
NATCA National Executive Board Meeting

October 11 – 13, 2016

Pensacola, FL

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 Parties met to discuss revisions to the ERR MOU and SOP. Agreements were reached on the application of the national release policy to TMCs, amending the MOU to reflect a projected CPC to target ratio calculated on the facility's training cycle, and the review of requests for mutual reassignment at the NCEPT panel. Discussions continue on placements into FPL level 9 and below facilities, addressing those facilities where a single loss or gain result in significant changes to the calculated percentages, and the possibility to use electronic filing processes for ERRs. Additionally, discussions have continued to address the manner in which facilities are offered to graduates of the Academy. (LeBovidge/Robicheau/Iacopelli - OPEN)

Traffic Mix Formula and Validation Team Issues: The National Validation Team continues to meet, utilizing the procedures established under the Red Book and slightly modified under the Slate Book. During the September 2016 NVT meeting, one facility's pay level was upgraded, twelve facilities were downgraded, and ten facility pay level decisions were deferred to a later meeting. Additionally, the NVT began a process of choosing and validating the traffic count at facilities outside of the pay level review process. This is to ensure the accuracy of each facility's pay level, to prepare for a new automated traffic counting program, and to address potential traffic counting issues at the facility level. Five facilities were chosen for the NVT's September meeting based on NVT-agreed parameters, and both over-counting and under-counting were discovered, as well as some CountOps local adaptation adjustments. These issues are currently being addressed by the NVT.

For the NVT's December 2016 meeting, if current TCI trends continue, two new facilities will be

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reviewed for potential pay level upgrade, one new facility will be reviewed for potential pay level downgrade, and any or all of the 10 deferred decisions (all for potential pay level downgrade) may be considered depending on updated TCIs, changing runway status, changing traffic mix and/or volume, or any other reason(s) that the facilities were originally deferred. The NVT also chose five more facilities to be subjected to facility and NVT traffic count validation outside of the facility pay level review process.

The Slate Book workgroup will meet for two days this week to work through some logistics and begin the traffic count complexity review on 10/31. (Robicheau/Iacopelli - OPEN)

ZMA/ZHU Update: Ryan and Eugene will work with their Agency counterparts to coordinate a joint status inquiry with the Arbitrator. The three (3) year anniversary date of the hearing is this November. The plan is to reach out to the arbitrator in November and ask when we can expect a decision. (Robicheau – OPEN)

National Employee Services Team (NEST) Issues: The NEST panel agreed to incorporate a process by which CPC-IT's who are unsuccessful in training and desire to return to their previous facility could waive the full vacancy search. A template for employees has been developed and a revised form will be disseminated to the field. (LeBovidge - OPEN)

FAA Reauthorization: The FAA remains on an extension until next September. Legislative benchmarks for appropriations (funded to Dec. 9, 2016) and the debt ceiling will be watched closely to see what legislative challenges may be on the horizon. (Rinaldi/Gilbert – OPEN)

AFN Transition: Training for AFN is scheduled for October 18-20 in Las Vegas. (MacDonald – OPEN)

Committee Review: Review of committee composition continues. A sizeable percentage of committee members are eligible to retire and attention is being paid to ensure continuity on those committees. (Peterson/Robicheau – OPEN)

Organizing AOV and Service Center Employees: John Bratcher, Organizing Committee provided an update on the status of these activities. (MacDonald - OPEN)

Facility Rep On-Boarding Initiative: NNE and NWP have new regional leads for the National On-Boarding Committee. The committee will be meeting the week of October 17 in DC. (LeBovidge – OPEN)

CBA Appendix B: The Agency has acknowledged the improper application in some cases and that some bargaining unit employees are owed money. The Agency has calculated

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damages and presented those calculations and the methodology used for determining the back pay to NATCA. NATCA is now reviewing the data for accuracy. (Iacopelli - OPEN)

"Eyes in the Sky": NATCA continues to work on a contract with the production company. Once completed, sponsors for production will be sought, and then further details can be finalized. (Gilbert – OPEN)

RESPECT Campaign: The initial development and implementation strategy continues to be developed in consultation with Garth Koleszar, NATCA Professional Standards representative. The program will be tested at three facilities, representing each facility type and each service area, and further refinement will be achieved based on field feedback. (Iacopelli - OPEN)

Labor Relations Negotiations/Strategy Team: RVP Iacopelli provided an update on the status of the ongoing implementation of the 2016 Collective Bargaining Agreement. Specific attention is being paid to the completion of the prime time leave and basic watch schedule agreements at each facility. Additionally, initial discussions surrounding the negotiations of the term agreements for the purple and the light blue have begun. NATCA continues to receive suggestions from membership regarding these negotiations. (Iacopelli/MacDonald – OPEN)

Training Review Board Curriculum: Agency specialists attended the September TRB session in Las Vegas and provided commentary on our course. Based on the feedback received, we are looking at a course composed of some advanced work done via eLMS (3120.4 study, for example) and then three days of Instructor Led Training. Final requirements documents are expected soon with curriculum work targeted for early in 2017. (LeBovidge –OPEN)

Training Committee: The National Training Committee met while in San Diego for the Convention. The revision of the Basic Representative Training was set as a priority action and a sub-group was established to complete changes. The BRT re-write group will be meeting in mid-October. Another meeting of the full committee is being set for the beginning of 2017. (LeBovidge/Ghaffari –OPEN)

AJW-14X Meteorologists: John Bratcher, Organizing Committee, provided an update on this effort. Currently, authorization cards are being obtained from members of this bargaining unit. (MacDonald –OPEN).

Local Officer Training for EWP: NRX and NWP RVPs are working to tailor a class specific to this group. (MacDonald/Ghaffari – OPEN)

FCT LR Team: Discussions are on-going with Ryan Smith and Chris Gant regarding improvements to the structure of FCT LR processes. A meeting is set in November for

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further development. (Marinitti/LeBovidge – OPEN)

Professional Standards: Continued efforts are maintaining momentum within the Professional Standards program. A review of the designated local representatives followed by actions to fill any vacancies will occur. (Lancaster/Pincock/Zilonis - OPEN)

Section 804 Process: The status of the Section 804 efforts and the associated methodologies used by the group were discussed. NATCA has expressed concerns regarding the efforts. Furthermore, NATCA has maintained that the process also applies to realignment of other facilities regardless of function. (Zilonis/MacDonald -OPEN)

OPM Disability: OWCP committee chairman Jason Grider has engaged with FAA counterparts to ensure members are provided accurate and complete information regarding OPM disability claims. (Gilbert – CLOSED)

A4S10 and Inadvertent Use of Cell Phone: Further discussion on the relevant language from the Collective Bargaining Agreement and recent Agency actions. Issue will be worked through the Labor Relations Department. (Ghaffari – CLOSED)

AME Exam: Exploration of this issue continues with the LR Department, the Drug and Alcohol Committee and Aviation Medicine. (Peterson – CLOSED)

ANM Security Fencing: Issue was elevated to the national level and a telcon was held on Oct. 6. ASH will provide a briefing on November 10 to further cover the security plan. (MacDonald - OPEN)

Training on Pay Rules: Issue has been presented to the LR strategy team and further training will be conducted in Washington, D.C. once dates are set. (Robicheau – OPEN)

New business

NATCA 30th Anniversary: 2017 will mark NATCA's 30th anniversary. Discussions ensued on how to mark this milestone. (Gilbert – OPEN)

Bob Crawford Lamps: Bob Crawford, retired member, made a request for NATCA to partner with him to produce and sell handmade aviation themed lamps. After deliberation, the Board declined to partner. (Rinaldi – CLOSED)

AOS TAMR Rep: With the retirement of Candi Barr, Scott Kendrick was named as her replacement. (Zilonis – CLOSED)

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En Route and Automation BU Move to NRX: Discussion on the organizational and representational structure for the En Route Automation bargaining unit. The Board concluded that the current structures remain the most effective. (MacDonald – CLOSED)

Salary Study: In advance of term bargaining, NATCA will engage internally and externally as necessary to be prepared for the economics discussions. (Iacopelli/MacDonald – CLOSED)

Eric Marsing Seniority: RVP Pincock presented background and further data to address the manner in which Mr. Marsing's seniority had been calculated. The Board concluded that Mr. Marsing should have 120 days of seniority restored. (Pincock – CLOSED)

ACTI/NATCA Partnership: The Board reviewed and debated a proposal from ACTI to partner with NATCA on pre-employment training. The Board declined to enter into this partnership. (Gilbert – CLOSED)

RTF at Student Meet and Greet: The Board held discussions on the "meet and greets" held in Oklahoma City. These meetings are very well attended and are highly successful. Strategies to propel these to an even higher level were entertained. (Gilbert – CLOSED)

AFSS Representational Structure: RVP Lancaster led a discussion on the representational structure of the AFSS facilities in Alaska. The discussion provided a better insight into the challenges faced by this bargaining unit. (Lancaster – CLOSED)

Services Rendered Telcon: The absence of NATCA participation in these Agency telcons was discussed. Further discussion will be held at the Collaborative Leadership meeting in October. (Iacopelli/LeBovidge – CLOSED)

MITRE TRACON Modeling: The Agency has terminated its partnership with Grant Thornton and is looking to MITRE to provide a model to use as a foundational element for staffing calculations. RVP LeBovidge and two representatives from large TRACONS will be attending a briefing at MITRE this month and will begin a collaborative endeavor to possibly incorporate MITRE's program. (LeBovidge/Iacopelli – CLOSED)

National Legislative Committee Mentee: The Board approved Caryn Smith as a mentee on the NLC. (Pincock – CLOSED)

"Right from the Start" Participants: The Board approved Nick Daniels, Sam Navarro and Rob Kindred as NATCA designees for the Right from the Start activities. (Gilbert – CLOSED)

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Briefings

Reloaded: Dawn Johnson, Reloaded Committee provided a briefing to the Board regarding the Committee's activities. Focus is currently on the development and distribution of materials to foster activism through education. Modules have been created for topics such as "NATCA 101" and "Building a Stronger Local" which have been very well received in the field. Coordination between the Reloaded Committee and the newly instituted National Training Committee will be established to ensure the maximization of training opportunities.

Training: Tom Adcock, NATCA National Training Representative, provided an update on issues including On-the-Job Instruction, FAA hiring, and the status of the joint Training Review Board curriculum.

Organizing: John Bratcher, Chairman of the National Organizing Committee provided an update to the Board. Organizing activities are ongoing, or will be explored, with Department of Defense facilities and Federal Contract Towers. Additionally, a status report was provided regarding organizing AOV employees in the field, service center employees, and the possibility of organizing AJW and meteorologists.



Patricia Gilbert
Executive Vice President