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 Marinetti, 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: RVPs LeBovidge and Robicheau provided a synopsis of the NCEPT panel held in December. The December panel was the first session that addressed the centralization of mutual requests for transfer, as well as testing the expansion of movement into level 9 and below facilities. Additionally, progress is being made to refine the process to better facilitate movement to and from facilities whose CPC target levels are below 15. RVP Iacopelli briefed that work continues to refine the ERR MOU based on needs identified during the first year of the process. The CRWG also needs to convene to address requests for adjustments to the established CPC targets that have percolated up through the process, as well as to evaluate the changes being identified to the staffing modeling tools. Discussion ensued on the NEST process and the need to find additional NATCA representatives to serve on this panel. Finally, EVP Gilbert provided information regarding the Agency’s current hiring forecast and the manner in which the Agency intends to hire those with “prior experience.” (LeBovidge/Robicheau/Iacopelli - OPEN)

Traffic Mix Formula and Validation Team Issues: RVPs Robicheau and Iacopelli briefed on the results of the December meeting of the National Validation Team. Two facilities were identified for possible upgrades, and five for possible downgrades. The evaluation of four facilities was deferred to the March session. The next meeting of the NVT will be held in late March 2017. (Robicheau/Iacopelli - OPEN)

ZMA/ZHU Update: A briefing was provided on the recent discussion held between the Parties and Arbitrator Sharnoff. The affected facilities have already been provided information on what transpired during that teleconference. (Robicheau - OPEN)
National Employee Services Team (NEST) Issues: The Board discussed candidates to serve as an alternative NATCA representative to the NEST panel. (LeBovidge - OPEN)

FAA Reauthorization: Discussion ensued regarding the outlook for appropriations and reauthorization now that the elections have concluded. It is expected that Congressman Shuster will again proffer his legislative changes. (Rinaldi/Gilbert - OPEN)

AFN Transition: RVP MacDonald provided information on challenges being encountered as the AFN bargaining units transition to NATCA representation. (MacDonald - OPEN)

Committee Review: RVPs Peterson and Robicheau provided an update on the demographics of the various NATCA committees, with particular attention being given to those committees where a large percentage of the members will be retiring in the near future. (Peterson/Robicheau - OPEN)

Organizing AOV, Service Center Employees, and Meteorologists: Information on these various organizing efforts will be subsumed into the regular Organizing Committee briefings provided by the Chairman of the Committee, John Bratcher. (MacDonald - OPEN)

Facility Rep On-Boarding Initiative: Regional Committees are working with the Local Presidents who have been recently elected. (LeBovidge - OPEN)

CBA Appendix B: The Parties are very close to settling the approximately 84 individual grievances that were filed on this issue. Work continues to finalize the settlement agreement with the Agency and individual grievances are expected to be fully resolved in the coming weeks. In addition, there have been discussions with the Agency about settling the national grievance on this issue. Employee data is being collected in order to determine/verify potential claims. Once the data has been collected and reviewed, the Parties will meet to discuss the settlement of the national grievance. (Iacopelli - OPEN)

RESPECT Campaign: Funding has been secured and travel arrangements have been made to begin this effort at the three pilot facilities. (Iacopelli - OPEN)

Labor Relations Negotiations/Strategy Team: RVP Iacopelli briefed the Board on the status of the negotiations for the units not incorporated into the Slate Book (Light Blue and Purple). There remain a few interpretive issues involving the Slate Book that are being addressed at the national level in a collaborative manner. RVP
Lancaster discussed issues that have been developing regarding credit hour programs in the field. (Iacopelli/MacDonald – OPEN)

Training Review Board Curriculum: The Parties are scheduled to meet January 24 through 26 at NATCA to begin work on developing a joint training curriculum. (LeBovidge - OPEN)

Training Committee: The National Training Committee is scheduled to hold its inaugural meeting at the end of January. The sub-committee overseeing the rewrite of the Basic Representative Training curriculum will reconvene at the end of January to continue its efforts. (LeBovidge/Ghaffari – OPEN)

Local Officer Training for EWP: RVPs MacDonald and Ghaffari will be working with the National Training Committee to address training concerns for the EWP Local. (MacDonald/Ghaffari - OPEN)

FCT LR Team: A teleconference was held with RVPs Marinitti, LeBovidge and Ghaffari, ARVPs Mears and Burtner, Director of Labor Relations Ryan Smith and NATCA Staff Attorney Chris Gant to address internal processes and training involving the grievance procedures in the FCTs. A course has been established that will resolve the outstanding concerns in the field. (Marinitti /LeBovidge/Ghaffari - CLOSED)

Professional Standards: Data is still being charted and evaluated by the national leads and should be available for discussion at the next NEB meeting. (Lancaster/Pincock/Zilonis - OPEN)

Section 804 Process: Discussion on the status of various realignment issues. Region X representatives have a meeting scheduled for January 29, and will provide an update regarding their concerns at the next NEB meeting. (Zilonis/MacDonald - OPEN)

ANM Security Fencing: Briefing was held in mid-December 2016. RVP MacDonald is awaiting feedback from the affected members to determine next steps. (MacDonald - OPEN)

Training on Pay Rules: Training is scheduled to occur on January 24 at the national office. Regional representatives and members of the Grievance Review Team will be trained. (Robicheau – CLOSED)

NATCA 30th Anniversary: EVP Gilbert provided information on the scheduled activities associated with the celebration of NATCA’s 30th anniversary, including media releases and the planning for an industry/government reception in June. (Gilbert – OPEN)
LAX Mid-Field Concourse: RVP Ghaffari provided an update on discussions that have occurred with the membership at LAX and the needs of the facility. (Ghaffari - OPEN)

International Golf Challenge: Work continues to establish a "Ryder Cup" style golf competition with the United Kingdom's controller's Union to raise money for charity. The UK has indicated they would host the first event. (MacDonald - OPEN)

NATCA Large Group Financial Tracking: The policy has been established and adopted. All three affected groups have been briefed. The policy will be incorporated into the National Expense Reimbursement policy. (Gilbert - CLOSED)

For any group using funds from local treasuries for recurring meetings (for example, the EnRoute, TRACON FACREP Group (TFG), or the CORE30 airports), each group shall designate a Chairperson and adopt a charter and provide it to the NATCA National Office via the Executive Vice President. The group will hold all funds for their meetings at the NATCA National Office in an account designated for the group. At each meeting, the group will collect each local’s contribution for expenses. Once all checks are collected, they shall be forwarded to the Accounting Department at the NATCA National Office. Meeting expenses should either be sent to the Comptroller or Deputy Comptroller of NATCA so that they might be paid prior to or immediately after the meeting (whichever is appropriate), or they can be expensed through Concur in accordance with this Policy.

Digital Storage: Work continues to identify archived documents for conversion to a digital format. (Gilbert - OPEN)

New Business:

Tuition Reimbursement: Jim Hamilton's request for tuition reimbursement was approved in accordance with SRF-14 (Ghaffari - CLOSED)

Internet reimbursement for FXE: This item was tabled to allow RVP Marinitti to obtain more information from the Local. (Marinitti - OPEN)

Internet reimbursement for ALB: An untimely request for internet reimbursements was unanimously approved by the National Executive Board. (Iacopelli - CLOSED)

Charter for Local CWF: The Board unanimously approved the Charter for the newly organized Local to Chennault, LA (CWF). (LeBovidge – CLOSED)

CFS Lodging: Via email in mid-December, the NEB adopted the following policy for lodging at CFS 2017.
Due to the continued growth of Communicating For Safety (CFS) and to continue to ensure the highest quality event that our members and industry attendees have come to expect, NATCA has implemented an amendment to its lodging policy for CFS 2017. The CFS lodging policy will be reviewed annually to determine if a change is necessary or permissible.

The current CFS lodging policy states that the lodging costs for all three (3) nights of the conference (March 20, 21 and 22 this year) are covered, if a NATCA member rooms with another NATCA member, or half of the lodging costs if a members elects to have a single room.

Effective for CFS 2017, the CFS lodging policy is amended as follows: The NATCA National budget will cover the lodging costs as described above for up to [6] NATCA members per local. Lodging costs for NATCA members in excess of [6] per local will be calculated under the current policy, but instead of being paid for by the NATCA National budget, the cost will be deducted from the local’s quarterly dues rebates.

If more than six [6] members from a local register for CFS, a list of registrant names will be sent to the FacRep for approval. If no response is received within the prescribed timeframe, CFS lodging costs will be paid in accordance with the policy described above.

Via email on January 19, 2017 EVP Gilbert suggested that when the budget was done in November, projected revenue was calculated with a 1.6% raise in January instead of the 2.1% that occurred. With the .5% increase she proposed providing some CFS lodging relief by increasing the number of covered members per facility from 6 to 12. The NEB unanimously approved.

**Briefings**

**Safety and Technology:** NATCA’s Director of Safety and Technology, Jim Ullmann, provided an update on various issues being addressed by the Department. Of particular note were the continued difficulties being encountered securing the release of designated personnel for participation of Agency projects and ensuring the dissemination of solicitations for volunteers. Mr. Ullmann also provided updates on the activities of the NSTLC, ERAM National Users Team, OAPM projects and remote towers.