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**NATCA National Executive Board Meeting**  
**January 20 – 21, 2015**  
**New Orleans, LA**

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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  
Scot Morrison, Alaska 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  
Victor Santore, Southern Regional Vice President  
Tim Smith, Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President  
Mike MacDonald, Region X Vice President

**Old Business**

**Facility Staffing:** The Definitions subgroup is close to completing their work on the development of facility staffing targets. The Staffing Target is a combination of the facility specific Certified Professional Controller (CPC) staffing level and the facility specific trainee (e.g.: CPC-IT, developmental) staffing level. The CPC staffing level is expected to meet facility operational/contractual/statutory requirements, including resources to develop, evaluate, and implement processes and/or initiatives affecting the National Airspace System. The trainee staffing level includes the number of trainees needed in the pipeline to maintain the number of CPCs based upon the facility's forecasted gains and losses. The staffing target will be used as a basis for placement and release decisions. (Gilbert/Barbarello – OPEN)

**Traffic Mix Formula:** The workgroups have been put together and are meeting the week of January 26th. (Santore – OPEN)

**Staff Specialists Work Assignment:** The workgroup has been put together and begun discussions. (Zilonis – OPEN)

**LAX:** Concerned about retention issues, waiting on results of traffic mix workgroup. (Ghaffari – OPEN)

**ERAM/ERAM CHI/System Enhancements:** New software build was successfully released last week. There are concerns at Washington Center with OAPM implementation and ERAM. All facilities are expected to be fully operational utilizing ERAM by the end of March. (Ullmann – OPEN)

**ZMA/ZHU Update:** A joint request for a telcon has been sent to the arbitrator in order to

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get a status update on his decision. (Santore – OPEN)

**Guam Based Privileges, DOT-1:** No changes, looking for a legislative fix to restoring base privileges. (Rinaldi/Ghaffari – CLOSED)

**National Employee Services Team (NEST) Issues:** Kevin Bianchi has transitioned into the NEST as NATCA's designee. A joint review of the NEST process will be conducted to ensure the process is working as expected. (Barbarello – OPEN)

**Continued Problems with AWP RFS:** Continuing to work with Phil/Victor to document the latest actions by the AWP RFS as it relates to individuals diagnosed with sleep apnea and using CPAP machines. We will be scheduling a meeting with Federal Air Surgeon to discuss ongoing labor relation's issues. Additionally Paul and/or Trish will meet with the Associate Administrator for AVS to discuss our concerns. (Ghaffari – OPEN)

**SSRI Program:** We are working with Aviation medicine to begin a program where controllers who are prescribed specific SSRIs are monitored for a period of six months. Then they will be required to undergo specific testing in order to become eligible to have their medicals reinstated. The program is close to being launched. (Barbarello - OPEN)

**Alternate Funding Stream:** The MAC is meeting again this week to discuss funding solutions and recommendations. There is no consensus from the various user groups on a revised funding scheme. (Rinaldi – OPEN)

**FLRA AFN Petition:** NATCA submitted its brief to the FLRA on October 22, 2014. All other interested unions and the FAA did on the same date. The case is pending decision by the FLRA San Francisco Regional Director. The Regional Director must choose between the proffered unit descriptions and may not create a unit on her own. The Unions jointly submitted the agreed upon unit descriptions as mediated throughout AFL-CIO's Article XX process. Those unit descriptions would maintain NATCA's existing bargaining in ARC, would slightly expand our bargaining unit in ACQ, would nearly double our bargaining unit in ABA, and would require an election in AIT and mini-AFN to determine the exclusive representative. AIT is a large unit made up of Information Technology employees who are currently represented by NATCA, PASS, AFSCME, AFGE, NAGE, and NFFE. PASS currently represents the largest percentage of AIT employees, however their plurality is only about 1/3 of the total unit. AFGE and NFFE have disclaimed interest in the AIT bargaining unit. Mini-AFN is composed of two groups that report directly to AFN-1. NATCA represents only a few of the 16 employees and AFSCME represents eight. FAA has taken the position that all of AFN constitutes a single bargaining unit, however it has already agreed to carve out those

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employees located in the MMAC into two bargaining units – one represented by AFGE and another of FAA Academy employees represented by PAACE. Once a decision is issued, each of the interested parties have the opportunity to appeal to the full FLRA. (Rinaldi – OPEN)

**GCN Housing Maintenance Update:** Some new changes have surfaced on the method the FAA wants to begin charging GCN controllers rent. We are engaging at the Service area level as the District level is having no luck in resolving the issue. Still waiting on the construction bid information from the FAA on the new housing. (Ghaffari – OPEN)

**Day Care Facilities (CDCs):** The workgroup has completed their work and submitted a report to the CSC. The agency has responded to the workgroup report (David Feder) adopting a few of the recommendations but took these actions prior to the CSC reviewing and discussing the workgroups report. Paul and/or Trish will raise concerns on process with the Administrator and let him know of the letter we will be sending to the facreps from the potential impacted facilities on NATCA's lack of agreement. (Peterson – OPEN)

**Organizing Hazmat Employees:** Due to the reorganization, the Hazmat employees no longer deal with security issues and are solely working safety issues. We believe they should now be categorized as bargaining unit eligible. The National Organizing Committee (NOC) is working with POC's at ASH and getting data/material related to their 8888 status. The NOC will be working with LR in determining if there is a case to have them coded as 7777. (Gilbert – OPEN)

**Bargaining Unit Membership Percentages and Disaffiliation:** The NOC Chairman and NRX RVP met with EHQ leadership in December and discussed potential efforts in pursuing an increase in membership and discussed the concerns/wishes of the NEB. The NOC has a subcommittee made up of Tom Berry, Tomaso Diapolo and Torrey Reich that are focused on creating an organizing plan for the ABA unit. They are working with NRX Leadership, the ABA National rep and EHQ leadership on what efforts need to be done to increase the membership in that unit. (Zilonis – CLOSED)

**NVT and DAC Committee Vacancies (now Committee Review):** A complete review of all committees was conducted to determine upcoming vacancies. A living document has been created which will be used as a reference for soliciting replacements. All committee chairs will be tasked with drafting a solicitation for their committees. (Gilbert – OPEN)

**NavCanada:** NATCA is visiting the Canadian engineering section of their operation to compare with the US operation on February 17th. (MacDonald – OPEN)

**NTD Airspace Transfer to SBA and the reversal by Military:** On hold for legislative action to find out why the military made a complete reversal on this long-term airspace realignment. 75% of the traffic currently worked by NTD is non-military traffic. (Ghaffari – OPEN)

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**NATCA Academy Instructors (BRT-ART-AAT):** NATCA Academy Instructors (BRT-ART-AAT-DAT-OSHA): In preparation for upcoming retirements and attritions due to national elections, the NEB discussed and decided to bring on board additional NATCA Academy instructors to fill any vacancies. Ham will be working with the new instructors and our NATCA Training Manager to get our new instructors familiarized with the course content and prepared to teach a class. (Ghaffari – CLOSED)

**Professional Standards in Region X:** There were ten briefings in the Northwest mountain region last week. Eighty people received the briefings. A letter will be sent to Region X management on funding the additional training needed. (MacDonald – OPEN)

**Organizing FCTs:** The National Executive Board has agreed to the SIG, GYH and BQN charters. NATCA withdrew petitions for election and received voluntary recognition by RVA for SIG, GYH and BQN. An NLRB election is being held for ECP on February 12th. The NLRB is holding a hearing in Dallas on February 5th concerning the runoff election for RBD. (Gilbert – OPEN)

**Organizing AOV Employees:** The NOC and LR are working with AOV personnel to build a case for 8888 status conversion. The NOC reps. are touching base regularly with the POC's and are moving forward with the preparation for a potential campaign. (Gilbert – OPEN)

**Article 108 SMEs:** The initial NATCA pay class occurred last week. It was very successful and will be expanded to additional activists and NATCA officers. (Gilbert – CLOSED)

**IFATCA ANC Position:** There is an upcoming vacancy for the IFATCA ANC position. The National Executive Board is submitting Deidre Hatchard and David Bricker for IFATCA consideration. (Gilbert – OPEN)

**New Business**

**Extend A48 reps in accordance with the National constitution SRH-2.**

The following A48 reps were up for consideration and have been extended: (Paul – CLOSED)

|                 |          |
|-----------------|----------|
| Tom Adcock      | Training |
| Mel Davis       | NextGen  |
| Jim Davis       | Airspace |
| Steve Hansen    | Safety   |
| Mark McKelligan | Airspace |
| Julio Henriques | ERAM     |
| Aaron Fishman   | ERAM     |
| Mickey Vitti    | ATPA     |

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| Randy Ezell   | ASSC     |
| Ronald Foley  | CDM      |
| Chad Geyer    | DataComm |
| Mitch Herrick | TAMR     |
| Pete Slattery | FDIO     |
| Matt Tucker   | Weather  |

**Document Retention:** The document retention schedule has been modified by the National Executive Board to hold financial documents for seven years rather than six years. This conforms to all AFL-CIO unions. (Gilbert – CLOSED)

**Overtime Qualifications:** There is inconsistency in the way facilities apply article 38 of the collective bargaining agreement with regard to the overtime roster. This issue will be addressed in the CSC and be included in the facility rep negotiation workshop. (Barbarell/Zilonis – OPEN)

**STL cross training:** There is no provision for training at a facility that is not an employee's facility of record. There are a great many concerns related to any such scenario and we will not be participating in cross facility training. (Peterson – CLOSED)

**ULP Policy:** The National Executive Board has designated the LR workgroup to develop a consistent policy for dealing with local level Unfair Labor Practices. (Robicheau – OPEN)

**Tuition Reimbursement:** Hamid Ghaffari's request for tuition reimbursement was approved in accordance with SRF-14 (Ghaffari – CLOSED)

**Tuition Reimbursement:** Russ Miller's request for tuition reimbursement was approved in accordance with SRF-14 (Smith – CLOSED)

**National Organizing Committee (NOC) Charter:** The National Executive Board has adopted the following revised charter for the NOC: (Gilbert – CLOSED)

***NATCA National Organizing Committee Charter***

*The NATCA National Organizing Committee (NOC) shall be a national standing committee as mandated by NATCA's National Constitution. The NOC is chartered for the exclusive purpose of facilitating the growth of NATCA through internal and external organizing. Specifically, the Committee is charged with recommending to the NATCA National Executive Board, and as approved, implementing methods and means to:*

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- 1) *Expand NATCA's representational base by organizing facilities, professions and other entities beyond those which are currently represented by NATCA; and,*
- 2) *Increase membership within presently represented bargaining units through internal organizing efforts.*

**Composition:**

*The Organizing Committee shall be comprised of NATCA members and staff as appointed by the National Executive Board. The NEB shall appoint one of the Committee members as Chairperson. The representative makeup of the Committee shall be reviewed annually to ensure its alignment with current organizing goals and strategies.*

*The Executive Vice President shall be a non-voting ex officio member of the Organizing Committee.*

*The Chair of the National Organizing Committee will report to the President.*

*The Committee shall meet at least twice per year. Additional meetings may be called at the discretion of the Chair and approved by the Executive Vice President.*

**Roles and Responsibilities:**

- *The NOC shall work at the direction of the President, Executive Vice President, and National Executive Board.*
- *Investigate and identify facilities, professions and entities which could potentially be organized and make recommendations to the National Executive Board (NEB).*
- *Brainstorm, evaluate, and implement approved methods and means for achieving the Committee's purpose, goals, and objectives.*
- *Once per quarter, provide the National Executive Board a report concerning the Committee's recommendations and accomplishments, plus a synopsis identifying the status of, and obstacles and risks associated with, achieving the Committee's purpose and the organization's goals and objectives.*

**NATCA web sites:** The IT committee has been tasked with revising and/or researching options for improving on NATCA's public presence. The National Executive Board will be presented with the IT committee's recommendations at the March National Executive Board meeting. (Robicheau – OPEN)

**2016 NATCA Convention Committee:** The National Executive Board has designated the following individuals to be on the 2016 Convention committee. National Office staff

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and the WP RVP will join the committee. (Rinaldi – CLOSED)

|                 |     |
|-----------------|-----|
| Cliff Stewart   | SAN |
| Joel Ortiz      | SCT |
| Jim Thompson    | SCT |
| Christina Munro | SCT |
| Nelli Kerez     | SCT |
| Ryan Harvey     | SCT |
| Tiffany Fine    | CRQ |

**Initial Facility discussions:** There have been some concerns that facilities are providing negative feedback to Academy graduates regarding other facilities. This issue will be taken to the CSC for resolution. (Gilbert – CLOSED)

**NATCA Professionalism Award:** The goal of the Professional Standards program is to maintain and promote professionalism. In an effort to recognize actions that enhance the standing of the profession, the NATCA National Professional Standards Workgroup has recommended establishing the “NATCA Professionalism Award”. The National Executive Board has agreed to establish the award and at a minimum honor one person in each Service area annually at CFS beginning in 2016. (Gilbert – CLOSED)

**Untimely Voucher:** The National Executive Board has authorized the payment of an untimely voucher for Mike Palumbo- Historical Committee expenses. (Gilbert – CLOSED)

**Untimely Voucher:** The National Executive Board has authorized the payment of untimely vouchers for NATCA Local BFL (via email vote on Dec 31, 2014). They were discovered during treasurer turnover in November. BRT class in Sept 2013 for \$122.50, Regional mtg in Sept 2013 for \$34.04 (fuel) and DAT in SAN in November 2013 for \$86.51. All vouchers are for previous facrep Joel Riley's expenses, which the local reimbursed him but the previous treasurer never submitted to nat'l for reimbursement to the local. (Gilbert – CLOSED)

**ASIO testing:** Testing is currently underway in six facilities. The program is intended to automatically sign a person on position when keying in their preferential setting upon assuming a position. (Robicheau – OPEN)

### **Briefings**

**Safety and Tech:** Dale Wright, NATCA’s Director of Safety and Tech briefed the National Executive Board on the department’s activities. Our tech reps will have a significant presence at Communicating for Safety (CFS) 2015.

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Remote tower operations testing at Leesburg VA is waiting on an MOU. NATCA has a seat on the Remote Tower advisory board. It is our intent that controllers represented by NATCA operate the remote tower. There will be a display at CFS 2015.

TAMR activities are increasing in 2015. Additional SMEs will be needed to deal with the additional work.

**Collaborative Definition and Behaviors:** NATCA President, Paul Rinaldi and the FAA COO, Terri Bristol developed a collaborative definition with associated behaviors. It is expected that all ATO personnel be briefed on this document and conduct themselves in accordance with the behaviors. The following message from the NATCA President and FAA COO prefaces the document:

*To: ATO and NATCA Leaders*

*Collaboration within the FAA, and specifically the Air Traffic Organization, continues to grow with each passing day. From its earliest roots, predicated on addressing technological and procedural issues, collaboration has developed into a way of doing business. Our expectation remains that all of our managers and NATCA representatives continue to embrace and expand their collaborative relationships.*

*The evidence is overwhelming that when leadership at all levels work together, positive outcomes result. From the safety and efficiency benefits to the National Airspace System, to employee satisfaction, to positive labor management relations, collaboration is at the heart of these successes. Our progress is being noted by many external entities, including Congress and aviation industry stakeholders.*

*Collaboration, however, can mean many things to many people. As part of our strategic planning, ATO and NATCA leaders have jointly developed a definition of collaboration and associated collaborative behaviors that encapsulate our vision. We expect this definition and the behaviors to be consistently applied across our organizations. We have attached this definition and associated collaborative behaviors at the end of this message.*

*We ask that you lead by example and take an active role in ensuring that all employees understand that collaboration is more than just a buzzword.*