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  
Aaron Merrick, Central Regional Vice President  
Rich Santa, Eastern Regional Vice President  
Drew MacQueen, Great Lakes Regional Vice President  
Mick Devine, New England Regional Vice President  
Eddie DeLisle, Northwest Mountain Regional Vice President  
Jim Marinitti, Southern Regional Vice President  
Andrew LeBovidge, Southwest Regional Vice President  
Joel Ortiz, Western Pacific Regional Vice President  
Curt Howe, Region X Vice President

Old Business

1. Facility Staffing (Gilbert/LeBovidge – OPEN)

The CRWG meeting in October was postponed and is being rescheduled. The next NCEPT Panel will take place on November 13 at 1:00PM.

Work continues so that qualified FSS BUEs can participate in the NCEPT process. The NEB discussed and agreed that BUE’s that previously passed the ATC Academy should be allowed, after achieving CPC at FSS, to attempt to ERR back into an ATC facility.

There are currently FSS BUEs that never attended the ATC Academy. These BUEs are still entitled to use the provisions of the CBA for ERR but will not be similarly qualified as those that have passed the Academy. This is clarification of current practice.

NATCA has continued to advocate that Academy placement cease to be Nationwide. We prefer that the FAA should place geographically (either the 9 legacy regions or a least by Service Area). The FAA has finally agreed to form a workgroup to look at the issue. Their first meeting will be on November 19.

2. National Validation Team and ABACUS {Traffic Mix Formula and Validation Team renamed from previous minutes} (DeLisle – OPEN)

NVT

Next quarterly meeting is scheduled for the week of December 10th. Currently, there are 4 new Facility Pay Level (FPL) reviews, 3 for possible upgrades (OAK, TLH, PIE) and 1 for a possible downgrade (LIT). There are 3 potential downgrades (MHT, TUS, STT) that were deferred from the September meeting. Every quarterly meeting the NVT audits 5 random facilities and the facilities this quarter were A90, FPR, MSN, ORL, and SCT.
ABACUS

The workgroup continues to meet on a bi-weekly basis. Initially software development was scheduled to end April 2020. Now that we have a completed the Requirements Document, the schedule had to be refined due to the complexity and the updated software completion outlook is June 2020 with software testing complete at the end of FY20.

DoD has a limitation on data storage beyond 45 days (Abacus uses 365 days of data for calculations). Receiving data from the DoD sites requires additional security controls and time (NDP indicated a 12 to 18-month approval process), and a prototype is required to get approval from DoD (developing a prototype is not in our current staffing profile or schedule). Due to this fact, it appears that getting data from the 6 DoD sites will not be feasible until sustainment, FY20. We are still researching alternate methods to count these facilities.

EVP Gilbert asked that a webinar be created explaining NVT/ABACUS. RVP Eddie DeLisle suggested updates should be given at regional meeting. Additionally, Eddie will give a presentation to the ARTCC reps at their next meeting.

3. ZHU Update (DeLisle – OPEN)

ZHU Validation- We have face-to-face meetings scheduled the weeks of January 14th, February 11th, and February 25th. In the interim, we are finishing up of the final piece of adaptation work. Once that is finished, we will review the counts that were previously reviewed at ZHU as a baseline to ensure that only desired changes occurred based off the adaptation work. That leaves a validation of an 8-hour period of a representative day as the only remaining work prior to TCI calculations.

4. Legislation {FAA Reauthorization renamed from previous minutes} (Rinaldi/Gilbert – OPEN)

FAA Reauthorization

The FAA Reauthorization Act of 2018 (H.R.302) is a long-term reauthorization that was signed into law on Friday, October 5, 2018. It provides for a bi-partisan, five-year authorization of the FAA, the first significant multi-year reauthorization since the FAA Modernization and Reform Act of 2012 and the first five-year authorization since 1982. This is a major step in the right direction toward achieving a stable, predictable funding stream for the FAA. It also contains some important policy provisions that NATCA has been working toward for a long time. One on Veterans’ Preference below and another for Guam (see section 10)

In 2009, the United States Court of Appeals for the Federal Circuit ruled that although FAA employees are covered by Veterans’ Preference as part of the 1996 law that created FAA Personnel Reform, the jurisdictional and remedial provisions from the Veterans Employment Opportunities Act do not apply to FAA employees because it passed after FAA Reform went into effect. The court considered this loophole to be a legislative oversight, but only one that Congress could remedy. Since that ruling, NATCA has been asking Congress to correct the oversight, and, in the FAA Reauthorization Act of 2018, we were successful. FAA and its employees now are covered by all of Veterans’ Preference.

There are also approximately 350 mandates for the DOT and FAA to execute, track and report on. We are closely watching many of the mandates as they effect the system and the bargaining units we represent.
Transportation, Housing, and Urban Development (THUD) Appropriations Bill

FAA Funding Expires Dec. 7 - The FAA receives funding via the Transportation, Housing, and Urban Development (THUD) appropriations bill. The FAA is currently operating under a Continuing Resolution (CR) that funds the Agency through Dec. 7 at the Fiscal Year (FY 2018) funding levels. A new, FY 2019 funding bill for THUD was not enacted into law by the start of the new fiscal year on Oct. 1. To prevent a partial government shutdown at that time, Congress passed a short-term CR to provide funding for those federal agencies and departments that did not receive full-year funding. During the lame duck, Congress will try to pass the THUD appropriations bill as part of a “mini-bus” spending package which also includes Agriculture, Interior-Environment, and Financial Services appropriations bills. If Congress is unable to pass the mini-bus that includes THUD before the Dec. 7 deadline, Congress may pass another CR to avoid a partial government shutdown, or funding could lapse, and departments/agencies not funded for FY 2019 would have to initiate a partial shutdown.

Pay Raise for Federal Employees

President Trump’s “alternative pay plan” included a zero percent pay increase for federal employees in 2019, but this would only take effect if Congress does not act. The Senate already has passed the FY 2019 Financial Services and General Government (FSGG) appropriations bill that includes a 1.9 percent pay increase for federal employees for 2019. However, the House did not provide for a pay increase in its version of the FSGG bill, nor has the House passed the bill. Congress can pass legislation that includes a pay increase and, if it is signed into law, the President’s action will be overridden. NATCA continues to work with leadership, members, and staff in Congress to advocate for federal employee pay raises, and also takes an active role in federal employee coalitions that also advocate for federal employee pay raises.

MID-TERM ELECTIONS

On Tuesday, Nov. 6, elections occurred for local, state, and national offices, except for certain special elections. NATCA has been closely monitoring elections at the federal level, which included Congressional seats for the U.S. House and Senate. All 435 seats in the House and 35 seats in the Senate were contested. As a reminder, NATCA does not get involved in state or local elections. Throughout this election season, NATCA GA staff has met with candidates for Congressional office to inform them about the important role that air traffic controllers and other aviation professionals play in keeping the flying public safe. NATCA leadership, staff, and the National Legislative Committee (NLC) work hard to maintain a “NATCA Majority.” Regardless of the outcomes in the mid-term elections, it is imperative to continue and grow our relationship with members on both sides of the aisle.

5. Committee Review (Gilbert - OPEN)

RNAV

In accordance with the RNAV charter, a solicitation of interest for the upcoming term (2019-2020) for the RNAV committee was distributed. Over 50 NATCA retired members submitted their name.

The new committee consists of:

Tommy Thompson – Chairman
Craig Smith (returning)
Margaret Summers (returning)
Tina Little (returning)
Greg Harris
Noel Kingston

OSHA

The current chairman will be retiring next year so the NEB selected his replacement now to start the transition. Karena Marinas from ZLA will be replacing Mike O'Dryna from ZBW.

ELECTION

The current chairman will be leaving the committee soon and one committee member just recently left. In accordance with the committee charter and the national constitution, The NATCA National Election Committee shall be a five-member committee with its members appointed by the President.

The new committee will be:

Dan Kerr – DCC (currently on the NEC)
Nick Ward – PCT (currently on the NEC)
Joseph Lolio – ZHU (currently on the NEC)
Aimee Brown – ZBW
Randy Merrihew – F11

At the next NEB, the President with concurrence of the NEB, will select the new chairman.

ON-BOARDING

The committee would like NATCA to produce a video for new FacReps and refresh it every year. The RVP video used for RT1 also needs to be updated with new RVPs. The committee will be developing a post onboarding survey (administered 3-4 months after onboarding) to get feedback on items covered. Region X needs an OnBoarding rep. EVP Gilbert will create a budget line for on-boarding with RV Merrick as the budget manager.

6. Labor Relations Negotiations/Strategy Team (Gilbert – OPEN)

Security Executive Agency Directive (SEAD) 3 - The Agency has developed an online tool for use employees that hold a security clearance. The Agency proposes to establish a requirement to report issues that may affect the reporting employee’s security clearance, or any employee of the Agency. The proposal would also require employees that possess a security clearance to submit a request for approval to travel out of the country. We are continuing to discuss concerns with the Agency.

Executive orders— if a BUE receives a proposed adverse action that is excessive, please elevate for discussion as once the action has been taken, the only resolution is through litigation.

7. Training Committee (LeBovidge/Marinitti/Lancaster/DeLisle – OPEN)

The committee will meet again on November 30 and will report out at the Dec. 19-20 NEB meeting.

8. Section 804 Process (Gilbert – OPEN)
This NEB selected RVP MacQueen as the NEB liaison to the Section 804 committee. Don Chapman will need to be replaced since he will be retiring next year. Don Chapman and Bob Aitken gave a status update (see under Briefings).

9. Disaster Response {renamed from U.S. Virgin Islands & Puerto Rico Disaster Relief/Disaster Response Team} (Marinetti/Gilbert – OPEN)

There was nothing to report regarding the Virgin Islands & Puerto Rico. Arbitrations on overtime pay are still outstanding.

Disaster Response Committee (DRC):

The newly formed DRC (approved by the NEB at the September 24-25, 2018 meeting) was given a budget line for meetings and administrative needs. This funding is from NATCA and separate from the Disaster Relief Fund that is used to assist members that have been impacted by a man-made or natural disaster.

The NEB agreed to the following members as the initial group of volunteers serving on the DRC. There may be a need later to add more. This group will develop a charter to be approved by the NEB.

The new committee consists of:

Tom Flanary, Chairman – ZMA
Woody Camp – ZSU
Chris Gallant – FRG
James Hamann – P50
Madeline Bostic – DLH
Caitlin Gallucci – ZDV

10. Guam (Gilbert – CLOSED)

Prior to May 2008, FAA controllers who were stationed on Guam had access to DOD base privileges including commissary and hospital services pursuant to a Nov. 22, 2005, DOD Policy Memorandum. That 2005 memorandum recognized the unique partnership that exists between the DOD and the FAA in support of the overall defense mission of the United States. However, on May 7, 2008, the DOD issued a new Policy Memorandum that canceled the 2005 memorandum and failed to extend DOD base privileges for FAA employees. Since then, NATCA has been working with the FAA, DOD, and Congress to reinstate base privileges. Recently we were able to get language in the FAA Reauthorization Act of 2018 requiring the Secretary of Transportation to negotiate an agreement with the Secretary of Defense to authorize FAA employees assigned to Guam, their spouses, and their dependent children to access DOD health care facilities on a space available basis. It also requires a report to address health care access, commissaries, and exchanges on Guam. The report specifically requires the Secretaries to recognize the FAA’s vital role as the sole provider of radar air traffic control services for aircraft traversing into and out of the airspace near and above Guam.

On a recent visit to Guam EVP Gilbert and RVP Ortiz reported that the workforce is appreciative of the recent success legislatively and the situation at the facility and on the island, are good. However, there are several things that need to be addressed due to the uniqueness of Guam.
• Flight Deck program to expand for Guam members, if possible.

• NCEPT - Most there are on a three-year agreement to be on the island with are all timed to arrive and depart close together. The NCEPT process needs to be looked at to see how it works or doesn’t work for Guam.

• Home Leave - there are a couple of grievances. The LR team will review them for possible resolution.

• Educate the members there on the history of the DoD school attendance for member children and the long fought issue and arbitration.

11. NATCA Website (Merrick - OPEN)

PROJECT PROGRESS

We recently checked-in with our web building team to assess where we are at with website build. They think that we’re currently on a trajectory to complete the initial website build by February 2019 and complete site testing by mid-March 2019. That means that we are about a month behind where we thought we’d be at this point. (When the project launched, we initially had planned to complete the initial site build and begin the migration in January 2019.) We are working with Waldinger (our web partner) to look for ways to streamline and regain some of the time that we lost.

This delay was caused by two things: First, UnionWare required more time for API development than we allowed in our initial planning and NATCA staff workload. At this point, we don’t see any additional impediments to completing the project in first quarter of 2019.

CURRENT TASKS

After the September NEB meeting, final approvals were provided to Waldinger for the design of the members-only portion of the website. This fall, we arranged hosting services to house the new website. Waldinger now is building the template on the live server. UnionWare is completing the API’s that will allow the integration between our website. NATCA staff are working to organize, review, and update/edit all the content on our existing website.

Agenda items will be added to the November meeting of the ITC: First, making sure that proper archiving of the current website is complete after the migration, and second, that an ongoing review/edit process is created to ensure that content on the new website does not get outdated.

12. GM Restructuring, ATS Field Realignment (Gilbert – OPEN)

Negotiations were completed in September on the ATS Field Realignment. The Agreement covers the Air Traffic Control (ATC), Traffic Management Unit (TMU), NOTAM, FSS, and Staff Support Specialist (SSS) bargaining units.

The implementation of the ATS Field Realignment will have virtually no direct effect on members of the ATC/NOTAM and FSS bargaining units. For members working in ATC facilities that are part of the SSS and TMU bargaining units, the ATS Field Realignment will likely represent a change from current practices and may result in the identification of issues that were not initially contemplated. Both NATCA and the Agency have committed to addressing identified problems and concerns in a timely manner.
We understand the uncertainty associated with this change and have included as many protections as possible in the MOU. To assist us in addressing problems or issues arising from the implementation of the ATS Field Realignment, we are asking that identified issues/ problems be forwarded to RVPs. Additionally, to help members better understand the MOU, we have established an email address at gm-questions@natcadc.org for questions regarding the MOU or implementation of the ATS Field Realignment.

13. Paid Parental Leave (Gilbert – OPEN)

Article 26, Section 6 of the 2016 Slate Book Collective Bargaining Agreement (CBA) contains a provision to explore the feasibility of establishing a paid parental leave program. The Parties at the national level established a collaborative workgroup that reviewed existing programs in local government agencies as well as private sector businesses. The workgroup delivered its recommendations to the Parties at the national level for consideration. The cost of a paid parental leave program like those the workgroup reviewed is considerable and the FAA is presently under a continuing resolution that only provides funding through December 7, 2018 with funding uncertainty thereafter. Consequently, we are continuing our discussions with the Agency to find a way forward to achieve a paid parental leave program.

In the meantime, we were able to negotiate an expansion of the Voluntary Leave Transfer Program (VLTP) for bargaining unit employees covered by the 2016 Slate Book CBA. The Memorandum Of Understanding (MOU) permits employees who are utilizing the provisions of Article 26, Section 5 of the CBA to participate in the VLTP for the following reasons: (a) birth of a son or daughter and care of the newborn; or (b) the placement of a son or daughter with an employee for adoption or foster care.

14. Reloaded Committee Charter (Gilbert – CLOSED)

The NEB unanimously approved the following charter for the Reloaded Committee.

Reloaded Committee Charter (11/18)

The NATCA National Reloaded Committee, herein referred to as the Committee, shall be an ad hoc committee chartered for the exclusive purpose of strengthening NATCA from within. Specifically, the Committee is charged with recommending to the NATCA National Executive Board (NEB), and once approved, implementing methods and means designed to:

1. Facilitate newly hired NATCA members introduction into the occupation and Union;
2. Promote membership education concerning basic labor rights, and the necessity and importance of the labor movement as a whole; and
3. Increase the quality and number of leaders within NATCA through education, mentoring, and leadership coaching.

Composition:

The Committee shall be comprised of NATCA members and NATCA staff appointed by the NEB. The NEB shall appoint one (1) of the committee members as chairperson.

Meetings:

The Committee shall meet at least once per year.
Roles and Responsibilities:

1. Establish, in concert with the NEB, measurable annual goals and objectives;
2. Brainstorm, evaluate, and implement suitable methods and means for achieving the Committee’s purpose, goals, and objectives;
3. Brief the NEB on the Committee’s activities through the Committee Chair or his/her designee.

15. Fair Practices/Civil Rights Committee (Gilbert/LeBovidge – OPEN)

At the September meeting, the NEB agreed to standup a committee to raise awareness and educate members on social justice and perception bias issues that arise in the workplace. The committee will also receive training to provide support for both reps and members. A core group of members have initially been selected and tasked by the NEB with incorporating these core values (diversity, equity, and inclusion) into all aspects of our work including workplace environment, education, advocacy, communications, etc. The core group’s first task will be to establish a charter for this committee, which will define the parameters of their work. Additionally, they have been charged with developing a solicitation notice that will go out to the NATCA membership to fully populate the committee.

The core group consists of the following individuals: Trish Gilbert (ex-officio, Executive Vice President), Andrew LeBovidge (NSW RVP), Jamaal Haltom (LAS FacRep), Maurice Franklin (PCT), LeKecia “Key” Shuron (MDT), Adrienne Turley (ATL), Josh Cooper (SCT, National Professional Standards Committee), Garth Koleszar (temporary, National Professional Standards Committee) and Rita Graf (NATCA General Counsel).

16. Hardships (Gilbert/DeLisle – OPEN)

To ensure that hardships are handled uniformly in accordance with Article 99, a webinar will be developed like the Article 24/32/34 webinar. Once it is completed, the curriculum will also be incorporated into RT1.

17. Diversity/Inclusion Training (Gilbert – CLOSED)

The NEB, and NATCA’s staff union ONEU, will take part in joint training on December 18 at NATCA HQ.

18. CTOs for Enroute ATCs (Gilbert – CLOSED)

A member from ZSU asked that we consider the following:

A voluntary program be instituted to help Enroute employees obtain a CTO before retirement (or for fulfillment, interest, etc.). NATCA facilities, both contract and federal can institute a training program encompassing both academics and practice for employees to gain a CTO and remain current as well as satisfy the requirements for FCT employment. Such training would be available to those interested on their own time, not to interfere with current duties or work schedule. There would be no burden on the agency to accommodate such pursuits in terms of compensation or overtime. Essentially, interested employees would find time during leave and/or RDOs to earn a CTO at local towers adjacent/near their facility. Truly interested candidates could most certainly find time on their own to study and familiarize themselves with procedures. Agreed upon times to show up to train and stay current could be agreed upon.
The NEB agreed that due to the current staffing situation that we should focus on getting developmentals certified at their current facilities. If an enroute controller wishes to earn a CTO it should be done through the processes that are currently in place.

19. Open Season (Santa/Gilbert – OPEN)

The Organizing Committee researched the pros/cons of having an open season. They unanimously recommend that NATCA declare an open season in 2019. The campaign will be named “NATCA Collective” and the suggestion is a 90-day open season. Resources are already in place from the “NATCA Difference” campaign/open season conducted in 2014. The NATCA Difference campaign has a website, did a facility poster campaign (tailored to specific bargaining units), social media, educational videos/materials and membership meetings.

Our target for the campaign will be the approximate 1000 ATCs non-members under the age of 35 and the Region X non-members. Since it is not a convention year, 2019 is an optimal year and a well-done campaign should be treated with the same focus and effort as a major NATCA event (NIW, CFS, Convention). The NEB unanimously approved to move forward with an open season in 2019.

New Business

1. Indonesian ATC Association (Gilbert – CLOSED)

The Indonesian ATC Association (IATCA) through IFATCA raised funds for the controller/family that died in the quake as well as recovery efforts. NATCA donated $5,000 to the effort. *(voted via email prior to meeting – Oct 5, 2018)*

2. NEB Meeting Dates/Locations (Gilbert – CLOSED)

The NEB 2019 meeting dates and locations:

- 1/30-31 Oakland, CA
- 3/19-3/20 San Juan, PR
- 5/2-5/3 Houston, TX
- 6/25-6/26 Portland, OR
- 7/31-8/1 Anchorage or Juneau, AK
- 9/25-9/26 [Eastern Region]
- 11/4-11/7 Washington, DC
- 12/17-12/18 Indianapolis, IN

3. NEB Liaison to Workgroups and Committees (Rinaldi/Gilbert – OPEN)

- Clint - Reloaded, Training, Alliance, CSC
- Aaron - CSC, IT, Onboarding, Academy, Aviation Development Pilot (ADP)
- Rich - CSC, GRT, NCEPT, NVT, ATOMS/OPAS, IT
- Drew - CSC, GRT, NEST, LR Roundup, S.804/Article76
- Mick - CSC, NCEPT, Training, AOS (eventually)
- Eddie - NVT, Training, Hardships, LR Roundup
• Jim - COG, Training, Historical, DAC
• Andrew - NSTLC, DAC, CRWG, Training, Social Justice
• Joel - GRT, CRWG, COG, OnBoarding
• Curt - IT, LMF, Historical

4. NATCA-OLMS Voluntary Compliance Partnership Annual Meeting Follow-Up (Gilbert—CLOSED)

There was only one deficient local on the report. After NATCA HQ inquiries, more information was received on this matter to show the funds were reimbursed. That was shared with the DOL in DC and is now off the deficiency list.

A significant number of locals did not submit their LMs with two signatures when filing electronically. The first must use their pin to sign in and do it and then sign out. The second signatory uses their pin to then sign in and provide their electronic signature. Additionally, it is now mandatory that LMs be done electronically. One of our locals filed paper this year. While electronic filing is mandatory, the DOL was lenient this first year. They stated they will not be next year. The Finance committee is going to ensure all locals know they must file electronically and those with single signatures will be notified of their error.

Constitutionally dues reimbursement can be withheld if DOL/IRS filings do not occur in a timely manner.

5. NATCA 2019 Budget (Gilbert-CLOSED)

The NATCA National Finance Committee presented for adoption the proposed budget for 2019. After discussion, the NEB/NFC unanimously approved.

6. National Cellular Service-Union Friendly (Rinaldi – CLOSED)

Verizon wireless is not labor friendly and the AFL-CIO encourages support of labor friendly carriers. Discussion to consider a policy to support Labor friendly wireless carriers. The policy will allow for reimbursement of cell phone usage from the national level only for such carriers.

The NEB unanimously approved the following policy:

Any wireless service provider whose employees are represented nationally by an AFL-CIO Union will be considered a NATCA preferred wireless service provider for the purpose of receiving reimbursement from the national office. Effective November 1, 2019, the national office will provide reimbursement only for preferred wireless service providers.

Motion to make AT&T the preferred provider for NATCA as a November 2019 passed unanimously by the NEB.

7. National Air & Space Museum Partnership (Gilbert – CLOSED)

The NEB unanimously agreed to enter into a partnership with the Smithsonian Institution for their “Safety in the Skies” exhibit of the America by Air at the National Air and Space Museum. The gallery will be on display for a period of 10 years. We will start early next year working with them on the video on ATC that will be on display there.

8. UnionWare Replacement (Santa – OPEN)
To make any changes to the structure of UnionWare (e.g. adding database fields for gender) several time-consuming and expensive hurdles must be overcome. RVP Santa researched several options for new software but suggested that we build our own. This new software will integrate seamlessly with the new website and will maintain all historical data from UnionWare.

The annual licensing for UnionWare is $50,000, and the replacement will cost significantly less than $50,000 annually to maintain. Rich will report back to the Board with a time frame for completion. A subgroup of the IT Committee will be formed to handle the migration from UnionWare.

President Rinaldi will attend the IT Committee Meeting on November 26.

9. Negotiability Appeal NEB Policy (Rinaldi – CLOSED)

The intent of this policy is to provide a comprehensive approach to such requests, while protecting our collective bargaining agreements and locally negotiated agreements. It recently became apparent that current internal processes and the CBA do not provide any oversight or ability to intervene in addressing this type of scenario which could have serious repercussions beyond the local, up to and including the CBA provision and/or article on which the MOU is based.

The process below is similar to the long standing Unfair Labor Practice (ULP) policy and requires RVP and national level approval prior to making either a request for a formal declaration of non-negotiability or filing a negotiability appeal with the FLRA.

Proposed NEB Policy:

When a Facility Representative or his/her designee intends to request a formal declaration of non-negotiability from the agency or file a negotiability appeal with the Federal Labor Relations Authority (FLRA), he or she must first consult with their Regional Vice President (RVP). When an RVP or his/her designee determines, or after consultation with a Facility Representative makes a determination, that a request for a formal declaration of non-negotiability from the agency or filing a negotiability appeal with the FLRA is warranted, the RVP shall gather the relevant facts and refer the matter to the NATCA Director of Labor Relations for further review and consideration.

Relevant facts shall include: the NATCA proposal; an explanation of the proposal; any written or unwritten unsolicited declarations of non-negotiability and/or decisions at Agency Head Review; and any other relevant information.

The Director of Labor Relations shall work with NATCA staff and representatives to attempt to resolve the issue in question and may request an analysis of the case by the National Office Labor Relations Staff. If an analysis is requested, it shall, at a minimum, consider whether the proposal meets the FLRA standards for negotiability, whether the proposal can be cured to meet the FLRA standards while achieving the same or similar goals, and whether a request for a formal declaration of non-negotiability from the agency or a negotiability appeal with the FLRA could lead to unintended consequences.

If the issue cannot be resolved, the Labor Relations Director shall present his/her recommendation to the President about whether to request a formal declaration of non-negotiability from the agency or file a negotiability appeal with the FLRA.
For eventual introduction in Houston as SRL-8. The NEB unanimously approved.

10. **Untimely 2017 ALMOSA Expense Reimbursement (Gilbert – CLOSED)**

The NEB unanimously approved the untimely reimbursement submitted by pilot Cathy Lewan.

11. **Boots on the Ground Program (Gilbert – CLOSED)**

We placed 19 full time members in 10 states. 10 of the 19 were placed in or within driving distance of their home state which helped keep the Program below the provided budget. 5 first time members received the AFL-CIO training course. New Boots logo was designed and put into use (T-shirt’s/hats/NATCA store addition). Increased visibility/awareness raised via NATCA’s internal and external news sources and the RNAV Facebook page was used for program promotion and PAC fundraising.

The NEB unanimously approved keeping Tommy Thompson on through the 2020 election year. Duties in 2019 will be less than during an election however there is still a great deal that will need to be worked on and relationships and positions maintained for optimal success in 2020.

12. **Basecamp (Gilbert – CLOSED)**

A NEB Sharefile folder was established for the last Board yet was rarely utilized. Trish has suggested Basecamp for Board documents and important information to be shared. In the app, you can create automatic emails, to do lists, calendars, etc. Trish will continue to update Basecamp with information.


The NEB adopted the following Mission, Values and Vision for the 2018-2021 National Executive Board.

**NATCA Mission**

Our mission guides planning and judgment. NATCA is a membership-owned organization. We advance the status, professionalism, and working conditions of all air traffic controllers and other aviation safety-related employees through collective bargaining, political action, and other lawful concerted activity.

**NATCA Values**

Our values guide our decisions and behavior. Those include honesty, tenacity, leadership by example, hard work, integrity, loyalty to the profession, open communication, and the collective spirit.

**NATCA Vision**

NATCA is a labor organization comprised of dedicated aviation safety professionals acting in unity to enhance the lives and professions of our members while leading the effort to improve, modernize, and preserve the safety of the National Airspace System.

14. **Combined CFS Dinner (Santa – CLOSED)**

The NEB discussed the idea of a combined group dinner at CFS instead of regional dinners or not having any coordinated dinner at all. Most agreed that a coordinated regional dinner allows all to meet others
from their region and allows the RVP to thank them for coming. The regional dinner is also an opportunity to share more about what NATCA is and doing since many CFS attendees do not attend convention or NIW.

The NEB came to a consensus that they will continue to hold regional dinners, with some combining regions, however the majority did not feel that one dinner for all or no dinner at all was the best option.

15. Mindfulness/Mental Health Awareness Training (DeLisle- OPEN)

The NEB agreed to explore this training and weigh the cost of incorporating into our training. This training will be vetted before the decisions are made for the 2020 budget.

16. National Call for the Creation of Local Support Networks (DeLisle/Merrick – OPEN)

RVP’s DeLisle and Merrick will work on this further and present at the December meeting.

17. NMI Annual Meeting (Rinaldi – CLOSED)

MEETING MINUTES
ANNUAL MEMBERSHIP MEETING OF NMI
November 7, 2018

The Annual Membership Meeting of NATCA Membership Investments, Inc. was called to order at 10:00 am with following individuals in attendance:

NATCA National Executive Board
Paul Rinaldi, President
Patricia Gilbert, Executive Vice President
Clint Lancaster, Alaskan Region RVP
Aaron Merrick, Central Region RVP
Rich Santa, Eastern Region RVP
Drew MacQueen, Great Lakes Region RVP
Mick Devine, New England Region RVP
Eddie DeLisle, Northwest Mountain Region RVP
Jim Marinitti, Southern Region RVP
Andrew LeBovidge, Southwest Region RVP
Joel Ortiz, Western Pacific Region RVP
Curt Howe, Region X RVP

NATCA Membership Investments:
Tim Smith, Director
Ricky Thompson, Director
Mike Blake, Director
Marguerite Graf, Secretary
Preet Virk, Treasurer
Magen Stevens, Counsel
Cecelia Hartley, Accounting

1. Agenda & Overview

Mr. Rinaldi called the meeting to order. Mr. Thompson then began the meeting and discussed the meeting’s agenda. He delivered information regarding the history of NMI, the events leading to its creation,
and an overview of its structure. Mr. Thompson also introduced the members of the NMI Board of Directors, NMI officers, and NMI staff.

II. NMI Board

Mr. Thompson informed the NMI membership that Mr. Smith had been nominated for another term on the NMI Board of Directors. The NMI membership unanimously approved Mr. Smith’s nomination. Mr. Thompson announced that he would be stepping down from his role as Director in order to assume the role of NMI President. Mr. Thompson then informed the membership that Kevin Peterson had been nominated to serve the final year of Mr. Thompson’s term. The NMI membership unanimously approved Mr. Peterson’s nomination. Mr. Thompson also informed the NMI membership that Director Mike Blake would be resigning from the Board and that Michael MacDonald had been nominated to serve the final two years of Mr. Blake’s term. The NMI membership unanimously approved Mr. MacDonald’s nomination.

III. Overview of Financials, NMI Projects, and Tenants

Mr. Thompson provided the NMI membership with an overview of NMI’s financials, including repairs and upgrades conducted in 2018. The building is fully leased. Mr. Thompson described the recent repairs done to the building. New drip pans were added in the garage in order to prevent damage from water leakage to cars and equipment. Arrangements were made to have the concrete parking pad in front of the building sealed and repaired by the end of the calendar year. The fifth floor bathrooms are under renovation, with the women’s room almost completed. The men’s room will be scheduled for renovation in consultation with the staff union.

Mr. Thompson also discussed pending renovations. The third and fourth floor bathrooms will be renovated in 2019 and 2020, although which bathroom will be renovated in which year is not yet decided. The EMS system in the basement will also be replaced due to age. Additionally, the chillers and cooling towers will be replaced in 2019, although final details are still being decided. Originally, NMI intended to replace only the cooling tower, but learned after inspection that the chillers also must be replaced.

IV. 2019 Budget

Mr. Virk provided an overview of the NMI budget for 2019. He stated that NMI’s finances are in good shape. The budget includes a $100,000 payment to NATCA for member benefits. Mr. Thompson and Mr. Virk noted that, due to capital improvements, there will be a budget deficit of approximately $510,000. The replacement of the chillers and cooling towers will be included in the 2019 budget, but the final cost had not been finalized and so was not yet included. Mr. Thompson stated that this is anticipated to be the last major repair anticipated for ten to fifteen years, given that most big-ticket items have been taken care of recently, and so future budgets will likely not be impacted by high-dollar building maintenance.

V. Other Projects

The Directors discussed NMI’s desire to put up a plaque honoring the late Barry Krasner and his achievements on behalf of NATCA and NMI. The NMI membership agreed to hand this over to the NATCA Historical Committee because the Historical Committee is undertaking to create a NATCA archive on the fourth floor.

The meeting adjourned at 10:40 am.

NMI Update
The committee provided a background and overview of NMI and its operations. An updated was given to the Board about the recent building projects and improvements. NMI proposed the following as Board Members:
Mike Blake, Director; Tim Smith, Director; Rick Thompson, Director and Acting President; Preet Virk, Treasurer; Rita Graf, Treasurer; Magen V. Stevens, Counsel and Cecilia Harley, Accounting. The NEB unanimously approved the NMI Board of Directors.

18. Constitution Committee Charter (Gilbert/Lancaster – OPEN)

The NEB reviewed the proposed charter and will do some research on questions raised about electronic meetings (i.e. GoTo meeting, Facebook Live etc.).

Untimely Business

1. Hiring (Gilbert – CLOSED)

The FAA has advised us that they are expecting to do an experienced bid announcement in December and an All Sources bid early next year. We continue to advocate strongly for focus on hiring, placement and training in order to help with staffing.

2. Expense Reimbursement (LeBovidge – CLOSED)

The NEB unanimously approved the untimely reimbursement request for Nick Daniels, SW Region member.

Briefings

Section 804/Article76: Don Chapman and Bob Aitken

The Section 804 Collaborative Workgroup was created in July 2012 pursuant to S804 of FAA Reauthorization (statute mandates labor “participation”). It was amended in 2018 by Section 510 of FAA Reauthorization (military ops exclusion). The workgroup includes PASS, NATCA and Agency and provides a collaborative method for both Identification and Analysis with the following Scoped Purpose: To recommend criteria to guide future air traffic control consolidations and realignments of FAA services and facilities. It is also governed by NATCA PSC-1.

S804 Status - Part 1 (completed), Formally Approved 12/18/15
- ABI TRACAB, Cutover complete May 31, 2017
- Cape TRACON (K90) to Boston TRACON (A90), Cutover complete February 11, 2018

S804 Status - Part 2, Formally Approved 12/20/16
- Erie PA (ERI) to Buffalo NY (BUF)* - cutover completed November 4, 2018
- Grand Rapids MI (GRR) to Kalamazoo MI (AZO)
- Muskegon MI (MKG) to Kalamazoo MI (AZO)
- Saginaw MI (MBS) to Kalamazoo MI (AZO)
- Lansing MI (LAN) to Kalamazoo MI (AZO)
- Flint MI (FNT) to Kalamazoo MI (AZO)
- Akron-Canton OH (CAK) to Cleveland OH (CLE)
- Mansfield OH (MFD) to Cleveland OH (CLE)

S804 Status - Part 3, Formally Approved 1/4/18
• Springfield IL (SPI) to St Louis TRACON (T75)
• Peoria IL (PIA) to St Louis TRACON (T75)
• Pasco WA (PSC) to Spokane WA (GEG)

S804 Status – Part 4 (Pending Federal Register), Informally Approved December 2017
• Binghamton (BGM) to Wilkes Barre PA (AVP)
• Elmira NY (ELM) to Wilkes Barre PA (AVP)
• Bakersfield CA (BFL) to Fresno CA (FAT)
• Reading PA (RDG) to Harrisburg PA (MDT)
• Waterloo IA (ALO) to Des Moines IA (DSM)
• Terre Haute IN (HUF) to Indianapolis IN (IND)

S804 Status – Part 5, *Sustain / No change
• Huntingdon WV*
• Clarksburg WV*

Also currently working under the process - San Juan CERAP analysis
• Potential receiver sites:
  - Enroute operations: ZMA
  - Terminal operations: PBI, RSW or TPA
• Site visits completed
• Technical validation - in process
• Expected recommendation NLT March 2019

Safety/CFS Briefing: Steve Hansen

• ARIA — Continuing to work with the Agency. Reprioritizes events based on algorithm versus percent of separation maintained.
• Surface ARIA— just beginning to work on this — Bridget Singratanakul and Dan Hamilton will work on it.
• QC order Rewrite almost complete — waiting for the agency’s final draft.
• Reporting & QA order rewrites Scoping doc — scoping document signed - Service Area Safety reps Chad Sneve and Nathan Vinson will be on the WG.
• IAH ERT — discussed direction of this ERT specifically, and broader discussion of how these work.
• ATAP — Rolling out at all ASDE-X facilities by 2021. Some challenges at MDW and BOS.
  - MDW — 90 day evaluation of false alerts to optimize
  - BOS — Twy D (840ft Alert Parameter) and KAP turns
• Pre-duty WX briefs — New statement of work for the CWSUs changes requirement to publish dayshift briefing NLT 0545. Some pushback from NWSEO (NWS Employee Union) on changes to schedule.
• CFS — went over what went right and some of the feedback received from attendees.
• Outreach — discussed utilizing Regional Safety reps as the leads in each region for outreach to pilot groups — AOPA, NBAA, Pilot Unions, etc.

CISM/EAP: Chris Schenk and Carrie Uphus

Chris Schenk chairman of the NATCA Critical Incident Stress Management (CISM) Team and Carrie Uphus chair of Employee Assistance Program for NATCA briefly met with the NEB to introduce themselves and give a brief overview of their duties and committee make-up.
Patricia Gilbert
Executive Vice President