NATCA National Executive Board Meeting
May 12 – 13, 2011
Washington, DC

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
Barry Krasner, Executive Director
Larry Lescanec, Alaska Regional Vice President
Kevin Peterson, Central Regional Vice President
Phil Barbarello, Eastern Regional Vice President
Mike Robicheau, New England Regional Vice President
Jim Ullmann, Northwest Mountain Regional Vice President
Mike MacDonald, Region X Vice President
Victor Santore, Southern Regional Vice President
Tim Smith, Southwest Regional Vice President
Hamid Ghaffari, Western Pacific Regional Vice President
Bryan Zilonis, Great Lakes Regional Vice President

Also in attendance were Jeff Richards, Jim Davis, and Abigail Glenn-Chase.

**Old Business**

**External Organizing Committee:** The National Organizing Committee has held several telcons over the last few months and is formulating a plan and process in which NATCA can use to organize unrepresented FCT facilities. The NOC Chair intends to brief the National Executive board at the NEB meetings in June on the proposed process and plan. The NOC is going to suggest to the NEB that emphasis be placed on organizing those facilities that have expressed interest in joining NATCA first and then build on that organizing campaign to continue the pursuit of the other unrepresented FCT Towers. Also in June the NOC is scheduled to receive specialized organizing training developed jointly between the AFL-CIO and NATCA. This training will be a two-day course that covers topics such as NLRA procedures and processes, campaign organization, and union-value education. (Smith) OPEN

**Placement Workgroup:** The Placement workgroup met in DC on May 10-11, 2011 and continues to work on identifying problems with placements. The group also received a briefing from ATO-Finance on the Snap Shot staffing tool. (Ghaffari) OPEN

**Agency Nepotism Policy:** Some progress has been made on this issue although overall resolute is still slow in coming. As of 30 days ago they have conceded, in
writing, that the Agency’s nepotism policy does not take precedence over the negotiated contractual provisions regarding shift swaps. As a result there are eight outstanding grievances before them awaiting letters of sustainment. With respect to the issue of working CIC on the same shift as a family member, there is still a hang-up with FAA GC who is reviewing whether or not they believe it to be an ethics violation. Still working the issue. (Krasner) OPEN

HROI on drugs and alcohol: We have sent a letter to Kim Moseley on those items in the Order that directly conflict with the CBA and some other problems we feel are oversights or just plain typos. We have sent an MOU (U1) on all those provisions we feel we have a right to bargain over. We have also filed a ULP against the DOT (oddly enough they responded that the FAA told them all bargaining obligations were complete prior to the effective date) to protect our timeline. We await additional response from the Agency. Melinda is our POC. Scott Pressley, Don Chapman, Barry, Phil, Victor and Mike Hull worked on this also. (Santore) OPEN

CIP Workgroup: The CIP workgroup has recommended this issue be dealt with at the next contract negotiations. (Barbarello) CLOSED

Staff Specialist Good Time: Working with Mark Guido to gather all of the necessary data and relevant regulations which will impact the discussions. Once compiled, the whole team will meet to determine whether the Parties are able to work jointly on the initiative. (Zilonis) OPEN

Vetting Process on Request for FAA Briefings: Vetting process on requests for FAA briefings - This item originated as a result of NATCA Departments routinely asking for FAA briefings only for us to discover the issue in question was already being handled in another venue. It would appear the best way to ensure instances such as this are minimized is a heavier emphasis on coordination between the entities. We have once again instituted the weekly LR Roundup and have expanded it to include full briefings on LR activities, Special Grievance Procedure, CSC activities, items being dealt with by the Executive Director, and initiatives being handled by RVPs and workgroups. The Roundups are now scheduled at least 8 weeks in advance so all involved can plan to be in attendance. This extra focus seems to be working very well and will continue as a normal course of business. (Krasner) CLOSED

Just Culture: ZLA and SFO continue to work on training their workforce on Just Culture. We recently had some confusion with funding for the program that has since been cleared up with the FAA. (Ghafrari) OPEN

OSI Workgroup: The workgroup will be meeting June 7th and 8th and we are expecting to complete the review of the remaining cases. After this review, the list will be provided to the Department of Interior for the necessary pay adjustments. (Peterson) OPEN

Safety Resolution: Safety committee is requesting the NEB support a restructure of
the committee as follows:

* Tower Representative
* TRACON Representative
* Combined Tower/TRACON Representative
* Enroute Representative

* Oceanic Representative
* Air Certification Representative
* Architect/Engineer Representative
* TMU Representative
* ATSAP Representative
* Pro Standards

The NEB unanimously supports the recommendation. The changes in structure will need to be voted on by the convention body at the 2012 convention. (Barbarello) CLOSED

National Training Workgroup: Our workgroup will next look at controller refresher training via a joint workgroup with the FAA. Garth Koleszar and Ham met with ATO VP of Training Bob Tarter on May 11th to discuss the future of training and our joint training priorities. (Ghaffari) OPEN

ES Strategic Planning: The Engineering Services Strategic Planning team’s meeting was held this week in DC. Members of the Terminal, Enroute, and Tech Ops Program Offices provided feedback to the group on what was working in ES and what was not. Also attending this week’s meeting were representatives of the Mission Support service unit so they could hear the same message from the program offices. (MacDonald) OPEN

Division of Responsibility for Policy/Position Statements: Article VIII, Section VII of the NATCA Constitution states that the NEB shall report to the membership at least 60 days prior to the next convention on the actions taken by the NEB to comply with the provisions of duly passed Policies/Position Statements and recommend actions to be taken by the delegates. The following constitutes the agreed upon division of those responsibilities under the NATCA 2010 Constitution. (Krasner) OPEN

PSA-1 - (Deleted)  PSC-2 - Mr. Santore  PSE-1 - Mr. Smith
PSA-2 - Mr. Ghaffari  PSC-3 - Mr. Ullmann  PSE-2 - Mr. Smith
PSA-3 - Mr. Ghaffari  PSC-4 - Mr. Ullmann  PSF-1 - Mr. Smith
PSA-4 - Mr. Lescanec  PSD-1 - Ms. Gilbert  PSF-2 - (Deleted)
PSB-1 - Mr. Peterson  PSD-2 - Ms. Gilbert  PSF-3 - Mr. Smith
PSB-2 - Mr. Zilonis  PSD-3 - Ms. Gilbert  PSF-4 - Mr. Smith
PSC-1 - Mr. Santore  PSD-4 - Ms. Gilbert  PSF-5 - Mr. Barbarello
Operational Assessments: FAA HR has signed off on language to be included on bids for A80, C90, and SCT for any bids containing operational assessments. The notice has been sent to David Grizzle for his signature. (Ghaffari) OPEN

Management Program Analysts: A FOIA was filed in December 2010 to determine the full makeup of the unit in order to make a decision about a possible organizing drive. A follow up was initiated last week; still awaiting reply. (Krasner) OPEN

Flight Deck Training: Phil Barbarello, Ham Ghaffari, and Bryan Zilonis will work on finalizing the Flight Deck Training MOU and then work with the NEB to determine the proper roll out for Flight Deck Training. (Ghaffari) OPEN

Collaborative Workgroup: The following collaborative training events recently occurred or are upcoming:

May 2-6 - Seattle training events for WSA facilities

May 9-12 - Chicago training for remainder of CSA facilities

May 16-20 - Region X training in the DFW area

We are tentatively looking to reschedule the canceled SAN training (due to furlough) for the week of June 6-9. (Smith) OPEN

2186 Next Steps: Sent U-1 to the FAA. We think we are close on the language and are trying to schedule a meeting/telcon to finalize the agreement. (MacDonald) OPEN

ZUA Base Privileges: Additional data and arguments have been formally sent to DoD. Still awaiting reply. (Rinaldi/Gibert) OPEN

Advanced Rep Training Curriculum: Jay Barrett, Chris Boughn, Mike Hull and Ham Ghaffari will meet in June to finalize the Advanced Rep training curriculum and then begin work with our contractor to develop the course. (Ghaffari) OPEN

ERAM: NATCA, FAA and Lockheed Martin met last week and we again advocated that falling back to HOST at the key sites is the safer course of action until such time as the software addresses the core functionality issues the teams have identified. The NEB discussed the trajectory-based functionality of the program. Jim recommended that it's time to involve the next RVP, Tim Smith. (Ullmann) OPEN
**STARS/TAMR:** Mitch briefed the NEB that the workload is such that it is too big for one rep. We will approach the FAA on adding a Segment I and Segment II rep. (Rinaldi) OPEN

**Seniority SRA-3:** Seven more facilities are completed since the last NEB Meeting. (Robicheau) OPEN

**National Office IT:** Moved to the June meeting (Robicheau) OPEN.

**UNUM Policy:** Moved to the June meeting (Gilbert/Rinaldi) OPEN.

**Flight Deck Training:** Our team will conduct a GoTo meeting to do a final review. The agency wants to do a phased roll-out, either regionally or nationally. NATCA would prefer a national implementation. Two air carrier flights a year after the notice period (shooting for July 1st). After January 1st, there will be four more added - 2 GA and 2 military. (Ghaffari) OPEN

**New Business**

**Eastern Region**

**Safety Committee Charter:** Phil seeks the NEB approval on several recommended changes to the charter to adhere to the National Constitution. The composition section was especially augmented. These changes are to a standing committee which, if approved by the NEB, will have to go to convention as the Constitution will need to be amended. *Phil moved to endorse adoption of charter. Zilonis seconded. Unanimous approval.* (CLOSED)

**Tuition Reimbursement:** Rocky Thurman’s request for tuition reimbursement was incomplete. The request was withdrawn. (CLOSED)

**OSHA Budget:** 2011 budget was approved for $5,000. The committee is having more meetings with the FAA and is requesting an increase to their budget to $9000. *Phil moved that the NEB vote to increase his budget. Trish seconded. Unanimous approval.* (CLOSED)

**National Office**

**Proposed resolution prohibiting lobbying for upgrade:** The NEB discussed possibly submitting a change to SRJ-3 for the convention delegates at the 2012 convention. Moved to June agenda. (OPEN)

**RNAV Committee Selection:** The NEB reappointed the three current committee members, and chose three new members from the list previously emailed to the board. There was unanimous consent to retain the three current members. *Frank Caldwell, Chuck Munoz and Elaine Poe were unanimously selected for the committee.*
LR Strategy Group Process: Recommendations should be made to Paul and Trish. They will elevate up to CSC if the issue is being worked there for resolution. Furthermore, if they are not in concurrence with the LR Strategy Group recommendation they will bring the grievance to the NEB for a vote. (CLOSED)

Historical Committee Charter: The National Office seeks the NEB approval on the following charter. Trish moved. Peterson seconded. Unanimous approval. (CLOSED)

HISTORICAL COMMITTEE CHARTER (5/2011)

The NATCA Historical Committee, established under NATCA Standing Rule SRH-7 is chartered for the exclusive purpose of documenting the official history of the National Air Traffic Controllers’ Association at the National, Regional, and Local levels. Specifically, the Historical Committee is charged with making recommendations to the National Executive Board, and as approved, implementing methods and means to:

1) Archive materials and documents associated with NATCA’s official operations, functions and events, and elections;

2) Where possible, convert NATCA’s materials and documents into an searchable electronic database; and

3) Ensure a chronological history of the Organization is documented and available to be used in conjunction with the activities of the Organizing and Reloaded Committees.

Composition:

The Historical Committee shall be comprised NATCA members and NATCA staff appointed by the National Executive Board (NEB). At a minimum, in accordance with SRH-7, there shall be appointed one RNAV member, one member from Region X, and one member of the Air Traffic Bargaining Unit. The NEB shall appoint one of the Committee members as Chairperson.

Meetings:

The Committee shall meet at least once per year. In accordance with standard budgetary and financial requirements, the NATCA National Office shall reimburse committee members for normal and typical reimbursement of expenses for committee activities.

Roles and Responsibilities:
1) Establish, in concert with the National Executive Board, measurable goals and objectives for the Committee;

2) Brainstorm, evaluate, and implement suitable methods and means for achieving the Committee’s purpose, goals, and objectives;

3) Establish Regional and Local structures as appropriate and necessary;

4) Develop processes, procedures, and templates for Locals’ use; and,

5) Once per year, provide the National Executive Board a written 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 committee’s goals and objectives.

ASI Charter: The National Office seeks the NEB approval on several recommended changes to the following charter including changes made to the composition section. The charter was also shortened substantially. Trish moved. Peterson seconded. Unanimous approval. (CLOSED)

Air Safety Investigation Committee Charter (5/2011)

The NATCA Air Safety Investigation Committee (ASIC) shall be an ad hoc committee responsible to the National Executive Board. Its purpose is to be the focal point for the Union on policy and procedural matters related to NATCA participation in National Transportation Safety Board (NTSB) aircraft accident investigations.

Composition:

The NATCA ASIC shall be comprised of NATCA members and NATCA staff appointed by the National Executive Board (NEB). The NEB shall appoint one of the committee members as chairperson.

Meetings:

The NATCA ASIC shall meet at least once per year, or as deemed necessary by the President. In accordance with standard budgetary and financial requirements, the NATCA National Office shall reimburse committee members for normal and typical reimbursement of expenses for committee activities.

Roles and Responsibilities:

All NATCA ASIC members shall be trained as Union air safety investigators;
All NATCA Party Submissions, presented to the NTSB as the Union’s official position and proposed findings shall be submitted to NATCA General Counsel, NATCA Safety and Technology, and the NEB for their opportunity to review and submit comments;

The NATCA Air Safety Investigation Committee shall, through the Department of Safety and Technology, (a) coordinate the activities of, and provide support and training to NATCA air safety investigators; (b) facilitate interdiction between NATCA air safety investigators through Internet based information sharing, regional or national meetings, conference calls, and other means as appropriate; (c) prepare an annual report on NATCA air safety investigator participation in NTSB investigations for the National Executive Board.

Cost of Convention Events: There is only one event this year to accommodate the members’ request to have a free night. Paul suggested $35. The board agreed. (CLOSED)

Election Protest from NATCA Local FWP: Covered in closed session (CLOSED)

Internal Grievance SW-11-01 – Christopher Shay Bowling v. NEB: This internal grievance was dismissed by the National Executive Board. (CLOSED)

New England Region

MOU Briefings: ARVPs are not getting briefings on National MOUs. While all MOUs are sent to the team, the LR Strategy team is not briefed of the intent on all MOUs. Barry suggested that the lead on an MOU brief the LR team on their weekly telcon. NEB agreed (CLOSED)

ULP filing practice: FACREPs need to tell their RVP or their designee when they are filing a ULP. Robey conveyed that the LR team would like to see a policy written to state that. Paul suggested that instead of writing a policy, that the RVPs and LR leads send out an email to their FACREPs on the need to coordinate the filing of ULPs. NATCA will add a ULP tracking tab to GATS. (OPEN)

Northwest Mountain Region

NATCA Media Policy: Jim suggested templates that RVPs could “sign” and release to their region’s media instead of funneling all calls to the National Office. Paul and Trish will debrief with Doug regarding the last couple months. (CLOSED)

Southern Region

HIMS Program for NATCA: HIMS is a program for alcohol and substance abuse for pilots in which pilots will be treated without disciplinary action. The treatment is very intense, but the airlines and their unions have bought in. If NATCA wants to get involved in a program like this, Dr. Lomangino will support it. The NEB agreed that this is something they’d like to learn more about. (OPEN)
ZMA/ZHU update: There is a data scrub scheduled for the week of June 6th for two weeks in Houston. The group was in Miami last week and still has the domestic over-water count in dispute. (OPEN)

Southwest Region

National LMR Conference: Tim expressed interest in organizing an event along the lines of CFS that would involve various unions and industry. Bryan asked what the gains would be, and if it would just make more sense to go to other organizations’ LMR conferences. Paul suggested that the RVPs or their designee go to a few throughout the country to see if they would be more beneficial than holding our own event. (OPEN)

Western Pacific Region

SCT Arbitration case: Ham discussed an arbitration case that NATCA lost. Ham suggested that the NEB investigate the case. Paul requested that Ham provides the Executive Office more information. (OPEN)

LAX Tom Bradley Construction: Meeting is being set up to see what can be done to fix the line-of-sight problem. (OPEN)

Mid Position P50: NATCA P50 has submitted an article 65 letter and individual members who work mid-shifts have also submitted Article 65 letters. There are two areas. One supe and one ATC work both areas and each is certified in one but not the other. Phil suggested that the issue be placed on the midnight taskforce agenda. Paul requested that any other facilities that have this issue go to Phil for placement on the taskforce agenda. (OPEN)

Controller Refresher Training: We will need reps for VFR, Up Down, Center, TRACON, and Oceanic refresher courses. (OPEN)

Region X

Lessons learned from the IT Committee at CFS (CLOSED)
1. The ITC needs to be involved in any function where the ITC will be doing a web cast from the beginning of event planning.
2. A standardized Event Checklist is in progress. (INTERNAL TO IT)
3. It is imperative to do a broadcast and record test before each session. (INTERNAL TO IT)
4. Communication between the IT and Event Staff is imperative. (INTERNAL TO IT)
5. All Events should be archived by contract event producers. (INTERNAL TO IT)

MU CBA Requirements: The NEB discussed Region X representation on several
The Committee shall meet at least once per year. In accordance with standard budgetary and financial requirements, the NATCA National Office shall reimburse committee members for normal and typical reimbursement of expenses for committee activities.

Roles and Responsibilities:

1) Investigate and identify facilities, professions and entities which could potentially be organized and make recommendations to the National Executive Board (NEB).
2) Brainstorm, evaluate, and implement approved methods and means for achieving the Committee’s purpose, goals, and objectives.
3) Recommend support structures as necessary to the National Executive Board.
4) Once per quarter, provide the National Executive Board a written 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.

Internet Access Waiver: The Parties have agreed to the process. We are awaiting ATO signatures. (Santore) CLOSED

CIC Pay: The CSC put together a joint workgroup on CIC pay, as the application across the system is inconsistent. The joint group provided memo with a recommendation back to the CSC. Their recommendation memo did not address all the issues in the field and was not yet been implemented due to budget issues. There are multiple grievances in the system they will need to go to arbitration or settled by the Parties. Barry recommended that the arbitration should be scheduled for 2-3 months from now while the mid-staffing taskforce finished their work and the FAA can better determine the cost of implementing the joint workgroup recommendation. (Robicheau/Barbarello) OPEN

Runway Incursion Prevention Device: The two NATCA engineers, CE region office that developed the device would like to give a presentation to the NEB at the next meeting in Kansas City. (MacDonald) OPEN

MCI Staff Specialists: MCI Staff Specialists are being assigned work outside of their facilities, which conflicts with their position description. The agency did not inform NATCA of these changes. Barry will take the issue up with LR. (Peterson) OPEN

FSS: Larry advised the NEB that staffing is still severe problem in the Flight Service unit. The Agency is not prepared for the mass retirements expected in 2012 at the completion of the COLA to locality conversion. Also, there are delays in the construction of the new facility at Dillingham. NATCA will address these issues in the regularly scheduled national teleconference with Flight Service senior management. (Lescanec) OPEN
NATCA in Washington Button: The NEB approved design of a button to be worn at NiW. (Gilbert) CLOSED

Article 38: Elevating a grievance for arbitration out of Memphis Center where overtime was cancelled due to jury duty. Paul asked the NEB to consider this case, whether it meets the threshold for arbitration after losing the grievance at the PAR process. After in-depth debate, Ham called the question. 

Paul moved to not go forward with the recommendation of the team. 3 opposed. (Rinaldi) CLOSED

Excused Absence after Traumatic Incident at Work: Victor wants the CSC to provide guidance to the joint OWCP workgroup on this issue. They will not be able to work this issue unless the HR office is on board. (Santore) OPEN

E-communications: Ham asked if there is a mass text service available for our use? Trish noted that it’s not cheap but it is important, especially during NiW. Trish has already tasked the Communications and Gov’t Affairs department to vet the available services. (Gilbert) OPEN

James Keith Tuition Reimbursement: James Keith’s request for tuition reimbursement was approved in accordance with SRF-14. Seconded by Peterson. Approved unanimously. CLOSED

Patricia Gilbert
Executive Vice President