
NATCA National Executive Board Meeting
February 28 – March 1, 2018
Austin, TX

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: The Collaborative Resources Workgroup (CRWG) sent email surveys to the eight facilities identified with significantly higher or lower staffing than the modeling. The CRWG subgroup will meet to review the results and better understand the cause of the difference.

The NCEPT is making progress on electronic submission for ERRs. The Parties will work to develop an implementation MOU for moving to the electronic process once it is finalized. NCEPT panels are scheduled to take place every other month. Before each panel, a draft version of the Priority Placement Tool (PPT) will go out for comment and correction, followed by a final version. Incorporation of FSS in NCEPT is running into some issues regarding staffing caps.

The process for new hire placement out of the academy is unclear and has raised questions regarding certain facilities receiving a higher proportion of new hires. A meeting with the FAA is scheduled to further establish clarity on how the placement list for new hires is created. Additionally, NATCA will work to change the process whereby additional slots are offered beyond the number of students graduating per class, which appears to have created a system in which certain facilities are repeatedly bypassed for placement.
(Gilbert/Iacopelli/LeBovidge/Robicheau – OPEN)

Traffic Mix Formula and Validation Team: The NVT is meeting the week of March 12. The development of an NVT webinar or other training to provide background for newer FacReps will be discussed.

The ATCCP workgroup met in Washington, D.C. this week. (Robicheau/Iacopelli – OPEN)

ZMA/ZHU Update: NATCA held a teleconference on March 1 with NSO RVP Marinitti, ZMA FacRep Jim Dossing, and Steve Wallace to answer several questions from ZMA about the validation process.

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The NATCA ZHU validation team will be meeting with the Agency the week of [3/19](#) at ZKC to:

- Determine if software, source, and adaptation data is available to reproduce what ZHU originally submitted;
- Review previous workgroup activities;
- Identify, if there is any, differences between this workgroup and the previous workgroup's work, and what ZHU originally submitted; and
- Compile all the above for local review and involvement during the ZHU site visit.

The Agency has committed to a placeholder during the week of 4/2 for either ZHU or ZMA. If ZMA is complete, the joint ZHU validation team will use the week of 4/2 for the site visit. (Gilbert/Iacopelli – OPEN)

FAA Reauthorization: Last week, U.S. House of Representatives Transportation and Infrastructure (T&I) Committee Chairman Bill Shuster (R-Pa.-9) released a statement about the status of H.R. 2997 - the 21st Century Aviation Innovation, Reform, and Reauthorization (21st Century AIRR) Act - and about the path forward on Federal Aviation Administration (FAA) reauthorization. In his statement, Chairman Shuster conceded that there is not enough congressional support to pass the 21st Century AIRR Act in its current form, which would have transitioned the air traffic control system to an independent, federally chartered, not-for-profit corporation to run the air traffic control system. Chairman Shuster concluded his statement by stressing his intention to work with Senator Thune on a reauthorization bill to provide long-term stability for the FAA.

NATCA has already begun discussions about shaping the new path for FAA reauthorization legislation. Our willingness to engage members of Congress on the subject over the past several years ensures our continued involvement as they move forward on new proposals. With potential for new reform options, it is critically important that we remain in the room so that we can best protect our members and the National Airspace System (NAS) as this process moves forward.

The NAS requires and deserves a stable, predictable funding stream. Two government shutdowns so far in 2018 further illustrate that the status quo is broken. Stop-and-go funding crises caused by continuing resolutions - punctuated by shutdowns - and short-term extensions to FAA authorization slow the hiring and training process for air traffic controllers. These funding crises perpetuate the current controller staffing crisis, which has resulted in a 29-year low of certified professional controllers.

March is already upon us and there are two upcoming deadlines that present clear and present challenges:

March 23 - Congress passed a broad, bipartisan budget agreement earlier this month that included a six-week continuing resolution (CR) to keep the government open and funded at current levels until March 23. Congress now has until March 23 to enact a longer-term appropriations bill effectuating the new budget caps.

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March 31 - The current FAA authorization extension is set to expire on March 31. Chairman Shuster's announcement now means that Congress will pass another extension while the next House proposal for a FAA reauthorization bill is worked on. The Senate Commerce Committee also will need to move an FAA reauthorization bill to the Senate floor. (Rinaldi/Gilbert – OPEN)

Committee Review: The Committee Review has been updated to include academy instructors and some additional information on planned retirements. Regional Safety Representatives will be added. A proposal to add Alternate Legislative Representatives was approved. RVPs will solicit for the position. (Robicheau/Peterson – OPEN)

RESPECT Campaign: Professional Standards lead Garth Koleszar has attended the pre-convention meetings that have taken place to date to present the new Foundations of Professionalism initiative, RESPECT. The presentation has been well received. Ongoing meetings are scheduled with the Agency as the initiative is rolled out. (Iacopelli – OPEN)

Labor Relations Negotiations/Strategy Team: The Parties are awaiting approval from the Secretary of Transportation on the “amnesty” provision of the SSRI MOU.

The nursing mothers form the Slate Book will be used throughout the FAA and will go into effect March 1.

Regarding the proposed changed FAA Order 1600.96B to 1600.96C, NATCA BUEs are covered by the provisions of “B”. Several issues in “C” are being addressed through the negotiation process.

FacReps and managers have been asked to complete a survey regarding identification of BUEs on Article 114 time. Director of Safety & Technology Jim Ullmann has also reached out to reps to gather the information. A process for updating and tracking the information is being developed.

There had been a few instances of BUEs receiving a notice of overpayment for approved leave during the most recent government shutdown. The issue has since been resolved; notices were sent in error.

The board was updated on the following grievances:

Total number of grievances at the arbitration level = 50 (as of 2/26/18):

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Grievances at Arb: By Region	
Region	Total
AL	1
CE	1
GL	4
HQ	2
NE	6
NM	4
SO	7
SW	8
WP	7
X	10
Grand Total	50

Grievances at Arb: By Issue	
Issue	Total
52 Weeks	11
Clearance Delivery	3
Contract	12
Discipline	16
Hurricane OT	2
Pay Case	2
TMCIC Pay	4
Grand Total	50

Grievances Approved for Arbitration by Paul and Trish (as of 2/26/18)

- 16-A90-4
 - Issue: Agency refusal to pay TMCIC premium pay
- 16-CAK-35
 - Issue: ATCs working the Arrival Data position when medically disqualified
- 17-ZDV-13
 - Issue: 10-day suspension for Disrespectful Conduct
- 16-M98-4 /17-ZHU-20
 - Issue: Failure to notify NATCA that BATs had arrived at the facility for follow-up testing
 - **Update:** 16-M98-4 has been scheduled for hearing on May 31, 2018. 17-ZHU-20 held in abeyance pending 16-M98-4
- 17-ZFW-4
 - Issue: 30-day suspension for Disruptive Behavior
 - **Update:** Settlement Agreement reached reducing suspension to 10-days

Pending Decisions

- No change from the last NEB meeting. Other than a decision on the 52 weeks case from the FLRA as mentioned below, we are not awaiting decision on any matters.

Update on Other Significant Issues

- **Hurricane Harvey and Irma OT Grievances**
 - Update: An arbitrator has been selected for 17-NSW-1 and we are now working to schedule a hearing date. 17-NSW-1 and 17-NSO-1 will be arbitrated separately.
- **TMCIC Pay**
 - Update: Paul and Trish approved 16-A90-4 for arbitration. LR is now working to schedule the hearing. Other grievances (17-ATL-5, 16-CLT-5, and 17-DFW-1)

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held in abeyance pending 16-A90-4.

○ **Clearance Delivery**

- Update: Paul and Trish approved 16-CAK-35 for arbitration. LR is now working to schedule the hearing.

(Iacopelli/Robicheau – OPEN)

Training Committee: The board approved proposed increased class sizes. Approval is needed to allocate one per region for both DAC and STT classes. The NTC has been asked to discuss developing a Concur training. The committee will review the Concur video that exists and develop a plan. The NTC will meet in Washington, D.C. on March 21.

(LeBovidge/Ghaffari/MacDonald/Marinitti – OPEN)

Section 804 Process: The GRR/AZO/MKG/FNT/LAN/MBS MOU is near completion. The Parties agreed that as BUEs transfer from GRR/MKG/FNT/LAN/MBS to AZO they will be placed in the “ATCS in Training” category for the purposes of the Priority Placement Tool (PPT).

President Rinaldi and EVP Gilbert continue to speak with the Agency regarding transferring the center functions of ZSU to ZMA and are working to get the Program Management Office involved. (Iacopelli/MacDonald – OPEN)

Regional Safety Reps: Reps have been selected and this now belongs to Safety Committee Chair Steve Hansen. (Peterson – CLOSED)

U.S. Virgin Islands & Puerto Rico Disaster Relief: STT is scheduled to move back into their tower the first part of March.

Finance Committee Chair Kyle McHugh is working with locals that lost information for IRS and DOL reporting requirements.

In Puerto Rico, funding is still an issue. Local FacReps are working to mitigate the situation, but power at the facilities is unreliable at best, and the Agency has started to discuss taking generators out of the facilities.

Payment for hotel rooms in Puerto Rico is still unresolved. (Marinitti/Gilbert – OPEN)

Guam: FAA HR will report on progress at the CSC, but we have not yet gotten an update. (Gilbert – OPEN)

NATCA Website: A meeting took place this week with Waldinger Creative to begin wire framing and streamlining the new site. We will work with UnionWare to more efficiently incorporate it into the website and create a personalized experience for members. (Robicheau – OPEN)

GM Restructuring: NATCA has been addressing the Agency’s proposed changes using traditional labor relation’s processes. The Agency recently offered using a collaborative process to address concerns. The Parties are working on scheduling a meeting to work the issue collaboratively. (Iacopelli – OPEN)

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AOS: Many of the AOS FAST representatives are at collaborative skills training this week. (Iacopelli – OPEN)

New Business

ZID Training Request: Marc Schneider has requested to host Secretary-Treasurer training in Indianapolis. He offered to teach it himself with his own money. The training committee is still in discussion about hosting trainings within each region. This request should be discussed with the Training Committee to determine what exactly his needs are and how to get the training done in compliance with SRF-12. (Zilonis – CLOSED)

Kristin Simms Untimely Voucher: An untimely request for reimbursement for Kristin Simms/OAK attendance at a NWP Regional Meeting was unanimously approved by the National Executive Board. (Ghaffari – CLOSED)

Internet Reimbursement: Untimely requests for internet reimbursements for STS and SDL were unanimously approved by the National Executive Board. (Ghaffari – CLOSED)

Internet Reimbursement: An untimely request for internet reimbursement for FS2 was unanimously approved by the National Executive Board. (Lancaster – CLOSED)

Internet Reimbursement: An untimely request for internet reimbursement for MKG was unanimously approved by the National Executive Board. (Gilbert – CLOSED)

Internet Reimbursement: An untimely request for internet reimbursement for ROA was unanimously approved by the National Executive Board. (Iacopelli – CLOSED)

Matt Felder Untimely Voucher: An untimely request for reimbursement for Matt Felder/LCH attendance at CBA Training was unanimously approved by the National Executive Board. (LeBovidge – CLOSED)

Paid Parental Leave: A meeting was scheduled for March 6 but will be moved to accommodate more participants from the FAA. A workgroup recommended that a paid parental leave program is feasible and should be implemented. Funding is the main obstacle at this time. We will know more when the meeting takes place with the FAA to consider the workgroup recommendation. (Gilbert/Iacopelli – OPEN)

CIP Workgroup: Eugene Freedman, Special Counsel to the President, briefed the NEB on the status of the joint CIP workgroup and its progress under the provisions of the Slate Book CBA and associated MOUs. The work has moved very slowly due to higher priority issues having the FAA's focus. (Gilbert – CLOSED)

Disaster Response Team: ZMA Vice President Tom Flanary raised the idea of a Disaster Response Team, citing the benefit of retaining continuity and best practices from one disaster to another. The Disaster Response Team should be a small group with experience in dealing with

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different types of disasters and will compile resources for future events. RVP Marinitti will oversee the group. (Marinitti/Gilbert – OPEN)

Media Training: Media Training will take place Thursday, May 24, the day after NiW. EVP Gilbert will distribute the list of who has attended. RVPs should review the invitation list and add new names. (Gilbert – CLOSED)

eComp: The question was raised regarding BUEs permission to use eCOMP. BUEs are not prohibited from using eCOMP, however, the use of eCOMP is not mandatory. The Parties are presently testing eCOMP in ten facilities in the Northeast. Once testing is complete and if all outstanding are successfully resolved, eCOMP will be rolled out nationwide. (Pincock – CLOSED)

Briefings

ARP National Rep: Airports Division Rep Brad Davidson briefed the NEB on his position and goals for ARP. Davidson is based in Detroit ADO and is a licensed professional engineer. Currently Davidson is the NATCA National Representative for ARP.

Davidson briefed the board on the role of ARP and his reasons for running for National Rep, including the need for increased advocacy and membership education. He outlined his vision for a successful NATCA structure within ARP and his ideas on how to strengthen the unit.

Davidson discussed his goals for addressing a number of issues facing ARP including staffing, safety culture, Labor Relations, increasing membership, ARP nominations for national awards, increasing ARP's involvement in funding stream discussions, particularly as they relate to the Aviation Trust Fund, and safeguarding the Trust Fund. He also listed several concerns facing the Airports Division including Stop-and-Go Funding, possible regional office consolidation, and the White House Infrastructure plan.

Scott Airitam Services Review: Director of Labor Relations Ryan Smith updated the board on our use of Scott Airitam Leadership Systems, LLC. A new contract was negotiated last year which includes 28 days of service and expires on June 30, 2018. The Training Committee will discuss how best to employ Airitam's services moving forward and provide a list of recommendations to the NEB.

National Benefits Committee: National Benefits Committee Chair John Bratcher briefed the NEB on issues that are before the committee. He provided an update on the 2018 Retirement Seminars and other aspects of the NATCA Retirement Education Program including the addition of a Region X Webinar at no cost to NATCA. A general benefits survey is being developed to go out to the membership to help better provide relevant and valuable benefits to the membership. The NBC and national office staff are working on the implementation and roll out of the new AJG benefits program. Bratcher also briefed on the status of the proposed SkyOne 529 program and will provide further updates to the NEB as it progresses.

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National Organizing Committee Briefing: National Organizing Committee Chair John Bratcher briefed the NEB on issues that are before the committee. Bratcher briefed the NEB on the upcoming 1188 proposed process. The NEB agreed to utilize the same process the NOC used last year. Bratcher also briefed on the 100% recognition process.

An NLRB election was recently held in Renton, Washington and the results were unanimously in favor of NATCA representation. Renton FCT (RNT) became NATCA's 100th FCT. After reviewing the charter petition filed by the members at RNT and the NOC's recommendation, the NEB unanimously approved chartering RNT.

Serco Contract Negotiations: The NEB was briefed by John Bratcher on status of CBA negotiations with Serco. The parties are still engaged in ground rules negotiations and hope to complete those and begin bargaining in the near future. The contract team is also meeting internally to prepare for the negotiations.



Patricia Gilbert
Executive Vice President