

NEB Teleconference Minutes August 14, 2008

The teleconference was called to order by President Patrick Forrey, and the following individuals were in attendance: 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, NATCA Chief of Staff and Barry Krasner, NATCA Executive Director.

2008 Convention: Ms. Humphreys reported that contracts are being finalized with the following hotels, which will accommodate our attendees at the 2008 Biennial Convention:

Loews Miami Beach: \$209/night

Gansevoort South: \$205/night (\$235/night for suites)

Miami Beach Resort and Spa: \$139/night

National Hotel: \$209/night

Ritz Carlton: \$229/night

There was discussion on the financial impact to locals of the increased cost of the hotel rooms, since the contracted rate at the Fontainebleau Hotel was \$163/night.

Barbarello: Motion to "buy down" the cost of the rooms at the Loews Miami Beach, the Gansevoort South, the National Hotel and the Ritz Carlton to \$163/night for the nights of September 9-12, 2008 (funding to be taken from the 2008 Convention budget, if available, with any remainder being taken out of the union's set-aside account)

Robicheau: Seconded

Vote: Passed unanimously

Employee Free Choice Act: Mr. Blankenship believes that NATCA should publicly support the Employee Free Choice Act by passing the following resolution:

"Whereas, in 1935, the United States established, by law, that workers must be free to form unions; and whereas, the freedom to form or join a union is internationally recognized by the 1948 Universal Declaration of Human Rights as a fundamental human right; and whereas, the free choice to join with others and bargain for better wages and benefits is essential to economic opportunity and good living standards; and whereas, unions benefit communities by strengthening living standards, stabilizing tax bases, promoting equal treatment and enhancing civic participation; and whereas, states in which more people are union members are states with higher wages, better benefits and better schools; and whereas, union workers receive better wages and benefits, with union, workers earning 29 percent more than workers with out a union, 35 percent more likely to have access to health insurance, and are four times more likely to have access to a guaranteed defined benefit pension; and whereas, unions help raise workers' pay and narrow the income gap for minorities and women, by increasing median weekly earnings by 31 percent for union women workers, 31 percent for

African-American workers, 50 percent for Latino workers, 9 percent for Asian American workers; and whereas, workers across the nation are routinely denied the freedom to form unions and bargain for better life, with 25 percent of private-sector employers illegally firing at least one worker for union activity during organizing campaigns; and whereas, 77 percent of the public believes it is important to have strong laws protecting the freedom for workers to make their own decision about having a union, and 58 percent of workers would join a union if they had the chance; and whereas, employers often refuse to bargain fairly with workers after forming a union by dragging out first contract bargaining for up to two years in 45 percent of successful campaigns; and whereas, each year millions of dollars are spent to frustrate workers' efforts to form unions and most violations of workers' freedom to choose a union occur behind closed doors, with 78 percent of employers forcing employees to attend mandatory anti-union meetings; and whereas, when the right of workers to form a union is violated, wages fall, race and gender pay gaps widen, workplace discrimination increases and job safety standards disappear; and whereas, a worker's fundamental right to choose a union free from coercion and intimidation is a public issue that requires public policy solutions, including legislative remedies; and whereas, the Employee Free Choice Act has been introduced in the US Congress in order to restore workers' freedom to join a union; and whereas, The Employee Free Choice Act will safeguard workers' ability to make their own decisions with these abuses, provide the first contract mediation and arbitration, and establish meaningful penalties when employers violate workers' rights; therefore, be it resolved that the National Air Traffic Controllers Association supports the Employee Free Choice Act which would authorize the National Labor Relations Board to certify a union as the bargaining representative when a majority of employees voluntarily sign authorizations designating that union to represent them; provide for first contract mediation and arbitration; and establish meaningful penalties for violation of a worker's freedom to choose a union. Therefore, be it further resolved/proclaimed that we urge Congress to pass the Employee Free Choice Act to protect and preserve for America's workers their freedom to choose for themselves whether or not to form a union.

Blankenship: Motion to support the Employee Free Choice Act

Robicheau: Seconded

Mr. Forrey noted that NATCA has already expressed its support of the Employee Free Choice Act by voting in support of the Act during the recent AFL-CIO Executive Council Meeting in Chicago. As a result, discussion ensued on whether it was necessary for NATCA to pass this resolution separately.

Ghaffari: Motion to refer the Employee Free Choice Act to a committee composed of Mr. Meachum and Mr. Blankenship for further research.

Meachum: Seconded

Vote: Passed, with Mr. Blankenship and Mr. Barbarello voting in opposition.

New Employees: Mr. Forrey announced that we have found two excellent candidates to fill the vacant positions in NATCA's Communications Department.

Forrey: Motion to hire Jacqueline Smith and Courtney Paquette as Communications Specialists

Robicheau: Seconded

Vote: Passed unanimously