NATCA National Executive Board Meeting
May 26-28, 2010
Washington, DC

The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:

Patricia Gilbert, Executive Vice President
Larry Lescanec, Alaskan 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
Mike MacDonald, Region X Regional Vice President
Victor Santore, Southern Regional Vice President
Tim Smith, Southwest Regional Vice President
Hamid Ghaffari, Western Pacific Regional Vice President

Also in attendance were Scott Airitam, Adell Humphreys and Barry Krasner.

Old Business

ESEP: Discussions with the Agency are productive and continuing. NATCA has a grievance pending on this issue, but it has yet to be scheduled for arbitration. Mr. Rinaldi will continue to discuss ESEP with FAA Administrator Babbitt. **Open - MacDonald**

Special Events: The MOU has been successfully negotiated and signed, and a Q&A document is being created for dissemination to the membership. **Closed**

NATCA Reloaded: Mr. Ullmann is working with National Office staff to develop a briefing on the Reloaded efforts. He is holding a meeting next week in St. Louis with approximately 20 members to get their feedback on the briefing. The Reloaded Committee will hold another meeting in June in Las Vegas. The Committee plans to have a full program developed by July for NEB review and approval. **Open - Ullmann**

PHX 20: Obtaining permanent employee status for these individuals may require legislative action. Mr. Robicheau will determine how many members are part of this group. Mr. Ghaffari will bring this issue to the attention of the AFL-CIO Veteran's Council. **Open - Krasner/Ghaffari**

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ERAM Updates: Julio Henriques (ZNY) has been designated as the ERAM Implementation Representative. The Agency has given a briefing to the Administrator on the project, indicating problems with meeting the time lines; Ms. Gilbert participated in this briefing to provide the Union's input. Mr. Ullmann met with the Agency several weeks ago to discuss live testing. **Open - Ullmann**

Andrew LeBovidge joined the meeting to brief the NEB on the status of the ADS-B negotiations. NATCA is negotiating a national MOU on ADS-B; the NEB must determine amount of authority that will be given to NATCA representatives in this MOU.

Article 76: Mr. Robicheau and Dale Wright recently received an annual briefing from the Agency concerning the provisions of Article 76. Future briefings will be requested by NATCA to ensure that the Agency fulfills their contractual commitments in this regard. **Closed**

Special Grievance Procedure Cases: Eugene Freedman joined the meeting to brief the NEB on the status of outstanding grievances that pre-date the Red Book. Northwest Mountain, Central, and Southwest Regions Green Book grievances have all been heard and we are awaiting final orders. All other regions are scheduled to be heard by the end of June with orders to follow. All National Green Book cases have been heard and the National Imposed Work Rules cases should be heard by the end of June. NATCA Regional LR Teams have begun compiling records of White Book cases for presentation beginning in July. Due to the incredible volume of cases dates have been scheduled with the Arbitrators through September 2011.

Simplifying National Website: The new national website is still on schedule to be fully functional by September. Doug Church is working with the contractor to complete this project. Ms. Gilbert stressed that the NATCA Store site also needs updating. **Open - Robicheau**

New York/New Jersey Airspace Redesign: NATCA representatives met with the Agency last week. Lack of a collaborative process is hindering progress. **Open - Barbarello**

Flight Service Staffing: Mr. Lescanec reported no progress, no hiring being done. This issue was discussed on Capitol Hill during Lobby Week visits. **Open - Lescanec**

NEB Division of Responsibilities re Policy & Position Statements: Mr. Krasner reported that this project is almost complete. The document will be sent to NATCA members in advance of the convention along with the proposed constitutional amendments. **Open - Krasner**

Article 67/Section 2: Article 67/Section 2: The FAA has requested to meet with the NATCA Article 67 workgroup one more time so that they can bring in some field managers to help finalize the plan. **Open - Ghaffari**

Article 32/24 Negotiations: Little progress has been made, due to a lack of time and other more pressing issues. The NEB will forward suggestions to Mr. Lescanec of individuals who can provide assistance, with a goal of completing these templates by July. **Open - Lescanec**

Local Building Initiative: Mr. Ghaffari reported that this project is basically complete, and will be presented via a webinar. He explained that this is not a high priority at this point in time, but he hopes to fully complete this issue by September. **Closed**

Labor/Management Forum EO 13522: NATCA is pushing very hard to be part of the pilot program of Executive Order 13522, but the FAA must agree to participate. Mr. Rinaldi has expressed NATCA's interest in the program to FAA Administrator Babbitt, but the FAA's current organizational structure doesn't foster this type of partnership atmosphere. In the interim, NATCA will try to work within the framework of the Executive Order in its development of the collaborative process being developed by the Parties. **Open - Rinaldi**

Boots on the Ground: $500,000 has been budgeted for the 2010 Boots on the Ground program. At this point, six retired members are working in four different states (additional members may be added as necessary). **Open - Gilbert**

PARs: Mr. Rinaldi stressed again that NATCA's trained advocates should second-seat during the arbitrations for the unions. He noted that the Labor Relations staff is available to assist with writing post-hearing briefs if necessary. **Closed**

1440 List: The Agency's 1440 list is reasonably accurate. Mr. Rinaldi suggested that the list be sent to NATCA's FacReps in the early fall so that they can check it for accuracy. It is critical that the list be accurate in 2012. **Open - Peterson**

Organizing: **Open - Smith**

Overhauling Basic FacRep Training: New modules are being developed, and the instructors guide is being revised. **Open - Ghaffari**

Electronic Expense Reports: We have purchased a specialized software program and are customizing it to suit the union's needs (especially for reporting purposes). This program will interface with the union's accounting software. We hope to have the program operational by the middle of summer. **Open - Gilbert**

Labor Relations Strategy: **Open - Robicheau**

Basic FacRep Training Instructors: Ten instructors have been selected. **Closed**

Raytheon Instructors: NATCA would like the workforce to conduct training instead of Raytheon contract employees in accordance with our Consitution. However, we need to consider the impact on staffing if these individuals are removed from the floor to perform training functions. **Open - Ghaffari**

GATS Program: **Open - _____**

National Office Restructure Workgroup: Ms. Gilbert has met with Melinda Kim, OneU President, to discuss this project and solicit a representative from the employee union. **Open - Rinaldi**

Ullmann: Motion to recess
MacDonald: Seconded
Vote: Passed unanimously

Thursday, May 27

The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:

Patricia Gilbert, Executive Vice President
Larry Lescanec, Alaskan Regional Vice President
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Bryan Zilonis, Great Lakes Regional Vice President
Mike Robicheau, New England Regional Vice President
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Also in attendance were Scott Airitam and Adell Humphreys.

New Business

National Election Committee: There are currently two vacancies on the National Election Committee. Mr. Rinaldi asked the Regional Vice Presidents to submit names for the two vacant positions on the committee. A new charter will be written for the committee and submitted for NEB review and approval. **Open - Rinaldi**

Convention Awards: Ms. Gilbert asked the NEB to recommend individuals who should receive awards/recognition at the convention. **Closed**

Vicki Cox, Paul Fontaine and Walt Cochran of the FAA joined the meeting to discuss NextGen and the Agency's Operations Planning Organization.

Pass/Fail Status Related to FAA Academy: Mr. Peterson is concerned about the Agency's inconsistency in dealing with individuals who wash out of large TRACONs; some of these individuals are fired, and others are not. He will give Mr. Barbarello names of several individuals who were affected by this inconsistency, and Mr. Barbarello will discuss it with Agency management. **Open - Gilbert**

Contract Towers with No Members: Mr. Ullmann believes the union needs a process that would identify locals that have no members and/or are delinquent in filing LM forms. Mr. Rinaldi explained that the National Finance Committee is tasked with auditing all facilities within a three-year period, so these situations should be detected by the Committee during their audit process. **Closed**

Membership Open Season: Mr. MacDonald believes that an open season should be held for members of the engineers bargaining unit.

> MacDonald: Motion to hold a 30-day open season for the engineers bargaining unit for a period to be determined later after a organizing plan has been developed.
> Barbarello: Seconded
> Vote: Passed, with Mr. Rinaldi and Mr. Ghaffari voting in opposition.

Charlie Bates Astronomy Project: NATCA has been asked to sponsor the Charlie Bates Astronomy Project, a non-profit organization that promotes solar astronomy to underprivileged children. After discussion, it was agreed to refer this to the NATCA Charitable Foundation. **Closed**

National Benefits Committee Charter: Ms. Gilbert has worked with the National Benefits Committee to revise their charter, which is being submitted for NEB review and approval:

> The NATCA Benefits Committee (NBC) shall be an ad hoc committee chartered for the exclusive purpose of researching and analyzing potential benefits for the NATCA membership.
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> To meet this purpose, the NBC is tasked with the following:
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> 1. Suggest, investigate, review, evaluate and assess suitable benefit options that may

be offered to the NATCA membership. Such research and assessment will, at a minimum, consist of full and complete consideration and analysis of all available options within a category, benefit desirability, legal and financial feasibility, and the application of due diligence and record keeping within all phases.

2. Report and make recommendations to the National Executive Board concerning potential benefits. At a minimum, such reports shall identify the options considered, summarize the research and analysis undertaken, provide a cost determination (including a worst-case scenario), frame the legal and financial issues, and provide specific recommendations and associated rationale, including a copy of the General Counsel=s review and recommendation.

3. The NBC, through its Chairperson or his/her designee, shall brief the National Executive Board on NBC activities.

4. The NBC shall meet at least twice per year.

Composition of the NBC The NEB shall solicit volunteers and the President shall select a minimum of five active or retired NATCA members in good standing to serve on the NBC. The Chairperson of the NBC shall be a member of the committee, selected by the President. Normal and typical reimbursement of expenses for committee activities shall be borne by the NBC budget.

The resources and assistance of the NATCA General Counsel and NATCA Comptroller are available to the NBC through the Executive Vice President, as well as other tools and counsel which the Executive Vice President determines are necessary to fulfill the committee's function.

No member of the NBC shall derive any financial gain from his/her position on the NBC, apart from any privilege or benefit made available to other NATCA members.

Once a new NATCA member benefit is approved and implemented, the NATCA Benefits Trust, the NBC, or other entity as required by statute or determined by the National Executive Board, will monitor, manage, and maintain the benefit, to the extent required by Statute or determined by the National Executive Board.

Gilbert: Motion to approve the revised National Benefits Committee charter
Robicheau: Seconded
Vote: Passed unanimously

Convention Shirt Day: Ms. Gilbert believes that a specific day should be designated at the

upcoming NATCA convention where attendees would wear their NATCA shirts. After discussion, it was agreed to do this on the last day of the convention, September 14. Regional shirts will be worn on the second day of the convention (September 13). **Closed**

Information Sharing: Mr. Barbarello noted that it is difficult to keep track of everything due to the massive amount of information currently being generated and ongoing projects. He would like to have one central location where you could find information, such as Google.docs. Designated individuals would serve as focal points to populate and update information. He will work with Mr. Robicheau on this issue. **Open - Barbarello**

Retirement Benefits for Members Only: Mr. MacDonald questioned whether the National Benefits Committee could investigate additional retirement funds for members, which would be funded by the individual members and could provide an additional retirement annuity. After discussion, it was agreed not to pursue this. **Closed**

Patricia C. Gilbert
Executive Vice President