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**NATCA National Executive Board Meeting**  
**September 27 – 28, 2017**  
**Albuquerque, NM**

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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 Marinitti, 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:** The Collaborative Resources Workgroup (CRWG) continues work to narrow the field between NATCA and the Agency on the staffing model. The CRWG will look at the five facilities with the largest discrepancy and smallest discrepancy to see what variables are causing the gap.

The A80/LAX NCEPT is taking place on Tuesday, October 3, followed by one on December 18. The 2018 NCEPT schedule has not been determined, but we are interested in increasing the number from 2017. We are working to resolve some errors and determine their sources.

NATCA will continue to advocate for the FAA to consider going back to legacy regions and taking academy graduate preference into account during initial placement to cut down on movement and ERR requests. (Gilbert/Iacopelli/LeBovidge/Robicheau – OPEN)

**Traffic Mix Formula and Validation Team:** The last NVT meeting had three deferments. The NVT is conducting five random facilities at each meeting. They will be looking at two possible upgrades at the December meeting.

The traffic count program workgroup is meeting this week, and has two more meetings scheduled in October. The Agency has purchased hardware for OKC and Atlantic City. The Agency has assigned a Program Management Office (PMO) to work with the ATCCP to develop a clean, reliable traffic count data source. (Robicheau/Iacopelli – OPEN)

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**ZMA/ZHU Update:** The NEB held a teleconference to update the affected facilities. ZMA validation is taking place the week of Oct. 2. A meeting is scheduled for Oct. 18 on ZHU and the definition of Oceanic Traffic. (Gilbert/Iacopelli – OPEN)

**FAA Reauthorization:** The FAA Reauthorization was extended on Sept. 28 for six months, avoiding a partial shutdown of the FAA. The House and Senate versions of FAA Reauthorization have stark differences. If the chambers cannot reach an agreement on a long-term FAA Reauthorization bill, it is likely that an extension of the current legislation would be enacted again in March. That extension, however, may contain policy, meaning it will not likely be a clean extension. The House will continue to seek more support for their version of the bill, and if enough is garnered, it may be voted on by the full House of Representatives before the March deadline.

*Background: On June 27, the House Transportation & Infrastructure (T&I) Committee passed H.R. 2997, the 21st Century Aviation Innovation, Reform, and Reauthorization (AIRR) Act. A couple of days later, on June 29, the Senate passed its version of FAA reauthorization, S. 1405, the FAA Reauthorization Act of 2017. The Senate bill did not contain any air traffic control reform provision. S. 1405 passed unanimously by voice vote in the Senate Commerce Committee.*

NATCA Rolling Lobby weeks the month of September have been focused on budget proposals that affect federal retirements. There is no draft legislation yet, however significant cuts were in both the president's budget and House of Representative's proposals. We are trying to prevent any proposed legislation from surfacing in a bill. The response/support has been good from both republicans and democrats. Many members of congress weren't aware of the different components of the retirement plans and how it would affect us. (Rinaldi/Gilbert – OPEN)

**Committee Review:** RVP Robicheau distributed the updated committee spreadsheet. The Benefits Committee is soliciting for new members, as they will soon be losing one. Two Collaboration Facilitators are leaving and replacements are being put in place soon. (Peterson/Robicheau – OPEN)

**CBA Appendix B:** On September 20, 2017, the Agency provided the calculations of the payments due to the employees covered by the national grievance. We are currently in the process of reviewing/verifying those calculations. NATCA and the Agency have already agreed upon the amounts and settlement language for the individual grievances. Once we confirm the amounts owed the employees under the national grievance, we will incorporate those claims into the existing settlement language.

Overview of the Settlement:

- There are seventy-four (74) total claims that will be paid out under the terms of the Settlement.

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- The Agency has agreed to waive the claims of ten (10) employees who were overpaid.
- NATCA will withdraw five (5) grievances for employees who have separated from the Agency.
- Seven (7) BUEs were paid correctly and their grievances are denied.

(Iacopelli – CLOSED)

**RESPECT Campaign:** Professional Standards will brief at the JCLM. (Iacopelli – OPEN)

**Labor Relations Negotiations/Strategy Team:** We are waiting on the ALO space order. RVP MacDonald followed up, but the Agency still needs more time.

VERA/VSIP are going to be offered to some bargaining unit members in Region X.

Discussion took place on the payment of overtime in emergency situations like natural disasters. There will be grievances for Southern and Southwest regions on the issue.

We are expecting a response on the SSRI MOU from DOT-IG this week.

Automation (AOS) will be incorporated in Collaborative Skills Training. The POFM and their counterpart will be invited to attend.

All facilities should have completed their BWS. RVPs should make sure they are being completed. (Iacopelli/MacDonald – OPEN)

**TRB Curriculum:** The second ops tryout at Burlington started yesterday with a focus group composed of 3 NATCA and 3 Agency participants. Decisions on finalizing the curriculum, location of the course (Agency wants to host it at OKC, we would like to retain some flexibility), and funding for trainees still need to be made. After discussion on the possibility of the Agency being unable to fund or support joint trainings, it was decided that NATCA would host the training ourselves if necessary and when possible. (LeBovidge – OPEN)

**Training Committee:** The baseline academy schedule for 2018 is published. Depending on budget additions other classes may be added. RVPs will use a new process for tracking Airtam's training. The committee will meet Nov 28 in DC. RT1 training went very well and included a member of Region X. (LeBovidge/Ghaffari/MacDonald/Marinitti/Lancaster – OPEN)

**Professional Standards:** See briefing below. (Lancaster/Pincock/Zilonis – OPEN)

**Section 804 Process:** ERI/BUF will have a Nov. 2018 cutover. PASS had some concerns after discussion. CLE will cutover June 2019. AZO will cutover March 2019, with the outstanding issue of GRR members moving from a level 7 to level 6 facility, although they are needed to work the airspace.

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There will be a Phase 3 briefing to Congress. It is not expected to continue after this phase.

Two new members are needed for the A76 Workgroup. RVP MacDonald put forth Bob Aitken, ENE, for one of the positions and he was approved by the board.  
(Zilonis/MacDonald – OPEN)

**Regional Safety Teams:** Regional Safety Teams or representatives would work with the RVP and create a connection between the safety priorities and the RVPs. The NSTLC is meeting next week and will discuss further. (Peterson – OPEN)

**Runway Incursion Devices (RID):** The workgroup is now stood up and working on a scoping document. The workgroup is tasked with reviewing each of the two models – west coast and Kansas City – and deciding on the model to move forward. (Peterson – CLOSED)

**TRACON Flight Data Position:** We have two grievances outstanding at the arbitration stage. The Agency has argued that the Flight Data position requires a medical clearance because it is operational, but in other cases it does not get paid OJTI because it is non-operational. The Agency needs to pick which argument they want to go with so we can move forward. At several facilities, it is unclear. (Peterson/Iacopelli – OPEN)

**Drug & Alcohol Committee (DAC)/EAP:** Closed Session. (Peterson/Marinitti – CLOSED)

**National Historical Committee:** The committee met last month to work on a Convention project focusing on the past ten years, from the Green Book to today. A subgroup has been tasked with gathering data. The committee will meet again on Sept. 29, and hopes to have a rough draft by November. (Marinitti – OPEN)

**Movie:** Doug was tasked with reaching out to FAA Communications. We have no new information. (Marinitti – CLOSED)

**New Business**

**IFATCA EVP Americas:** IFATCA elections are coming up in the spring. John Carr is currently the Americas EVP and would like to stay on. The NEB will nominate him to stand for the position again. (Gilbert – CLOSED)

**National Center for Employee Development (NCED) at OKC Academy:** The FAA would like to house all new hires at NCED in Norman, Oklahoma. It is a large campus, but the rooms are small, and it is further than where most students currently live. Families could not easily be housed in the facility. It would be a mix of residents, not just FAA. USPS owns the facility and it is operated by Marriott. (Peterson – CLOSED)

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**Billhighway:** We are going to move forward with moving the PAC to Billhighway. (Gilbert – CLOSED)

**Russ Bassett:** Russ Bassett would like to give the FacRep a plaque to display at the facility when they equip. The request was unanimously approved. (Rinaldi – CLOSED)

**Internet Reimbursement for EMT:** An untimely request for internet reimbursements for EMT was unanimously approved by the National Executive Board. (Ghaffari – CLOSED)

**SRT Pilot Program:** The test will continue in the ESA before nationwide implementation. Tech Ops has raised a concern with being included when it goes nationwide. The intent of the MOU was to cover AT. (Iacopelli – CLOSED)

**St. Thomas/San Juan Disaster Relief:** RVP Marinitti briefed on the aftermath of Hurricanes Irma and Maria, and the ongoing relief efforts. Both St. Thomas and Puerto Rico were direct hits for the two category 5 hurricanes. There has been significant loss of equipment including radar, frequencies, and land-lines. We represent six facilities in the affected area – ZSU, SJU, STT, BQN, SIG, and STX. All are experiencing shortages of food, water, and no power. Miami is a central point for collecting, storing, and coordinating flights to the islands. STT is working out of a remote tower and is not expected to be able to return to their tower for at least six months. Frequency and radar sites are remote and inaccessible to repair. In Puerto Rico, they are projecting 6-8 months without power, and cell phones are spotty or non-existent, so communication is difficult. We are still collecting information on damage. The agency is trying to streamline a process to allow easier access to cash for the workforce. (Marinitti/Gilbert – OPEN)

**Grievances Review:** RVP Robicheau reviewed current grievances. We currently have 68 cases at the arbitration level.

Region	Total
X	12
SW	12
SO	11
NE	9
GL	9
HQ	6
WP	3
NM	3
CE	2

Issue	Total
Contract	23
52 Weeks	10
OPM	10
Discipline	8
Appendix B	4
Pay Case	4
TMC CIC Pay	4
Clearance Delivery	3
FLSA	1

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AL	1
<b>Grand Total</b>	<b>68</b>

Sleep Apnea	1
<b>Grand Total</b>	<b>68</b>

**Pending Decisions**

- At this time, we are not awaiting decision on any matters (other than a decision on the 52 weeks case from the FLRA, see below).

**Update on Other Significant Issues**

- **52 Consecutive Weeks Experience – 10 grievances**
  - Background: The Arbitrator agreed with our argument that the phrase 52 consecutive weeks experience as a certified air traffic controller, necessary for former military or DoD controllers to receive a higher initial pay setting upon placement in their FAA facilities, meant 52 consecutive weeks of certification, rather than 52 consecutive weeks of working full time with no breaks.
  - Although NATCA won arbitration, the Agency filed exceptions with the FLRA.
  - We are currently waiting for a decision from the FLRA - no timetable on when they need to decide.
  - 10 grievances at the arbitration level regarding this matter – all currently held in abeyance while we wait for FLRA decision.
- **Denial of Union Representation during OPM Security Investigations – 10 grievances**
  - Background: We have been dealing with the issue of Union representation during OPM security investigations over the last few years
  - 10 grievances at the arbitration level regarding this matter – all currently held in abeyance pending internal decision on next steps
  - The plan is to discuss these grievances at the October in-person meeting of the GRT. LR has drafted an analysis which provides background on the issue, an update on recent changes in the law, and a recommendation on the 10 grievances currently at the arbitration level
- **TMC CIC Pay – 4 grievances**
  - Issue: At certain facilities, the Agency is refusing to pay TMCIC pay when TMCs work alone
  - 4 grievances at the arbitration level on this issue (16-A90-4, 17-ATL-5, 16-CLT-5, and 17-DFW-1)
  - Status: Dean has raised the issue with Shelly
- **Clearance Delivery – 3 grievances**
  - Issue: Agency's contradictory position regarding clearance delivery. On the one hand, they are saying that employees are not

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entitled to OJTI pay as the position is not involved in the separation of traffic, and on the other they are denying temporarily medically incapacitated employees from working clearance delivery as it requires a medical since it involves the separation of traffic.

- NATCA's argument: Agency needs to choose one position – either (1) ATCs can't work clearance delivery while temp med incapacitated, but they can get OJTI pay; or (2) ATCs can work clearance delivery with a medical issue and they don't get OJTI pay.
- 3 grievances at the arbitration level on this issue – all currently held in abeyance while we discuss with the Agency

(Robicheau – OPEN)

**Retired Member Request:** A retired member from P31 requested to be recognized for Lifetime Premium Membership. Due to a discrepancy in her paperwork, she did not have that status. Lifetime Platinum Membership approved unanimously. (Gilbert – CLOSED)

### **Briefings**

**John Bratcher/Organizing Committee:** The National Organizing Committee (NOC) joined the neb for a joint briefing. Chairman John Bratcher briefed the NEB on the issues before the committee. Chairman Bratcher provided a briefing and the NOC's recommendation to continue the organizing efforts in the ESA and CSA service centers and to file a petition for representation for both service centers once we have garnered the FLRA required number of authorization cards. The NEB unanimously agreed with the NOC's recommendation with regards to the organizing of Service Centers.

The NOC is mentoring 22 new locals currently in the setup/mentorship phase. Chairman Bratcher briefly discussed the NOC's internal moratorium on FCT organizing, and explained the new process reflecting the faster pace of the NLRB compared to the FLRA and the processes the NOC is putting in place as we resume organizing FCTs.

Chairman Bratcher provided the NEB with the local charter petition for Ocala (OCF) FCT and the NOC's recommendation. The NEB unanimously approved the chartering of NATCA's newest local NATCA/OCF.

Chairman Bratcher also briefed the NEB on the committee's development of a revised AFN campaign over the next 12 months.

Chairman Bratcher and the entire National Organizing Committee thanked the NEB for allowing them to attend the board meeting and that they appreciated their continued support and leadership.

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**Convention:** Outreach and Special Events Manager Kelly Richardson briefed the NEB on the 2018 convention details and budget.

**Safety & Tech:** Director of Safety and Technology Jim Ullmann briefed the NEB on the following topics:

- Even though there was recently a CR passed, the FAA is still having budget issues, which has resulted in travel being cancelled for some programs. NATCA S&T is tracking this information via a Google Doc.
- Safety and Tech would like to solicit for a pool of training SME's.
- We are still awaiting the FAA's reply on our U1 for a scoping document for an Article 114 Rep for Commercial Space.
- The NEB approved a national solicitation for an Article 114 Rep for NextGen.

**Oshkosh:** EAA AirVenture was a huge success for NATCA this year in terms of visibility, outreach, and engagement. We participated in three interviews, a podcast, and hosted nine forums. Some of our forums have been approved for fast wings credits for pilot insurance, and average about 100 – 200 people. We participated in KidVenture, hosted our own booth, staffed the EAA mobile marketing unit, NextGen booth, and career booth with 75 volunteers over the course of the event.

Kelly Richardson and Jim Ullmann proposed creating an outreach committee to build relationships with GA community, military pilots, EAA, AOPA, etc. consisting of 12 members: regional, AK flight service, Safety & Tech Director, and Kelly. The committee would standardize outreach and messaging nationally, coordinate facility visits, work with "Aviation Works 4U", among other outreach-related activities.

**Professional Standards:** Professional Standards Committee Chairs Garth Koleszar and Josh Cooper briefed the NEB on the status of the Professional Standards program, including recent changes made to the geographical location of ProStan districts and the district chair structure. These changes were made to better track PS reps and to also enhance the responsibilities of the district chairs.

THE PSC chairs briefed on their plans to increase awareness of the Pro Standards program, these included; working on outreach to all facilities that have not reported any issues to provide further education on the program and how to submit a case. The committee is also working with FAA Communications on an outreach plan to enhance awareness of the PS Program. Other efforts include; collaborating with Recurrent Training to insert information about ProStans into the content as well as NATCA Newsletters/Updates, RT1, Professional Outreach, CFS, Foundations of Professionalism, ProStands Award, Facility Contact, Website, etc.

The committee would also like to do more outreach at regional meetings, district and national meetings, ATSAP, Convention/CFS, site briefings, a joint leadership letter, media, and through positive outcome testimonials.



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They also briefed on several challenges facing the PS Program including exposure, utilization, compliance, and program longevity. Garth will write a white paper on some suggestions to elevate and address the issues.

The next PS Rep training will take place Oct. 31 – Nov. 2 in Fort Worth.



Patricia Gilbert  
Executive Vice President