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**NATCA National Executive Board Meeting**  
**November 6 - 9, 2017**  
**Washington, D.C.**

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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:** A subgroup from the Collaborative Resources Workgroup (CRWG) continues its work to on the models to be used to establish staffing targets for each facility. In order to better understand outputs from the existing algorithms, the subgroup has identified eight facilities for further review. This review should occur over the course of the next few months and should inform further collaborative efforts to finalize a program that accurately drives staffing calculations.

The second special NCEPT panel under the A80/LAX MOU will take place on December 13, 2017. The next quarterly panel for the NCEPT will occur December 14. For 2018, the NCEPT panel will meet every other month, rather than quarterly, beginning in February. The NCEPT panel continues to work through several outstanding issues including the handling of ERRs for those on temporary details, the processing of selections and offers for those employees who have had their medical clearance temporarily suspended, and addressing possible issues resulting from the return rights afforded to certain employees assigned to Guam.

Work continues to address staffing concerns at N90. One avenue being pursued was the hiring of local candidates directly into N90. The Agency did not move forward with this action, as they have concerns that such a hiring plan would be in conflict with current law. Activities to improve the training for N90 and other large TRACONS, including a revised TSEW and TETRA, are moving forward and are on track for finalization by early 2018. (Gilbert/Iacopelli/LeBovidge/Robicheau – OPEN)

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**Traffic Mix Formula and Validation Team:** The NVT will meet in December. Ten reviews are on the table, five of which are random.

The ATCCP workgroup met in Dallas. The tool is delayed, but on a new 13-month track and has a program office attached to it. The workgroup is tasked with creating a program to accurately model and count traffic, and not upgrading or downgrading facilities. The goal is to develop a clean, reliable traffic count data source. (Robicheau/Iacopelli – OPEN)

**ZMA/ZHU Update:** ZMA validation is taking place over three to four non-consecutive weeks at the facility. There is still disagreement on the definition of Oceanic Traffic at ZHU. The dispute relates to the meaning of “no direct” communication between controller and pilot. We may have to go to arbitration on the specific definition. (Gilbert/Iacopelli – OPEN)

**FAA Reauthorization:** The FAA Reauthorization was extended on Sept. 28 for six months, avoiding a partial shutdown of the FAA. 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 again in March. That extension, however, may contain policy, meaning it will not likely be a clean extension. The House will continue to seek more support for their version of the bill, and if enough is garnered, it may be voted on by the full House of Representatives before the March deadline.

*Background: 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.*

Congress must pass an appropriations bill by Dec. 8 to avoid a government-wide shutdown. The House budget proposal included Trump cuts on Federal Social Security Annuity, but the Senate version didn't include any specific cuts on federal employee pensions. They are not law, but they are budget guidelines that proposed legislation may adopt. Our rolling lobby week efforts in September did a great job educating lawmakers on the issue and effect of cutting federal employee retirements. (Rinaldi/Gilbert – OPEN)

**Committee Review:** RVP Robicheau distributed the updated committee spreadsheet with a new field for planned retirement within one year. The safety committee is going to be losing one to a planned retirement. Committees with over 60% eligibility were reviewed and discussed. EVP Gilbert requested data for training a RT1 cadre. (Peterson/Robicheau – OPEN)

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**RESPECT Campaign:** Discussion on rollout and implementation of the Respect Campaign and the professional standards committee’s involvement. The NEB agreed that in line with the test facilities where it has already been introduced, the program will be about education and awareness. It would be best to use the expertise and network of the professional standards committee to roll it out and administer the training, and that it should be done nationally. We need more information from Garth on what he envisions the rollout to look like and how PS can be involved. (Iacopelli – OPEN)

**Labor Relations Negotiations/Strategy Team:**

SSRI: We are awaiting a response to a request from the FAA Administrator to the DOT Secretary for approval of the “amnesty” portion of the SSRI MOU.

CBA Appendix B: We are close to finalizing the settlement agreement regarding the calculation of pay in accordance with Appendix B.

FAA Order 1600.69B: NATCA BUEs are covered by the provisions of 1600.69B, not 1600.69C. We will receive a briefing on the proposed changes to 1600.69B and will then proceed in accordance with Article 7. All 2018 Basic Watch Schedule and Leave agreements should be completed.

TM/CIC pay arbitration has been extended. Some issues are getting bottlenecked when working them directly with the Agency. We will need to start taking the strong cases to arbitration to make sure they are addressed in a timely manner.

Grievance Review: RVP Robicheau reviewed current grievances. We currently have 54 cases at the arbitration level.

Region	Total
AL	1
CE	1
GL	6
HQ	5
NE	5
NM	4
SO	4
SW	11
WP	3

Issue	Total
52 Weeks	11
Appendix B	4
Clearance Delivery	3
Contract	15
Discipline	14
Hurricane OT	1
Pay Case	2
TMCIC Pay	4
<b>Grand Total</b>	<b>54</b>

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X	14
<b>Grand Total</b>	<b>54</b>

Pending Decisions:

- No change from last NEB meeting: At this time, we are not awaiting decision on any matters (other than a decision on the 52 weeks case from the FLRA as mentioned below).

Update on Other Significant Issues

- Hurricane Harvey and Irma OT Grievances
  - 17-NSW-1 – arbitration requested on October 24, 2017
  - 17-NSO-1 – still waiting for Agency Step 2 response; will request arbitration after receiving it
  - Grievances will be arbitrated separately
- 52 Consecutive Weeks Experience - 11 grievances
  - Background: The Arbitrator agreed with our argument that the phrase 52 consecutive weeks experience as a certified air traffic controller, necessary for former military or DoD controllers to receive a higher initial pay setting upon placement in their FAA facilities, meant 52 consecutive weeks of certification, rather than 52 consecutive weeks of working full time with no breaks as argued by the Agency.
  - Although NATCA won arbitration, the Agency filed exceptions with the FLRA.
  - We are currently waiting for a decision from the FLRA - no timetable on when they need to decide
- Denial of Union Representation during OPM Security Investigations - 10 grievances
  - Update: GRT reviewed LR analysis on the issue and determined to withdraw the 10 grievances currently at the arbitration level.
    - No statutory/contractual violation - grievants did not reasonably fear discipline during these investigations
    - Recent changes in the law do not favor union representation during these investigations.
    - LR will continue to monitor the issue in case anything changes in our favor and a potential path opens for challenging this.
  - Background: We have been dealing with the issue of Union representation during OPM security investigations over the last few years.

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- The plan were discussed at the October in-person meeting of the GRT. LR has drafted an analysis which provides background on the issue, an update on recent changes in the law, and a recommendation on the 10 grievances currently at the arbitration level
- TMC/CIC Pay - 4 grievances
  - Update: Plan is to arbitrate this issue; LR is drafting an analysis to determine which grievance to arbitrate
  - Issue: At certain facilities, the Agency is refusing to pay TMCIC pay when TMCs work alone
  - The grievances are: 16-A90-4, 17-ATL-5, 16-CLT-5, and 17-DFW-1
- Clearance Delivery - 3 grievances
  - Update: Plan is to arbitrate this issue; LR is drafting an analysis to determine which grievance to arbitrate.
  - Issue: Agency's contradictory position regarding clearance delivery. On the one hand, they are saying that employees are not entitled to OJTI pay as the position is not involved in the separation of traffic, and on the other they are denying temporarily medically incapacitated employees from working clearance delivery as it requires a medical since it involves the separation of traffic.
  - NATCA's argument: Agency needs to choose one position either (1) ATCs can't work clearance delivery while temp med incapacitated, but they can get OJTI pay; or (2) ATCs can work clearance delivery with a medical issue and they don't get OJTI pay.
  - The grievances are: 16-NWP-2, 16-CAK-35, and 16-CAK-6

Grace Colby 12/12/2017 10:49 AM

**Comment [1]:** Is this different from the TMC/CIC update above?

(Iacopelli/MacDonald/Robicheau – OPEN)

**TRB Curriculum:** The initial course conduct is almost ready to go. The Agency will fund this class. (LeBovidge – OPEN)

**Training Committee:** The committee is meeting after the budget is finalized. Regional training needs to be planned and calendared in advance, particularly if national office staff might be needed to support it. (LeBovidge/Ghaffari/MacDonald/Marinitti/Lancaster – OPEN)

**Professional Standards:** Send regional chair selections to Garth. (Lancaster/Pincock/Zilonis – CLOSED)

**Section 804 Process:** Phase 3 will take place next week. BUF, ERI, and GRR MOUs are being completed. (Zilonis/MacDonald – OPEN)

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**Regional Safety Reps:** See briefing below under Safety Committee. (Peterson – OPEN)

**TRACON Flight Data Position:** This is being scheduled for arbitration.  
(Peterson/Iacopelli – CLOSED)

**National Historical Committee:** The committee continues work for a Convention presentation. (Marinitti – CLOSED)

**US Virgin Islands/ Puerto Rico Disaster Relief:** STT is still working out of a temporary tower. Much of PR is still has no power and many living and working on generator power. The NATCA disaster relief fund has provided assistance to over 140 members in Texas, Florida, Puerto Rico, and the U.S. Virgin Islands. NATCA has also been able to send over \$25,000 in supplies to these areas. Even with the generous support more has been given out than has been raised so fundraising efforts continue, as the need is still real. In addition to donating through the existing [GoFundMe effort](#), **NATCA members now can spread out their contributions over multiple pay periods by donating through an automatic payroll deduction**. (Marinitti/Gilbert – OPEN)

**New Business**

**OSHA Committee:** OSHA Committee Chair Mike Odryna has recommended a replacement chair as he will be retiring in about a year. We are working on scoping document for OSHA with the Agency. (Gilbert – CLOSED)

**NAL FSS Academy Requirements:** Discussion on the status of trainees at the Flight Service Academy. (Lancaster – CLOSED)

**NLC Charter:** Changes to the National Legislative Committee charter were unanimously approved. (Gilbert – CLOSED)

**NATCA**  
**National Legislative Committee**  
**Charter**

1. *The NATCA National Legislative Committee (NLC) will seek to advance the status, professionalism, benefits, and working conditions of all NATCA bargaining unit members through political and legislative activism.*
2. *The NLC shall assist the National Executive Board in defining the roles and responsibilities of the Government Affairs Department.*
3. *The NLC shall be the focal point for all grassroots legislative activity.*
4. *The NLC shall identify the legislative training needs of the membership and take steps to address those needs.*

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5. *The NLC shall promote the growth of NATCA PAC.*
6. *The NLC shall make recommendations to the PAC Advisory Board (PAB) on the distribution of PAC funds.*
7. *The NLC, through its Chairperson or his/her designee, shall brief the National Executive Board on NLC activities.*
8. *The NLC shall elect a Chairperson. The Chairperson shall serve a two-year term commencing January 1<sup>st</sup> succeeding the election. Nominations shall be submitted and the election will occur on odd calendar years during the fall meeting (e.g., Sep or Oct). In the event there is not a fall meeting, a special meeting and/or election shall occur prior to October 1<sup>st</sup> of the election year. There shall be no restriction on the number of terms that may be held. In the event of a vacancy, the NATCA President shall appoint a committee member to serve the remainder of the term.*
9. *NLC members shall be allowed to participate in meetings electronically in the event they cannot physically attend. When necessary, additional meetings may be conducted wholly through electronic means. For the purposes of constituting a quorum, NLC members participating electronically shall be considered present and eligible to vote.*

**Experienced Hire Program:** RVP Ghaffari has inquired with the Agency, at the regional level, about an applicant from the last experienced bid. EVP Gilbert asked that inquiries to an individual's hiring status be sent to her for inquiry at FAA HQ level. (Ghaffari – CLOSED)

**Seniority:** RVP MacDonald proposed language to amend Article XV. The NEB will support the proposed language at Convention. (MacDonald – CLOSED)

**SRT Issue:** WSA has introduced pre-SRT for management only. We need to be involved in pre/post teleconferences as well. The issue will be addressed at FAA HQ level. (Ghaffari – CLOSED)

**2018 Budget Approval:** The National Finance Committee presented for adoption the proposed budget for 2018. The budget was approved without objection. (Gilbert – CLOSED)

**Internet Reimbursement (voted via email after meeting):** Untimely requests for internet reimbursements for CHA and LOU were unanimously approved by the National Executive Board. (Marinitti – CLOSED)

**Expense Reimbursement (voted via email after mtg):** The board unanimously approved the untimely reimbursement request for Ken Watson, NFC Region X member. (MacDonald – CLOSED).

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**2017 Budget Overages (voted via email after mtg):** The NEB approved the following amounts be added to the budgets below:

- 34 Environmental Protection – **approval to increase \$16K.** Re: Cost of Aires contract, Initial proposed budget was cut due to projections in revenue requiring it.
- 35 Legal – **approval to increase \$15K.** Re: Bredhoff for FAA reauthorization assistance and extra “end of suit (FLSA)” work from McGillivray.
- 49 NIW – **approval to increase \$25K.** Re: Did not restrict attendance for NIW. Heavy legislative agenda.
- 50 Legislative Committee – **approval to increase \$100K.** Re: Rolling lobby week Sept. 2017. 67 activists participated in effort against pension cuts.
- 54 Outreach – **approval to increase \$165K.** Re: Increased presence at Oshkosh and other events. Paid for trailer production and rights for “Eyes In the Sky.” Bigger turnouts at OKC meet and greets.
- 65 Communicating For Safety – **approval to increase \$325K.** Re: Lifted lodging caps due to 1.9% raise and projected revenue increase from budgeted revenue. Record attendance of 1600.
- 66 Organizing Committee – **approval to increase \$10K.** Re: 12 new towers start-up funds. Increased presence at Service Centers to recruit AFN and other units into membership.
- 69 Professional Standards – **approval to increase \$3K.** Re: More internal expense as we promote RESPECT campaign and restructure pro stands reps.
- 76 Right From the Start – **approval to increase \$7K.** Re: More facilities than normal with teams going in.

Actual revenue is 5-6% more than projection. With the above budget line increases all should still come in under projected budget due to many budget lines coming in under budget. (Gilbert – CLOSED)

**CFS Lodging (via telcon after mtg):** The National Executive Board adopted the following policy.

*No later than 180 days prior to Communicating for Safety (CFS), the NATCA National Executive Board (NEB) shall determine whether to issue or amend a CFS lodging policy. A CFS lodging policy, if issued, shall provide that, for a certain number of NATCA members per Local, the lodging costs for all three (3) nights of the conference are covered if a NATCA member rooms with another NATCA member, or half of the lodging costs if a member elects to have a single room. NEB passed unanimously with 2018 approval for CFS in Safety briefing below.*

(Gilbert – CLOSED)



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**Convention Subsidy (via telcon after mtg):** The National Executive Board adopted the following policy.

*The NATCA National Executive Board (NEB) shall provide a subsidy to NATCA Locals for attendance at the Convention. No later than 180 days prior to NATCA's Convention, the NEB shall establish the criteria for determining which Locals qualify for the subsidy, the level(s) of subsidy, as well as the process for applying for any such subsidy. For those NATCA Locals that qualify, subsidy checks will be issued after the Convention. NEB passed unanimously with 2018 approval for Philadelphia convention passed at the April 5-7 NEB meeting.*

(Gilbert – CLOSED)

**Briefings**

**National Benefits Committee Briefing:** Chairman John Bratcher briefed the NEB on the issues before the committee. He briefed on the status of the Retirement and Education Seminars and issues with a high percentage of no-shows. The NEB approved a request to introduce a \$25 deposit for retirement seminars to discourage no-shows. In an effort to control cost, the NBC proposed and the NEB approved cutting the online webinars from four a year to two a year for 2018. Chairman Bratcher also presented six (6) new benefits (Bonus Drive, Lenovo, Wyndham, Office Depot/Office Max, Identity Guard, and American Hearing Aids) for NEB approval. The NEB discussed each benefit and approved the NBC to proceed with those benefits.

**National Organizing Committee Briefing:** Chairman John Bratcher briefed the NEB on the issues before the committee. He discussed the status of SERCO CBA negotiations and associated Labor Relation issues involving SERCO. Chairman Bratcher also briefed the NEB on the status of the negotiations of an interim agreement for Wheeler AAF (HHI). Chairman Bratcher provided a briefing and the NOC's recommendation to continue the organizing efforts in the ESA and CSA service centers and to file a petition for representation for both service centers once we garnered the FLRA required number of authorization cards. The NEB unanimously agreed with the NOCs recommendation with regards to the organizing of Service Centers. Chairman Bratcher provided the NEB with the local charter petition for Destin (DTS) FCT and the NOC's recommendation. The NEB unanimously approved the chartering of NATCA's newest local NATCA/DTS.

**Safety & Tech:** Director of Safety and Technology Jim Ullmann briefed the NEB on changes to the ASSC Program. In preparation for the 2018 NATCA Convention, they discussed whether PSG-5 should remain a position of this Union. He presented upcoming changes with NATCA Article 114 Reps for Next Gen, Commercial Space and Wake

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Recat. He also provided an update on SRM Panels being held on the removal of EBUS from En Route facilities and the Remote Tower test being conducted in Leesburg, VA.

**Safety Committee:** Safety Committee Chairman Steve Hansen briefed on a proposal to create regional safety representatives. A group of RVPs will create guidelines for what they would like to see the safety reps used for.

Chairman Hansen also briefed on proposals to change registration fees beginning CFS 2018 and discussed ways to meter the crowd into the Archie League awards ceremony. CFS registration will open at Convention 2018. National budget will cover up to 8 rooms (16 participants) per local.

**NATCA Membership Investments (NMI) Annual Meeting:** The NMI Meeting was called to order at approximately 10:10 AM on Wednesday, November 8, 2017. The NATCA National Executive Board (minus EVP Patricia Gilbert), NMI Director Ricky Thompson, NMI Director Mike Blake, NMI Director Tim Smith, NMI Treasurer Selma Golding-Forrester, General Counsel Rita Graf, and Assistant General Counsel Lauren Schmidt were in attendance. The NEB/NMI unanimously approved the reelection of NMI Director Mike Blake to another 3-year term. The group discussed the list of financials and upcoming projects to be completed in 2018. The meeting adjourned at 10:24 AM.

**NATCA Charitable Foundation (NCF) Meeting:** The NEB held its biennial meeting, in accordance with the NCF Bylaws, with the NCF Board of Directors to elect the 2018-2019 NCF Directors. The 2018-2019 slate of Directors (Robert Hill – retired FAY, Carrie Connor – Assoc. Member and Elisa Muise – ZBW nominated by NCF and Jason Boyde – PHL nominated by the NEB) was presented and approved by the NEB and NCF Board without objection.