on ASR-11 issues. The Agency wanted Mr. Doggerel to work as a subject matter expert, and he has agreed to do so. Mr. Santore believes this additional assignment will result in significant

additional workload, so Mr. Doggerel has offered to resign from the National Safety Committee.

WARP/NEXRAD: Effective May 9, controllers are being required to perform all of the different filters for weather, and they're written-up if it is done incorrectly. This often results in pilots being given weather information that has no impact on them and increases the workload for both pilots and controllers. It has been suggested that NATCA issue a press release on this issue; however, it is a difficult issue to communicate to the public.

ITF: Ingo Marowsky and Liz Williams of the International Transport Workers Federation joined the meeting this point to present a briefing on the ITF and NATCA's participation in their organization. ITF was founded over 100 years ago and is composed of representatives from all modes of transportation, representing more than 500 trade unions in over 120 countries. They have recently signed an MOU with IFATCA to work together and further the interests and defend the rights of air traffic controllers.

Position on Age 56 Rule: Mr. Ghaffari questioned whether NATCA supports controllers getting waivers to work past the age of 56. NATCA has never have supported this in the past as it could negatively impact the early retirement that controllers can receive. Mr. Ghaffari will do some research on this issue and develop a policy for NEB consideration.

AFL-CIO Diversity Resolution: The AFL-CIO has asked its member unions to adopt the same diversity principles adopted by the AFL-CIO Executive Council. After discussion, the NEB declined to take action on this resolution.

NWP Proposed Arbitration Requirements: Questions have been raised as to the responsibilities of the first seat/second seat/observer in an arbitration. Mr. Ghaffari has developed a model that is being used in his region, which delineates the responsibilities of all NATCA advocates involved in an arbitration. It was noted that Mr. Ghaffari's proposal could require coordination with the NATCA employee union. Mr. Forrey agreed to notify ONE U.

Banking Structure: Mr. Rinaldi presented an outline of the National Office's current banking structure and a proposed new structure. He explained that new banking procedures are being implemented to protect the union against fraud.

Internal Coordination for Consolidations and Other Projects: Mr. Ghaffari wants to ensure that NATCA speaks with a consistent voice on issues such as consolidations. He noted that NATCA's Labor Relations department needs to understand what the union's position is on consolidation/deconsolidation or collocation so that they can properly frame our negotiating proposals. Peter Gimbrere, Frank McCarthy and Doug Church joined the meeting to discuss this issue.

Sponsorships: Mr. Rinaldi explained that sponsorship of events such as Regional or Center Rep meetings should be coordinated through Lew Zietz in the National Office.

Health Care Benefits for Retired NATCA Employees: An MOU has been written which will provide health care benefits for qualified employees who retire from NATCA. A workgroup composed of representatives from ONE U and NATCA management studied this issue drafted the MOU.

Member Benefit Assistance Fund: As a result of a suggestion from a member, Mr. Santore asked that the NEB consider expanding the rules of the fund in order to help those who have been financially harmed by the FAA's imposed work rules. Mr. Rinaldi noted that funds transferred from the union's operating fund to the benefit assistance fund remain permanently in the benefit assistance fund and can never be returned to the operating fund. If the fund were expanded to assist in situations like these, there could be many requests for assistance that would permanently drain the union's operating fund. After discussion, it was agreed that at this time, NATCA cannot expand the scope of the Member Benefit Assistance Fund.

NATCA Benefits Trust: The NATCA Benefits Trust met on May 14 at the NATCA National Office. During this meeting, the group received a briefing on the Union Privilege credit card. This program is very union and worker-friendly and offers many benefits that regular credit cards don't have. NATCA is one of only three AFL-CIO unions that does not offer this credit card. Discussion ensued on whether to have this card marketed to NATCA members; Mr. Meachum agreed to further investigate the program.

Retirement Briefings: Mr. Robicheau questioned how the retirement briefings are being scheduled. Mr. Rinaldi responded that it is necessary to have at least 35 members present at a briefing. Mr. Meachum will investigate whether there is a limit of 35 members that can attend these seminars and if there is a cost for additional attendees to attend.

Request for Charitable Contributions: Mr. Farrow submitted a request to sponsor a group of sky divers at the 2007 YMCA National Gymnastics Championship at a cost of \$1,500. This sponsorship will benefit the YMCA.

Farrow: Motion to contribute \$1,500 to the 2007 YMCA Nationals Sky Divers

Blankenship: Seconded

Vote: Passed unanimously

JFK Tower is hosting a golf tournament later this summer. Proceeds from this event will benefit several charities.

Barbarelo: Motion to donate \$250 to the JFK Tower Golf Tournament.

Santore: Seconded

Vote: Passed unanimously

MacDonald: Motion to recess

Zilonis: Seconded

Vote: Passed unanimously

Thursday, May 17

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
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.

The Board went into executive session to discuss confidential matters.
Mr. Farrow joined the meeting at this point.

Legislative Update: Eugene Freedman, Ken Montoya and Frank McCarthy joined the meeting to brief the NEB on current legislative activity, including actions taken on the various amendments that were submitted. The bill is expected to hit the floor in late June/early July for debate. NATCA's mediation language which requires binding arbitration is included in the Senate bill. The House language is still being drafted.

Health Care Benefits for Retired NATCA Employees:

Rinaldi: Motion to approve the proposal to provide health care benefits to qualified retired NATCA employees

Ghaffari: Seconded

Vote: Passed unanimously

Mr. Forrey left the meeting at this point to attend the International Association of Machinists' National Day of Action Rally. Mr. Rinaldi assumed the chair.

Flight Service: There appear to be increasing problems with IFR flight plans not being filed with Flight Service, especially in the Western Pacific Region. Mr. Ghaffari believes it is important to develop a position on this issue since it impacts NATCA's members and may result in increased duties as pilots ask controllers for IFR flight plans instead of filing their flight plans with Flight Service. Pilots complain that they receive no response from Flight Service. The Agency needs to be put on notice about this lack of service.

CPC Pay: Mr. Rinaldi received a number of comments during last week's FacRep class from developmentals who reached CPC after September 3. These individuals felt that NATCA wasn't doing enough for them. Mr. Rinaldi explained that we have an arbitration scheduled on this issue, but the FAA has been stalling despite the fact that NATCA's are

trying to force the Agency into court. He made a commitment to these members that we send letters to Congress about the fact that these controllers are losing pay despite the FAA's assertion to the contrary. Mr. Rinaldi will send this letter to the Regional Vice Presidents to distribution to their members, and it will be posted on the NATCA website as well.

MSPB Lawsuit: NATCA General Counsel Rita Graf gave the Board an update on the MSPB lawsuit.

Overtime: Mr. Santore has been told that the FAA will schedule overtime shifts of whatever length they want. The Agency is currently scheduling controllers for 5-6 hours of overtime on their regular days off.

Robicheau: Motion to adjourn

Santore: Seconded

Vote: Passed unanimously