
NEB Meeting Minutes

May 20-22, 2008

Tuesday, May 20

The meeting was called to order by President Patrick Forrey and the following individuals were present: Paul Rinaldi, Executive Vice President; Ricky Thompson, Alaskan Regional Vice President; Howard Blankenship, Central Regional Vice President; Phil Barbarello, Eastern Regional Vice President; Mike Robicheau, New England Regional Vice President; Scott Farrow, Northwest Mountain Regional Vice President; Mike MacDonald, Region X Regional Vice President; Victor Santore, Southern Regional Vice President; Darrell Meachum, Southwest Regional Vice President; Hamid Ghaffari, Western Pacific Regional Vice President. Also present were Adell Humphreys, Barry Krasner and Chris Sutherland.

Krasner Building Space: Mr. Krasner informed the Board that one of the tenants on the second floor wishes to sublease their space for the remainder of their two-year lease. The space consists of approximately one-third of the floor (roughly 2,500 square feet), and would lease for approximately \$7,000 per month. After discussion, the NEB declined to take any action to sublease the space for NATCA's use.

Futures Workgroup: The Futures Workgroup met recently in Washington to brainstorm issues that could affect NATCA in the future. As a result, a letter has gone out to all NATCA members regarding their work, and more information will be sent to NATCA FacReps shortly. The efforts of the workgroup will enable NATCA to be more pro-active in dealing with the FAA and their union-busting activities.

"Good Time" for Command Center TMCs: It appears that the Agency is now giving employees "good time" for time worked at the Command Center prior to 1999. This has been confirmed by HR personnel; however, this is being applied inconsistently across the regions. At Mr. Thompson's request, Mr. Forrey will follow up on this.

Retiree Sick Leave Balances: Many NATCA members are retiring under the CSRS program, which does not give them credit for any unused sick leave. Mr. Robicheau suggested that NATCA send a letter to those members who are eligible to retire and let them know that they can donate their sick leave to NATCA members in need (as opposed to giving it back to the government). He

will work with NATCA Director of Membership and Marketing Lew Zietz to identify these individuals; Mr. Barbarello will write a letter to these members for Mr. Forrey's signature.

Political Update: NATCA Director of Government Affairs Jose Ceballos joined the meeting at this point. He reported that he has had very positive discussions with representatives of both the Obama and Clinton campaigns and, as a result, NATCA is in a good position with both campaigns. He recommended that NATCA endorse the Democratic presidential candidate once that candidate has been determined at the upcoming Democratic National Convention.

Retired Member Benefits: Lew Zietz joined the meeting to discuss NATCA's retired member program and benefits. He distributed a draft brochure that outlines benefits and other information available to retired members. Currently, NATCA has about 324 retired members. Most do not maintain retired membership status for more than a couple of years. Annual membership dues for retired members are \$35. As more members are retiring than ever before, he believes one way to increase NATCA's retired membership ranks would be to create and maintain a website strictly for retired NATCA members (which would be linked to the main website), and develop specific benefits for them. Mr. Forrey noted that many contractors want to contact NATCA's retired members for purposes of employment; he suggested that retired members who would be interested in being contacted by contractors and other potential employers could "opt in" for this program; their contact information would then be provided to NATCA corporate members at a cost.

Wednesday, May 21

The meeting was called to order by President Patrick Forrey and the following individuals were present: Paul Rinaldi, Executive Vice President; Ricky Thompson, Alaskan Regional Vice President; Howard Blankenship, Central Regional Vice President; Phil Barbarello, Eastern Regional Vice President; Mike Robicheau, New England Regional Vice President; Scott Farrow, Northwest Mountain Regional Vice President; Mike MacDonald, Region X Regional Vice President; Victor Santore, Southern Regional Vice President; Darrell Meachum, Southwest Regional Vice President; Hamid Ghaffari, Western Pacific Regional Vice President. Also present were Adell Humphreys and Barry Krasner.

Acceptance of Minutes from Previous Teleconference

Robicheau: Motion to approve the minutes of the May 1 teleconference

Blankenship: Seconded

Vote: Passed unanimously

Requests for Tuition Reimbursement - Pamela Fero

Pamela Fero is pursuing a degree in labor studies through the National Labor College, and is requesting tuition reimbursement in the maximum amount of \$2,500 (her actual expenses totaled \$3,511).

Santore: Motion to reimburse Pamela Fero in the amount of \$2,500

Barbarello: Seconded

Vote: Passed unanimously

Staff Specialist Contract Negotiations: Mr. Krasner reported that contract negotiations for NATCA's Staff Specialists have been "on hold" for the last two years; negotiations are about 85% complete with about 15 articles remaining to be finalized. The FAA has recently notified NATCA that they wish to resume negotiations; Mr. Krasner and NATCA Director of Training & Contract Negotiations Bob Taylor will meet next week with the FAA's chief negotiator George Taylor to discuss ground rules and other procedural issues. Mr. Krasner believes that substantive discussions will not likely occur for several months.

IRS EZ 990 Reporting Year: The IRS recently sent postcards to all NATCA locals, requesting that they do their IRS filing online. However, we have learned that some NATCA locals have been categorized incorrectly in the IRS database. Also, there have been inconsistencies in the reporting years; NATCA National's finances are based on the calendar year, but this is not the case for all NATCA locals. We have worked with the IRS to obtain an extension for local filings, and have notified the affected NATCA locals of these inconsistencies. Eric Hughes and Andy Heifner of NATCA's National Finance Committee are following up on this.

ERAM: Mr. Forrey notified the Board that NATCA will receive a briefing from the Agency on May 28 regarding the status of the ERAM project.

Electronic Data Files: Mr. Robicheau explained that NATCA has a great deal of information that is being converted to electronic files, such as local constitutions, LM forms, and affidavits. Files from the Labor Relations department will also be uploaded for storage. He recommends that a temporary, part-time employee be hired to perform this work over the summer. This was agreed by consensus. Mr. Robicheau will work with Adell Humphreys to hire the individual.

ESEP: Mr. MacDonald reported that the FAA briefed Congressional staffers last week on the status of the Engineering Services Efficiency Plan. He has heard feedback that the briefing did not go very well for the Agency, possibly as a result of the pressure being applied by NATCA. He has learned that the Agency is now rethinking whether they want to continue with this program. Acting Administrator

Sturgell is supposed to make a final decision on this program in the very near future.

Political Conventions: Mr. Meachum questioned whether NATCA had sent representatives to past political conventions. Mr. Forrey answered that yes, NATCA has done so in the past. Mr. Forrey and Mr. Rinaldi plan to attend the upcoming Democratic National Convention in Denver later this year, along with several members of NATCA's Government Affairs staff. Mr. Meachum expressed interest in attending as well. Mr. Forrey explained that rooms for the convention are controlled by the AFL-CIO, and he will inform the Board if extra rooms are available.

NWP LR Chronicles: Mr. Ghaffari believes that a link is needed on the NATCA members-only website that will provide answers to FacReps regarding critical, timely issues that are being raised nationwide. This information could also be included in web-based training programs. He also suggested that training sessions be recorded and transmitted as "podcasts." Mr. Forrey will ask NATCA's Communications staff to create a website link so that critical information can be posted and viewed. Mr. Ghaffari will send his region's website link to Doug Church.

Futures Workgroup Membership: Mr. Blankenship has received feedback from some of his members regarding the makeup of the Futures Workgroup; there is a belief that a representative from a "small facility" should be included in the group. Mr. Krasner believes the current workgroup members are very thorough in considering issues that affect all facilities. It was noted that a representative from a smaller facility could have difficulties in getting time off in order to attend workgroup meetings. Mr. Krasner will ensure that FacReps are kept informed of the workgroup's output.

Safety Issues Reporting Systems: The Agency has chosen not to negotiate with NATCA regarding the SIRS program. Mr. MacDonald is working with Brian Sherry to obtain an Agency briefing on this program, but the Agency maintains that while the system training is mandatory, the use of the system is not mandatory. The Agency further insists that NATCA's grievance procedure is inappropriate for challenging safety procedures. Mr. MacDonald will work with Doug Church to determine if this is an issue that should be pursued through the news media.

Boots on the Ground: Mike Ingrao joined the meeting at this point. Mr. Ingrao is the former Secretary-Treasurer of the AFL-CIO's Transportation Trades Division and is now working for NATCA as a political consultant, heading up the organization's "Boots on the Ground" program. He reported that NATCA has 21 retirees working on the Labor 2008 program; he expects that this number will grow to 30 by the end of the summer. NATCA's participation in this program has significantly increased the union's visibility and stature at AFL-CIO headquarters.

All feedback regarding NATCA's participants has been very positive. NATCA is also in the process of affiliating with selected AFL-CIO state federations.

Safety Management System Program (SMS): NATCA Director of Safety and Technology Dale Wright joined the meeting at this point. Mr. Barbarello believes that NATCA should not participate in the SMS program until an MOU is signed with the Agency that designates NATCA as a stakeholder in the process. Mr. Wright stated that he has told NATCA representatives that they should not participate in the program. He will work with the Board to develop a proposed MOU that will satisfy NATCA's concerns.

Aircraft Categorization: Mr. Ghaffari explained that problems are occurring with the handling of Dash-8As and Dash-8Bs; the 7110 categorizes these aircraft as "large", but their weight puts them into the "small" category. Mr. Wright will discuss this with the FAA and report back to Mr. Ghaffari.

Atccti.com: Mr. Santore noted that this domain name recently became available, and NATCA could purchase it for an annual cost of \$75. He recommended that NATCA purchase the domain name and "point it" to the NATCA website. Mr. Robicheau later reported that the domain name had already been purchased and was no longer available.

NATCA Retirement Seminars: Mr. Meachum has learned that retired NATCA members have been denied the ability to attend NATCA's retirement seminars. He noted that since retired members have all the rights and privileges of active members (except the right to vote and hold office), they should be able to attend these seminars. Mr. Rinaldi will ensure that NATCA's Membership Department is aware that retired members are welcome to attend these seminars if they wish to do so.

TTAP: Mr. Blankenship explained that the TTAP program continues to have many problems that require attention. The FAA no longer works with NATCA on this program, so we cannot ensure that facility profiles are accurate. He recommends that a small workgroup be created to deal with TTAP issues; he will take the lead on this and work with NATCA's Labor Relations Department and other technical personnel to take action on the union's issues.

NATCA Training Locations: Mr. Meachum noted that there was significantly higher attendance at the recent two-day training course held in Las Vegas. Courses held at the National office are generally 4-5 days in length, and the lack of official time and higher travel costs have resulted in lower attendance at these classes. He suggested that the Board consider holding more training classes outside of Washington DC, and that these classes be shorter in length (i.e., 2-2½ days). Mr. Rinaldi responded that we will consider other locations nationwide for training, and will look into shortening the basic training classes. Mr. Ghaffari will

work with Bob Taylor to ensure that certain portions of the basic training class are updated.

OIG Requirements: Mr. Ghaffari had asked NATCA General Counsel Rita Graf to check into the legality of the OIG requiring controllers to have their conversations recorded during investigatory meetings. Mr. Forrey will follow up with Ms. Graf.

New Employee: Mr. Forrey wants to create the position of Executive Director, and offer the position to former NATCA President Barry Krasner. Mr. Krasner will retire from the FAA on August 3, and will begin work with NATCA on August 4.

Forrey: Motion to hire Barry Krasner as Executive Director of NATCA

Barbarello: Seconded

Vote: Passed unanimously

1188's: Mr. Rinaldi reported that we have received only 20 1188's from the Agency. However, we have determined that close to 400 members ceased paying dues during pay period six; some of these are due to retirement, promotions out of the bargaining unit and attrition, but some will be due to membership resignations. He expects the total membership drops to be closer to 200-250. The Agency is required to provide NATCA with copies of all 1188's, and we have repeatedly requested these forms. In the meantime, data will be given to the Regional Vice Presidents for their review to determine those individuals who have actually quit the union.

ZME Trusteeship: Mr. Rinaldi reported that a full audit of NATCA ZME has been completed. The local suffered a loss of over \$47,000 which was inappropriately taken by the local treasurer (who has since made full restitution of this money). NATCA ZME has established a new bank account, has held elections for treasurer and has created a finance committee to ensure that problems like this do not occur in the future. Mr. Rinaldi stated that the local has met all the requirements to justify removing them from trusteeship.

Rinaldi: In accordance with Article XI, Section 3 of the NATCA National Constitution, motion to terminate the trusteeship of NATCA ZME effective June 3, 2008

Santore: Seconded

Vote: Passed unanimously

FacRep Usage of NATCA Website to Download Materials: Mr. Meachum asked if there could be some notification sent to the Regional Vice Presidents

and/or NATCA FacReps whenever important information is posted on the NATCA members-only website. It was agreed that notification should be sent to the Regional Vice Presidents, who would forward the notification to their representatives via their email lists. Mr. Rinaldi will ask NATCA's Communications Department to send notification to the Regional Vice Presidents when updates are posted on the website.

IFATCA: The next Americas Regional Meeting of IFATCA will take place in Jamaica in late October. Mr. Forrey plans to attend, along with Chris Sutherland (who represents NATCA on IFATCA's Technical Operations Committee). Mr. Meachum expressed interest in attending.

Zilonis: Motion to recess

Farrow: Seconded

Vote: Passed unanimously

Thursday, May 22

The meeting was called to order by President Patrick Forrey and the following individuals were present: Paul Rinaldi, Executive Vice President; Ricky Thompson, Alaskan Regional Vice President; Howard Blankenship, Central Regional Vice President; Phil Barbarello, Eastern Regional Vice President; Mike Robicheau, New England Regional Vice President; Scott Farrow, Northwest Mountain Regional Vice President; Mike MacDonald, Region X Regional Vice President; Victor Santore, Southern Regional Vice President; Darrell Meachum, Southwest Regional Vice President; Hamid Ghaffari, Western Pacific Regional Vice President. Also present was Adell Humphreys.

ETAP: Mr. Forrey has sent several emails to Acting Administrator Sturgell and spoken to Hank Krakowski several times regarding problems with the ETAP program, but has received no response from the Agency. NATCA sent a proposal to the FAA that clearly delineated breakpoints; the FAA has stated that they have drafted a response to our letter but we have yet to receive it. Mr. Ghaffari believes outside pressure (from NATCA's friends on Capitol Hill) may be necessary in order to force the FAA to take action on this issue. Mr. Forrey agreed to discuss this possibility with NATCA's Government Affairs staff.

Congressional Endorsements: Questions have been raised as to whether the union endorses candidates for Congress. Mr. Forrey confirmed that NATCA's policy is that the union doesn't endorse Congressional candidates; the union's endorsement comes in the form of PAC contributions.

FLRA Ruling: Mr. Robicheau has recently seen an FLRA ruling that would allow union officials to perform some of their work from home. Mr. Ghaffari suggested

that NATCA's Labor Relations staff review this ruling to see if it could apply to NATCA representatives. He will send the ruling to Marc Shapiro and ask for an interpretation.

NAATS Alaska: Mr. Thompson has done a series of teleconferences with the FLRA and FAA regarding the upcoming NAATS Alaska merger. The FAA has said they are neutral on this issue, as NATCA has maintained that this merger is nothing but a name change as far as the Agency should be concerned. This merger will affect 18 NAATS locals in Alaska, who are eager to join NATCA. Mr. Thompson noted that a national representative will be appointed shortly, with an election to be held in the fall for the position.

Fundraiser Attendance During NEB Meetings: Mr. Ghaffari acknowledged that there is an advantage for NEB members to participate in Congressional fundraisers when they are attending NEB meetings in Washington, but he believes these events should be scheduled before or after the meeting day (i.e., breakfast or evening events). Mr. Rinaldi believes that the RVPs should attend the fundraisers for their elected representatives, but we have no control over the scheduling of these events.

Senate Bill #3013: Mr. Thompson noted that Senate Bill 3013 was introduced on May 13 to bring locality pay to COLA locations outside the "lower 48". This legislation differs from OPM's proposal. NATCA members in the Alaska region are enthusiastic about this proposal and believe the union should support its passage. Mr. Thompson has asked for clarification about some of the bill's language so that NATCA can make an informed decision whether or not to support the legislation.

Rehired Annuitants: Mr. Ghaffari reported that the first rehired annuitant has come "on board" in the Western Pacific Region and questioned if a national ULP or grievance will be filed on this issue. Mr. Forrey believes this needs to be investigated thoroughly, as it may not be a contract violation. We do not know if these individuals will be considered bargaining unit employees. NATCA's Labor Relations Department will request a briefing from the FAA on this issue.

ATAs: Mr. Farrow has learned that ATAs are now working at Salt Lake TRACON. While they are not considered bargaining unit employees, they have an impact on the watch schedule (which affects bargaining unit employees). The ATAs have been allowed to wear jeans in the control room. Mr. Farrow will follow up on this with NATCA's Labor Relations Department.

Meachum: Motion to adjourn

Santore: Seconded

Vote: Passed unanimously

