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

Old Business

Currency Requirements: Currency requirements for TMCs as follows have been agreed to: 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 of 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: The collaborative resource workgroup was meeting on a monthly basis before the impacts of sequestration took the forefront for both Parties. Members of the workgroup briefed the National Academy of Science on the flaws in the agency’s current Controller Workforce Plan. The joint workgroup is working to more accurately reflect the staffing needs at field facilities. The next meeting is scheduled for April 18 & 19 but may be canceled due to the impending furloughs and subsequent impact to the NAS that the Parties may still be working on. (Gilbert/Barbarello – OPEN)

Collaboration at the District level: The District level collaborative process has been implemented. (Barbarello – CLOSED)

Smoking Rooms: NATCA conducted a survey on the status of facility smoking accommodations. The information has been compiled and it has become evident that there is no national solution that would address the varying local concerns. Current issues will need to be worked nationally/regionally on a local’s case-by-case circumstances. (Barbarello – CLOSED)

Traffic Mix Formula: A proposal for amending the traffic mix formula has been submitted to the FAA. A joint workgroup will deal with updating the traffic mix formula to include Super
Heavy's. The workgroup met at the end of January to review the Union's proposal. The agency is considering utilizing MITRE to validate the Union's assumptions. (Barbarello/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 are still waiting for a decision. (Barbarello – OPEN)

**Regional Meetings Agenda:** A document outlining issues to be covered in NATCA regional meetings has been developed. The purpose is to ensure we are covering and updating issues at all regional meetings on items not routinely covered in NATCA Academy classes. (Peterson – OPEN)

**Staff Specialist Work Assignments:** It appears that in the past staff specialists have been doing what might be categorized as district work. In some instances, staff specialists may have also been doing work for higher-level facilities. A letter from NATCA was sent to the agency at the beginning of February requesting they advise of their intentions. The agency has responded that no staff specialist at a lower-level facility will do work for a higher-level facility. Even with this statement by the agency it appears they are establishing District staff positions. We will work to reconcile the opposing agency positions. (Peterson – 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 Reloaded Committee is finalizing the NATCA 101 class, which will be a requirement for the Mentorship program. The last dry run of the class is scheduled the week of April 15th. Regional Reloaded reps were instructed to reach out to their respective RVP to discuss Mentors and Mentees. (Ullmann – OPEN)

**NATCA Logo and ATC Code:** A NATCA member has inquired about using the NATCA Logo and the ATC code used in the Professional Standards Program. NATCA has strong guidelines about the use of the NATCA name, acronym, and logo in order to protect its ownership of those properties and its investment in registering them with the U.S. Trademark Office. Although the national office will sometimes approve the use of the name, acronym, or logo on particular merchandise made available for sale to NATCA members, NATCA has never approved the use of the properties with regard to any business service (such as a consulting service). The national office has significant legal concerns about approving the use of these properties in connection with any business service for which NATCA exercises no oversight. Similarly, NATCA owns the copyright protection on the ATC Code and is not able to approve the use of it with regard to an effort unrelated to NATCA. (Gilbert/Peterson – CLOSED)

**Service Area Representation:** Shortly after the January NEB meeting, the Manager in question from the WSA reached out to the NNM RVP. In discussions with the WSA NATCA Rep, the working relationship has been improving. The NNM RVP Jim Ullmann has also committed to hold a face-to-face meeting with WSA management when able. (Ullmann – CLOSED)

**Performance Based Navigation:** This issue was discussed at length at the Terminal and Center Rep meeting held prior to CFS. Dale Wright, the Safety and Tech Department and the Article 48 reps. are actively working the issue. We should be in the position to receive an update in the next couple of months. (Ullmann – OPEN)
Just Culture update: No change. (Ghaffari – OPEN)

Staff Work Basics Workgroup: No change. (Ghaffari – OPEN)

Ops Assessment: As a result of sequestration, all future Ops Assessments have been placed on hold. NATCA will be meeting with the ATO VP Terminal to discuss the future of this program. (Ghaffari/Barbarello – OPEN)

LAX TBIT/ Taxiway T Delay: NATCA is continuing to work with the service area and the new district manager to mitigate the impact of this huge construction project. We still do not have a commitment from LAWA to move forward with the construction of taxiway T. (Ghaffari – OPEN)

Instructors for Secretary-Treasurer Course: NEB needs to review list of volunteers and select instructors for the new secretary-treasurer course. (Ghaffari – CLOSED)

Contract Weather Observers (CWO): As a cost saving measure the agency intends to terminate the CWO contract and transition the duties to the bargaining unit. While many of our towers are already doing this work, there are still a fair amount of facilities that will be affected by this move. NATCA is working this issue in several venues. Internally we are gathering information related to the requirements associated with implementing the CWO duties at the facilities that are currently engaged in this activity. Additionally, we are represented and working collaboratively on the CWO transition workgroup that is tasked with identifying logistical concerns and developing a timeline for facilities to make the transfer. We are also dealing with the matters affecting working conditions in a more formal process which will yield a National MOU and include provisions for locals to address issues specific to them. (Peterson/Robicheau/Barbarello – OPEN)

Training Order, the 3120.4N: No change since last update (Zilonis/Ghaffari – OPEN)

ERAM/ERAM CHI/D-POS: The ERAM ART 48 Workgroup has been working on a program strategy to be used during mandated furloughs of BU’s. The one undeniable goal is to ensure continued support for facilities that are already using ERAM as their operating platform. The proposal presented and accepted by the FAA is to work towards the possible implementation of the next software build, scheduled for delivery in mid-May. The specific logistics on this software implementation are still being developed, and there is a possibility that regardless of the amount of funding provided for implementing the new software, there will be insufficient available resources at some ERAM facilities to test and upload the new software. There will be no additional work supported for downstream facilities that are not using ERAM until such time as there is a clearer picture on sequestration and furloughs. (Ullmann – OPEN)

Dues Workgroup: The workgroup has been briefing at regional meetings (MacDonald/Smith – OPEN)

Shared Services Update: On March 4th, John Pipes and Ray Towle briefed NATCA on the latest AFN Cross Functional Team Recommendations. NATCA has submitted several follow-up questions for clarification. The Agency has asked NATCA to participate on several workgroups covering these issues: Building Services, Aviation Education (part of Executive Operations), Admin Functions in Executive Operations, Organizational Functions - Across all functions in Logistics (Real Estate, Personal Property, Disposition), Budget in Executive Operations, and FOIAs in Executive Operations. NATCA intends to participate in all of the workgroups. (MacDonald – OPEN)
Health Order 3930.3b: Locking down the colors for a color palette to be used on all technology and implementing the electronic 8500 forms are the only issues remaining. Both issues are being worked jointly. (Santore – OPEN)

ZMA/ZHU/ZAB Update: We will be submitting the rebuttal brief for ZAB by April 5. The ZMA and ZHU arbitration is continuing the week of April 8th. (Santore – OPEN)

Region X, Staff and 2186 CBA Update: Negotiations are complete. The tentative Consolidated CBA has been mailed from the printer to all affected NATCA members. The ratification schedule is as follows. The ballots will be mailed to affected members on April 15. In order to be considered valid, they must be returned to the National office by close of business on May 15. Ballots will be counted and results announced on May 16. In order to provide a forum for answering any questions regarding the tentative agreement, we will be holding informational telcons as follows:

April 15 @ 1:00 ET for E & A and Aviation Technical System Specialists (2186) and 3:00 ET for Staff Support Specialists

April 16 @ 1:00 ET for Staff Support Specialists and 3:00 ET for E & A, and Aviation Technical System Specialists (2186)

(Zilonis – CLOSED)

PL 92-297 v. OPM MRA: No change. (Gilbert – OPEN)

CIP: The parties are close to reaching a settlement on the national grievance. (Rinaldi – OPEN)

Guam base privileges, DOT-1: No change. (Rinaldi – OPEN)

NATCA Charitable Foundation: We are still in the process of moving accounting and compliance responsibilities to the National Office. (Gilbert – CLOSED)

NATCA ITC: The committee asked about a calendar that members can subscribe to. Trish will work with the Outreach dept to search for that feature. (Gilbert – OPEN)

C90/N90: This issue as taken a backseat due to the focus on the sequestration cuts. (Gilbert – OPEN)

Airport Surface Surveillance Capacity: We are still waiting for a response from the agency regarding funding for this project. (Munroe – OPEN)

AOS Bargaining Unit Representation: Work is continuing on developing a representational structure. (Zilonis – OPEN)

FSS Hiring & CR: The issue is moot now that the hiring freeze is in place for all due to sequestration. (Munroe/Gilbert – CLOSED)

Assignments to the Basic Watch Schedule: There have been concerns with regard to assignments to the basic watch schedule when a controller reaches CPC status and is assigned to
the BWS outside of the normal bidding process. The workgroup determined the following: If
the move is a function of the procedures contained within a facilities Basic Watch Schedule
MOU, seniority must be utilized as per the provisions of Article 32 section 2. All other moves
must be done in accordance with the provisions of Article 46 Sections 4 and 6. (Smith —
CLOSED)

New Business

NATCA Arbitration Courses and Expectations: It is expected that only experienced and
dedicated advocates be sent to NATCA’s arbitration course. Attendance in the course
requires a full time commitment for the week as well as the completion of pre-course
assignments. (Ghaffari — CLOSED)

NATCA Academy Courses and Furloughs: NATCA Academy Courses are being
negatively affected by the looming threat of furloughs. With the likelihood of reduced
staffing at all facilities attendance at the classes is a concern. For this reason the Executive
Board will consider rescheduling some upcoming classes. (Ghaffari — OPEN)

Arbitration Advocacy II beta class timing: The development team is planning to have the
revised course formalized by October 1st with a planned implementation by years end.
(Ghaffari – OPEN)

Critical Incident Stress Management (CISM) Vacancy: The National Executive Board
has filled the vacant CISM position with Joel Weiler. (Ullmann – CLOSED)

Briefings

The national article 48 workgroup has completed a comprehensive review of NATCA’s
participation on workgroups/projects/safety initiatives. The agency has indicated they are
considering reducing and/or eliminating some of these programs due to sequestration cuts. A
great deal of NATCA’s participation on these activities has been established as a result of the
collective bargaining agreement and national agreements. The committee will meet with
FAA Thursday March 21st to discuss the effectiveness of existing programs.

Patricia C. Gilbert
Executive Vice President