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:** Certified Professional Controller (CPC) staffing throughout the Federal Aviation Administration (FAA) is at a 28-year low, and we're seeing the consequences of inadequate staffing levels at many of our facilities. Unfortunately, the staffing issues have been particularly pronounced at the New York TRACON (N90) for some time and they are now beginning to be noticed outside of the FAA. Without some change, within two years, N90's staffing is projected to decline further to 48.3 percent of the CPC target.

The Agency has committed to developing a long-term plan to address the staffing challenges at N90. NATCA is committed to working with the Agency on this serious problem as the controller staffing crisis at N90 and staffing shortages everywhere else has been a concern voiced by NATCA for many years. The initial phase of this long-term plan involved a review of the N90 training program. That review resulted in the development of several joint workgroups designed to improve the overall success rate of the N90 training program, as well as the modification and creation of FAA Academy training classes that will permit the direct placement of new hires with no prior ATC experience into N90. Concurrent with the implementation of these initiatives, the current minimum requirement to have Facility Pay Level 8 or above experience for CPCs seeking transfer to N90 will be suspended.

In addition, the Agency recently approached NATCA to discuss developing a recruitment and retention plan for N90. We agreed that the immediacy of the N90 staffing challenge requires a short-term initiative to attract and retain qualified employees. The agreement between the Parties provides for enhanced Controller Incentive Pay (CIP) in order to accomplish the objectives of this short-term initiative. CIP payments resulting from this initiative is not counted toward the fixed amount contained in Article 108, Section 12, of
the 2016 Collective Bargaining Agreement (Slate Book) or Article 108, Section 8, of the 2013 (extended 2017) Collective Bargaining Agreement (Purple Book), so it will not affect CIP for any other facility.

The agreement provides the following:

- CIP at N90 is currently paid biweekly at a rate of 10 percent computed on basic pay (without locality). The enhanced CIP rate is an additional 15 percent also paid biweekly and computed on basic pay.
- Current employees transferring to N90 who were previously certified at N90 will receive the enhanced CIP upon reporting to the facility.
- Current employees transferring to N90 who were not previously certified at N90 will receive enhanced CIP that increases commensurate with their progression in training.
- Four-year commitment of enhanced CIP to employees who transfer to N90 prior to Sept. 1, 2019.
- For previously certified N90 employees, there is a separate agreement providing return rights to their current facility after completing three years as a CPC at N90. Please click here to view that MOU.

The FAA and NATCA will continue to monitor the staffing challenges at N90, as well as the associated initiatives designed to improve the overall staffing health of the facility. We are hopeful that these initiatives will address the staffing crisis at N90 and subsequently be utilized at similar type facilities. Questions on relocating to N90, please send an email to N90Relocation@natca.net.

A national telcon on staffing is scheduled for next week (August 23) to brief and answer questions on the staffing challenges in the system, as well as the associated initiatives designed to improve the overall staffing health of our facilities.

The Priority Placement Tool has been updated with facility-specific training times using data from the National Training Database. Training is not inclusive of CPCs who are recertifying at the same facility, and FLM certification should not be included in the calculation. That data can be taken out. Staffing workbook data is going out weekly which includes developmental and CPC numbers. FacReps should be tracking the data to avoid last minute corrections before the NCEPT. The workbook is updated in real time and is up to date. The next NCEPT is scheduled for September 7. The national projected target is now over 90%.

There is now a process to allow CPC-ITs who withdraw from training and want to go back to their previous facility to do so immediately rather than waiting for the next NCEPT panel.
The Collaborative Resources Workgroup (CRWG) has reached agreement on the models to be used for staffing numbers, but is still not in agreement on the assumptions used for the model. The Agency continues to stick to the 12,896 CPC target nationwide, and is attempting to create an algorithm that will produce that number or lower. NATCA believes the number should be based on collaboratively agreed upon operational goals rather than a pre-determined number. The CRWG is meeting next Wednesday to try to get closer to an agreement. Adding CIC duties to the algorithm or agreement still needs to be addressed as well. (Gilbert/Iacopelli/LeBovidge/Robicheau – OPEN)

Traffic Mix Formula and Validation Team: The National Validation Team is meeting in September. The ATCCP workgroup is continuing to meet with the Agency to identify a reliable data source. While a few existing options have been considered and reviewed, the workgroup will be meeting in the last week of August with a designated Program Manager Office (PMO) to oversee and develop a reliable data source. Once the data source has been established, the process to create a traffic counting software program will be initiated. (Robicheau/Iacopelli – OPEN)

ZMA/ZHU Update: Direct resolution meetings have been taking place. Nearly all the outstanding issues regarding ZMA have been resolved, and the Parties will begin working on scheduling a validation at ZMA. The Parties have not yet reached agreement on the definition of “Oceanic” traffic and will require additional direct resolution meetings to attempt resolution. We will be sending out a joint message about validation at ZMA once scheduled and will host another ZMA/ZHU membership teleconference. (Gilbert/Iacopelli – OPEN)

FAA Reauthorization: FAA Reauthorization bills in both chambers are moving forward, with passage out of the relevant committees in both the House and Senate. 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. Both bills are now ready for floor action in their respective chambers. Timing for a floor vote for both the Senate and House bills is still uncertain.

The current FAA Reauthorization is set to expire on Sept. 30, coinciding with the end of this fiscal year. The committees of jurisdiction in both the House and Senate have been holding hearings on the subject in advance of the deadline. Congress is scheduled to be in recess during the entire month of August, leaving a short period for the House and Senate to send an FAA reauthorization bill to the President’s desk to be signed into law. As mentioned above, 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. (Rinaldi/Gilbert – OPEN)
NATCA National Executive Board Meeting  
August 16 – 17, 2017  
Burlington, VT

Committee Review: RVP Robicheau distributed the updated committee spreadsheet. The Benefits Committee is soliciting new members. The Safety Committee has two members retiring within the next year. (Peterson/Robicheau – OPEN)

CBA Appendix B: We have reached an agreement with the Agency regarding the number of days the promotions were delayed for each of the employees who filed individual grievances as well as those covered by the national grievance. The Agency is now submitting the list of names and number of days to FAA Payroll to obtain final individual damage calculations. After we receive and verify those calculations, we will enter into a settlement agreement resolving all individual and national grievances filed on this issue. (Iacopelli – OPEN)

RESPECT Campaign: Garth Koleszar & Tom Boland briefed the Collaborative Steering Committee. We are awaiting a commitment from the Agency about what they are willing to put into it and their appointment of a new lead. Team leads will brief the JCLM. (Iacopelli – OPEN)

Labor Relations Negotiations/Strategy Team: RVPs MacDonald & Iacopelli met with ARO Leadership, Ray Towles, Don Drummer, and Rosa Flores, and discussed various space issues. The possibility of establishing an MOU covering collaboration (similar to A114 in the Slate Book) for Region X was also discussed.

SSRI MOU needs to be sent to DoT IG for review/approval of “amnesty” period.

We currently have two cases ready for arbitration that create a contradiction for the Agency on operational vs. non-operational position/OJTI vs. Medical.

ECOMP is going to be tested at 10 facilities in New York and Washington.

ZLA/SCT Training delays grievances are being held in abeyance. Waiting on Glen to participate.

An ATOP meeting is scheduled for the 23rd with the Agency.

We are working on a national interim PBN agreement that will apply to all services. (Iacopelli/MacDonald – OPEN)

TRB Curriculum: The ops trial at SCT last week failed and will now be rescheduled with a focus group that has more expertise on TRBs. The Agency agreed to reschedule. NATCA will identify 3 participants. (LeBovidge – OPEN)

Training Committee: The committee is scheduled to meet at the end of the month. We have a new contract with Scott Airitam, and any work done by him must be approved through the Training Committee. The committee will discuss rolling A24/32/34 training into RT1. They will also consider offering the mock NCEPT training as a webinar. (LeBovidge/Ghaffari/MacDonald/Marinitti – OPEN)

Professional Standards: RVP Lancaster met with the Professional Standards Committee (PSC) in D.C. They discussed district restructuring and how to ensure our members
utilize the Professional Standards program. The PSC recommended district chairs to provide oversight and perform an administrative role for approximately 25 people. PSC will brief in depth at the ABQ NEB meeting. (Lancaster/Pincock/Zilonis – OPEN)

**Section 804 Process**: Still likely not to go past Phase 2. Dean Duff is the lead for the Agency. When workload is heavy local councils can take on some of the work. The work may be more suited to Region X because it is heavily equipment based. Under Article 76, building new construction requires NATCA’s involvement on a workgroup. We need a lead who participates at all new construction projects. Will discuss names at the ABQ NEB meeting. (Zilonis/MacDonald – OPEN)

**Recording of Graded Problems at the Academy**: After further discussion at Headquarters level steps are going to be taken to implement this change. (Peterson – CLOSED)

**Regional Safety Teams**: Steve Hansen briefed on the subject. Will discuss at JCLM. (Peterson – OPEN)

**Runway Incursion Devices (RID)**: The Agency didn’t set up the workgroup as discussed at the JCLM. Instead they decided the RID they would use. They decided on the Western RID based on cost, but never actually looked at the Kansas City version. After reviewing data, the workgroup met and is gathering data on both RIDs for a final collaborative decision to be made. (Peterson – OPEN)

**TRACON Flight Data Position**: The question has been raised in the field on whether a medical clearance is required to work the Flight Data (FD) position. Requirements appear to be applied differently across the system. Further research is required to develop an appropriate strategy. (Peterson/Iacopelli – OPEN)

**New Business**

**Hardship Approval**: The NEB discussed hardship requests and whether they were being handled differently in different regions. Hardship reps in each region are not always communicating with each other. Reps should be communicating to ensure consistent application. A Hardship listserv will be created for the regional reps. (Zilonis/Iacopelli – CLOSED)

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

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

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

**Tuition Reimbursement**: A request for reimbursement for tuition expenses for Travis Arnold was approved in accordance with SRF-14. (Peterson – CLOSED)
RT1: Review of RT1 waitlist. 4 spots filled. (Gilbert – CLOSED)

**Drug & Alcohol Committee (DAC):** In the process of soliciting new members. Marinitti will be added to the NATCA DAC to replace Peterson once his term expires. This will keep 2 RVPs on the Committee. 2-3 more people should be added to the Committee. (Peterson – OPEN)

**National Historical Committee:** RVP Marinitti met with Chrissy Padgett & Steve Weidner. They considered starting from the present and moving back, breaking up the past thirty years into decades, and creating a piece on “the lost years” from ‘06-’09-ish by Convention. EVP Gilbert tasked the Historical Committee with updating the video shown at the Hawaii Convention. She suggested the need to highlight fatigue mitigation work, sequestration battles, furloughs, the staffing crisis, CBAs. The focus should be on the last 10 years for presentation at convention. (Marinitti – OPEN)

**AFL-CIO Convention:** NATCA gets 4 delegates, 4 alternates, and 4 guests. Grace will send information to attendees. (Gilbert – CLOSED)

**COCTAM Convention:** RVP LeBovidge will look into finding a Spanish-speaking member from ZHU and/or ZAB to attend with him. (Gilbert/LeBovidge – CLOSED)

**Movie:** A movie producer contacted NATCA in order to visit a facility and utilize our expertise on procedures and phraseology. The movie is about hacking into the NAS so we are reluctant to provide any assistance. NATCA will reach out to FAA Communications to determine what contact they have received from the production company. (Marinitti – OPEN)

**Untimely Request for Maryland Bar Fee:** Suzanne DeFelice – NATCA attorney requested reimbursement for this untimely expense. (Gilbert – CLOSED)

**GEG Untimely Internet Voucher:** An untimely request for internet reimbursements for GEG was unanimously approved by the National Executive Board. (Pincock – CLOSED)

### Briefings

**Safety & Tech:** Director of Safety and Technology Jim Ullmann provided a briefing on the status of various initiatives including updates on

- Remote Tower briefing on ongoing tests at Leesburg, VA and plans for tests to begin later this year in Ft. Collins, CO
- EIDS, TBFM and TBO
- Installation of WAM at SCT
- An update from the NSTLC, including production of a draft white paper on ADSB erroneous position reports
Training Update: Tom Adcock, NATCA National Training Rep. briefed on the following:

- **No-Experience Direct Hire Initial Screen (NDIS) also would be used for 7 and below desiring to attend level 10, 11 and 12 TRACONS** - Staffing levels at some large TRACONs are critically low. Due to the complexity and volume of large TRACONs' airspace, many Air Traffic Control (ATC) trainees fail to certify. The agency plans to begin placing off-the-street hires from large TRACON commuting areas directly into the facility. The NDIS workgroup believes the training should be developed with a more gradual increase in difficulty level. The plan is to modify the RTF and TSEW courses to include more in-depth academic instruction on airspace and procedures. Then introduce a skills assessment course called TETRA (Ten, eleven, twelve radar assessment). It would include significant amounts of full-fidelity training in an environment that more closely simulates the complexity of large TRACON airspace and procedures. Concerns include the lack of level 10 through 12 federal and/or contract instructor, lab space, effects on RTF quota, job jeopardy – course validation will use experience versus no-experience new hires, lack of evaluation staff at the Academy and the aggressive development timeline.

Collaboration/RFTS Briefing: Chris Stephenson, RFTS Lead and Phil Hughes, Collaboration Lead updated on the following:

- **FY17 - 427 people were trained in Collaborative Skills Training (CST) 20 CSTs plus 5 program CSTs.**
- **FY18 - Looking to do all enroute facilities and incorporating non-partnered participants. (OMs, Area Reps, SMs, E-board, specialty reps, etc.) FY18 Collaboration Skills Training (CST) will be scheduled in a different fashion than previous years. Our goal is to provide a more predictable, consistent delivery of CST, as well as expand collaboration throughout our workforce. Predictable scheduling should ensure larger class sizes. We will conduct CST at each of these 21 centers (or adjacent large facility) in the months depicted below:**

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- **Several CFs are eligible to retire in the next couple of years. Also losing three of**
the Agency CFs soon. Agency CFs are limited to two years in the position.

Organizing and Benefits Briefing: Organizing Committee Chairman John Bratcher presented a recognition proposal for 100% NATCA Locals. After discussion it was decided that 100% locals will receive a perpetual plaque with each year they were/are 100% (for any period of time during that year), a letter and phone call from Paul & Trish when they become 100%, be recognized at Convention and Regional Meetings on off-years, and each member of the 100% facilities will be given NATCA t-shirts.

Chairman Bratcher presented a recognition proposal for Retired Members. After discussion it was decided that upon retirement, members in good standing will receive a congratulatory letter from Paul & Trish. There will be no retroactive letters sent. All members starting August 1st, 2017 will receive these letters.

- **OEG Organizing:** As a result of the FLRA decision on AOV, OEG in the field has been coded as a HQ bargaining unit now, so they are under the AFSCME Bargaining Unit. The NOC will notify those who filled out authorization cards of the new information and that they are now represented by AFSCME.

- **SJD Organizing:** A Lockheed Martin test facility in Bridgeport, CT, approached NATCA about representation, the facility has 5 controllers. 100% have filled out authorization cards and membership applications. Motion to organize and file a petition with the NLRB passed unanimously.

- **Retirement Seminars:** Benefits Committee Chairman John Bratcher briefed the board on this year’s retirement seminars and asked if the committee could start preparing for 2018’s schedule. The NEB agreed to proceed as last year so that the seminars could be distributed sooner to utilize the entire year.

- **Serco Collective Bargaining Agreement Update:** Lead Negotiator John Bratcher briefed the NEB on the status of negotiations with Serco. NATCA sent notice to Serco to reopen the CBA. The contract team is preparing for negotiations, with the goal of consistency among our other FCT CBAs.

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Patricia C. Gilbert  
Executive Vice President