NATCA National Executive Board Meeting
May 8th and 9th
Charleston, South Carolina

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 (via Sykpe)
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

Currency Requirements: The furlough activity has delayed implementation. When implemented currency requirements for TMCs have been agreed to as follows: All TMCs are 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 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: Recent activity with the agency has been delayed as a result of the furloughs however we continue to work with the National Academy of Science on developing a recommendation regarding the agency's staffing formulas. (Gilbert/Barbarello – OPEN)

Traffic Mix: Furloughs have stalled progress on the traffic mix. Guiod has an IOU to model our proposal at MITRE. (Santore – OPEN)

Complexity Appeal Review Committee: The TEB Complexity Appeals Board (CAB) was held on February 22nd in front of Arbitrator Richard Bloch. Eugene Freedman and Scott Morrison presented the case for the Union. We have received a favorable decision

verbally and are awaiting the written decision that will provide greater detail. The decision will be evaluated to determine if it could apply to additional facilities. (Barbarello – OPEN)

Regional Meetings Agenda: Spreadsheet has been created and a dropbox called NATCA Regional Training Modules has been created. Dropbox contains the spreadsheet and a few modules. Need to create or find existing modules to be added. (Peterson – OPEN)

Staff Specialists Work Assignment: We believe the Districts have created district staff specialists. The issue will be placed on the CSC agenda. (Barbarello – OPEN)

Interest Based Communications (IBC): Tim Smith briefed at the January meeting on a plan to roll out "level down" training on IBC. Since then, we have been overtaken by Sequestration events. At this time, it appears that there will be no further IBC training this fiscal year. (Smith – OPEN)

Mentorship Program: The NATCA Reloaded Committee participated in the new NATCA 101 class via Go-To-Meeting on April 17th. While there are challenges associated with conducting this type of class online, the overall feedback was very positive. The class lasted 2 hours, and that included 5 short pauses built into the class to allow for questions and comments. We are inputting a few minor improvements as suggested by class participants and hope to have class available soon after. Based on discussions with Regional Reloaded Reps, there has been little if any movement towards implementing the formal mentorship program due to workload. (Ullmann – OPEN)

Performance Based Navigation: No change since last NEB meeting. (Ullmann – OPEN)

Just Culture: No change since last meeting. Due to funding shortfalls we do not see the FAA pursuing this initiative. (Ghaffari – Closed)

Staff Work Basics Workgroup: No change since last meeting. Due to funding shortfalls we do not see the FAA pursuing this at this time. (Ghaffari – Closed)

Ops Assessment: No change since last meeting. Due to funding shortfalls we do not see the FAA pursuing this at this time. (Ghaffari – Closed)

LAX TBIT/ Taxiway T Delay: The FAA is having funding issues with giving LAX a new STARS suite for GC-3. The issue of equipping GC3 is a direct result of the approval and then construction of the West TBIT construction project without any NATCA collaboration. After much deliberation over how best to deal with a very unfavorable situation created by the lack of line of sight created by TBIT, it was agreed by the parties that LAX would open up a dedicated heads down position using ASDE-X at the GC-3 position. This now created a situation in which GC-3 requires its own STARS suite.

GC-3 must have the functionality to view the environment independently and in an

expanded view. Slaving the GC-3 position off of any other position will not allow that. GC-3 must have the capability to see as much of the local environment as necessary to develop and plan safe and efficient use of "S". Limiting this to a slave off of one local scope will not suffice. Furthermore, the ability to build data blocks through ARTS/STARS will be hindered if GC-3 is slaved off another position. It will cause unnecessary distractions at the associated position. . (Ghaffari – OPEN)

Contract Weather Observers- All efforts, including the 14 facilities that were in process of transitioning, to move away from contract weather observers have been placed on hold. **(**Gilbert – OPEN)

Training Order, the 3120.4N: Bryan Zilonis and Tom Adcock will be conducting a review of the missing elements of the current training order this month and identify where previous versions of the Training Order contain language that corrects the deficiencies. Missing IPG language where possible will be considered from the Article 48 workgroups. If a functional order can be crafted for presentation to the Agency, a full workgroup of 4 to 5 will be formed to create the draft. (Zilonis/Ghaffari – OPEN)

ERAM/ERAM CHI/D-POS: With the end of furloughs there remain questions as to how quickly ERAM implementation moves forward. The ERAM ART 48 Workgroup has been tasked with developing several different options for moving forward in FY13 and at this time nothing is finalized. This could include just putting the EAC1300 software build out to the field, working on achieving ORD at ZOA and ZID, achieving continuous ops at ZBW, ZME and ZFW, achieving IOC at ZFW, ZMA, ZTL and ZJX or any combinations of the above. (Ullmann – OPEN)

Dues Workgroup – Briefings and membership communication should continue regarding the proposed change to NATCA's dues structure. (MacDonald – OPEN)

Shared Services Update – No change. (MacDonald - CLOSED)

Health Order 3930.3B: On March 29th a telcon was held on locking down the color palette. Dr. Lomangino reports that there is now a new contractor working on the electronic form 8500. The new contractor has found many problems left over from the old contractor. Funding issues makes the work that needs to be done on the electronic form difficult. Until the airman's E-8500 is working correctly no real progress will be made on the ATC E-8500. Though the paper 8500 will no longer be printed Dr. Lomangino informed us that there is an 8-year supply. The Agency is now testing a new ATCOV for ERAM facilities. We have requested a briefing and demo with Eugene and Don Chapman taking the test as they did last time to evaluate it. (Santore – OPEN)

ZMA/ZHU/ZAB: The ZAB briefs and reply briefs have been submitted and we await a decision. The ZMA/ZHU hearing has concluded and initial briefs are expected to be due in late July but a firm due date has not been established yet. Replay briefs are arranged in this case also. (Santore – OPEN)

PL 92-297 v. OPM MRA- A white paper is being drafted for use at retirement briefings. (Gilbert – OPEN)

CIP: The parties reached an agreement on the national grievance. It provides that the FAA will pay employees for the CIP they did not receive in FY 2012. This agreement only applies to employees who were bargaining unit employees at the time of the suspension of CIP and who are currently bargaining unit employees. The agreement also formalizes the process by which CIP may be temporarily suspended in future years should the payments be expected to exceed the negotiated amounts. (Rinaldi/Barbarello – CLOSED)

Guam base privileges, DOT-1: The Union has proposed to put together a joint workgroup to address issues that will include, but not be limited to regain authorized access to on-base housing, the DOD DEERS system and Joint Region Marianas medical facilities by bargaining unit employees assigned to FAA facilities on Guam. If regaining authorized access to the aforementioned is not possible, the Workgroup will identify alternative ways to provide bargaining unit employees and their families with equivalent allowances and/or services. The Workgroup would be responsible for submitting its finding/recommendations regarding such alternatives to the CSC. We are waiting for the agency to respond to our request (Rinaldi – OPEN)

NATCA ITC- We are actively soliciting SME's for ITC Committee. (Robicheau – OPEN)

C90/N90 – A joint workgroup recommendation was delivered to FAA. As of yet there has been no response. (Gilbert – OPEN)

Airport Surface Surveillance Capacity- (Munroe - CLOSED)

AOS Bargaining Unit Representation: A workgroup comprised of Bryan Zilonis, Mike MacDonald, Mike Robicheau, Bob Brickles, Troy Barr, Enroute Facrep (TBD) and TRACON Facrep (TBD) will begin to discuss Representation issues surrounding the AOS unit and possible solutions. The workgroup is anticipated to begin in May. (Zilonis – OPEN)

NATCA Academy Courses and Furloughs: This item can be closed since the furloughs have been suspended. NATCA is in the process of rescheduling the two BRT classes (MSP/ANC) that were postponed. (Ghaffari – CLOSED)

Arbitration Advocacy II Beta Class Timing: We are looking at scheduling the AAT-II beta class after the first of the year to help with this year's budget and allow us time to finalize the course material. (Ghaffari – OPEN)

New Business

Tuition Reimbursement: Samed Rizvi's request for tuition reimbursement was approved in accordance with SRF-14. (Barbarello - CLOSED)

Tuition Reimbursement: Wycliffe Walcott's request for tuition reimbursement was approved in accordance with SRF-14. (Barbarello - CLOSED)

Tuition Reimbursement: James Keith's request for tuition reimbursement was approved in accordance with SRF-14. (Smith - CLOSED)

Facebook Union Thugs: There is a proposal to utilize social media to promote the positive aspects of our profession and our Union. The idea will be vetted and worked with the NATCA Communications department. (Zilonis – CLOSED)

Disaffiliation with Nurses bargaining unit: Zilonis moved to disaffiliate with the nurses bargaining unit. Ullmann seconded with the NEB voting unanimously for the motion. (Zilonis – CLOSED)

Article 48 rep for TFMS: NATCA's article 48 rep for TFMS (Steve Lee) is retiring. Eric Owens from I90 has been selected as the new rep. (Gilbert – CLOSED)

Drug and Alcohol class Instructors: Mike Hull and Don Chapman have been selected to join Scott Pressley in teaching the national Drug and Alcohol class. (Ghaffari – CLOSED)

Internet Reimbursement: July 1st 2013 will end the retroactive period for local reimbursement for Internet services. NATCA will continue to reimburse locals who qualify in accordance with policy SRF-22 Internet for Smaller Locals. (Gilbert – CLOSED)

> ***-SRF-22 Internet for Smaller Locals***
> *NATCA shall reimburse up to $50 per month to Locals covered by SRF-12, for internet access. Wireless cards, hot spots, and internet in the facility are reimbursable, home service is not.*

From April 2012 minutes- ***Untimely Internet vouchers:*** *Gilbert -In accordance with SRF-20 motion to grant approval for untimely internet reimbursement vouchers for SRF-12 locals back to July 1, 2011. NEB passed unanimously. (Gilbert- CLOSED)*

Safety and Tech Department vacancy: Robert Utley has been hired into NATCA's Safety and Tech department. (Gilbert – CLOSED)

Charter Petition Request for LSE: In accordance with the Local Chartering Rules and Regulations the charter petition filed by the BUEs of LaCrosse FCT (LSE) was

unanimously approved by the NEB. (Rinaldi – CLOSED)

Briefings

UK Briefing: The National Executive Board received a comprehensive briefing from Board members of PROSPECT regarding the UK Air Traffic Control System transitioning to privatization. There was a great deal focus on the benefits and detriments that were encountered from the beginning up to present day. They also provided a detailed perspective of what the future looks like as increased regulations are implemented by the European Commission.

Heading for True North: As a member benefit NATCA is considering developing a peer-based support program for members with addiction issues. It is anticipated that the Heading for True North Program would consist of a team of volunteers who themselves have become sober and know the struggles associated with addiction. When an ATC professional finds himself/herself with issues of addiction, a True North peer would be there to mentor and support them. It is believed that peer support from a fellow professional would bolster the recovery process and offer a greater sense of security and belonging for the participant.

EMP 1.14a policy change: Andrew LeBovidge briefed the National Executive Board on the changes to the EMP 1.14a. Specifically, the policy covering the retention and potential placement of air traffic control specialists who have been unsuccessful in their initial facility training. These efforts involved multiple stakeholders within the FAA and the Department of Transportation, including Human Resources, Labor Relations, General Counsel, the ATO Lines of Business, and NATCA. As a result of this successful collaborative endeavor, the EMP 1.14a will now reflect a refined process that should improve the manner in which the FAA handles such employees.

The goal of this revision was to create an efficient, standardized mechanism for ensuring that retention decisions and placement determinations are made in a transparent and objective manner that improves the opportunity for employees to continue within the occupation at a level that matches their qualifications with job availability.

The principal change in the policy is the establishment of a national panel (the National Employee Services Team, or the "NEST") to assess potential retention decisions and placement determinations. This panel will consist of representatives from Terminal, En Route, Safety and Technical Training, Management Services and NATCA.

A national database of vacancies will be maintained, utilizing information within the Staffing Workbook, to facilitate placement. Employees whose training is terminated on or after April 23, 2013 will be processed in accordance with the revised policy.

National Academy of Sciences: Andrew LeBovidge provided an update on the work of the National Academy of Sciences Committee that is examining the FAA staffing

standards and models. The Committee has had two full meetings and has been primarily engaged in data collection. Analysis of the data has begun and the Committee is targeting early 2014 for its full report.

Patricia C. Gilbert
Executive Vice President