NATCA National Executive Board Meeting

June 1-2, 2011
Kansas City, MO

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, John Bratcher, and Scot Morrison.

Old Business

Seniority SRA-3: Still populating unionware. (Robicheau) OPEN

National Office IT: There will be proposals available for the NEB to review at the next meeting. (Robicheau) OPEN

UNUM Policy: Membership levels workgroup working to address concerns regarding membership. CLOSED

SCT Arbitration Case: Closed session.

LAX Construction: Paul plans to meet with Gina Marie Lindsey - Executive Director Los Angeles Airports to ensure she is getting the entire picture of the impact of the construction project. (Rinaldi) OPEN

Midshift P50: Several issues surrounding midnight staffing, position qualifications and change to past practice regarding breaks. Ham is working with Mark Reeves on the certification on the midshift issue. Phil is working with Walt Cochran on the staffing/break portion of this. (Ghaffari) OPEN
Controller Refresher Training: The list has been vetted by Garth Koleszar – NATCA National Training Rep. The NEB selected the following:
- Center: Scott Barnes (ZKC)
- Oceanic: Jim Dominguez (ZOA)
- Tracon: Brian Ammons (D10)
- Up/Down: Kristen Foust (JAX)
- Tower: Laura Porro (PWK)

National LMR Conference: Update on this to the NEB at the next meeting. (Smith) OPEN

ZMA/ZHU/ZAB update:
- ZHU - Data scrub is starting at ZHU the week of June 6th.
- ZMA - We are in dispute on the counting of the domestic overwater and the CARC letter sent to ZMA on or about 5/15/01. This dispute may have to go back to the Arbitrator to render a decision on the letter.
- ZAB - The data is still being pulled together by the NATCA team.
(Santore) OPEN

Flight Deck Training: Flight Deck Training: We just received M2. We are reviewing it now and will send U2 to the FAA early next week followed by a telcon. One of the main issues is being bumped and returning to duty. Chris Boughn, Will Wills and Garth Koleszar, as well as FAA selected FL Ms are currently testing the program. They have already uncovered a couple of areas where proper coordination was not completed with an airline. (Ghaffari) OPEN

ULP filing practice: A new tool was put into the GATS program. Facreps will let LR lead need know before they file a ULP. (Robicheau) CLOSED

ERAM: The request to fallback to HOST at the key sites has still not been addressed by the FAA. Additionally a team will be visiting the Academy next week to look at the ERAM technology implemented in the Academy enroute basics course. (Ullmann) OPEN

New Business

Outreach activities and Professionalism video: Discussion surrounding imaging and selection of persons used in NATCA videos and outreach events. NATCA volunteers used in outreach events and electronic media will be selected by the NEB. CLOSED

Training Failures: Placement workgroup sent a recommendation to the CSC Workgroup to make changes to EMP 1.14. A joint workgroup will be formed to modify the EMP1.14 to better address employees unsuccessful in training. (Andrew
LeBovidge from the placement workgroup will be the NATCA lead. CLOSED

Conference Attendance: National Executive Board is requesting members avoid scheduling other activities (personal or NATCA related to other work) when they are expected to be in attendance at National conferences/events. The committees and staff that plan and put on our events deserve full participation from attendees. CLOSED

Membership Level Workgroup: The membership levels workgroup is recommending a new membership structure including expanding member benefits to associate members at an increased cost. The National Executive Board would like to pursue some additional options. The workgroup will continue working. (Krasner) OPEN

Chartering rules: The NEB adopted the below Chartering rules and regulations:

Local Chartering Rules and Regulations

In order to charter a Local within the National Air Traffic Controllers Association, the following rules shall be applied, in order to ensure consistency and equitability in addressing these types of petitions. These rules are stipulated as a requirement under Article X, Section 1 of the NATCA National Constitution.

Section 1. This Section covers the Rules and Regulations for chartering Locals, as deemed proper by the National Executive Board:

A. Two (2) or more qualified persons must petition the National Executive Board (NEB) of NATCA for issuance of a charter constituting such group as a Local Union. Such petition shall have attached to it the applications for membership from each of the qualified persons, unless such membership has already been established.

B. Upon receipt of a charter petition, the NEB shall cause the petition to be investigated by the National Organizing Committee (NOC), with a report and recommendations submitted back to the NEB within 30 days.

C. At the next NEB meeting following receipt of the report and recommendations from the NOC, the NEB shall address the petition request and either grant the charter or, if it is determined that chartering a new Local would not be in the best interests of the Union and the membership, deny the charter.

D. Whether a charter is granted or denied, the petitioners will be notified in writing within thirty (30) days of the decision, including the justifications for the decision.

E. If a charter is denied, the petitioners may resubmit a request for charter ninety (90) days after the date of the decision.

F. The NEB shall revoke no charter unless a hearing has been conducted. The
affected Local shall receive a minimum of fifteen (15) days notice of the 
hearing. The hearing notice shall include a written citation of the violated 
laws, rules, regulations and/or the Constitution.

Section 2. This section covers inactive or suspended Locals:

A. In the event that a Local does not have at least one (1) local officer, actions 
shall be taken to suspend the Local, retrieve all outstanding finances, and 
put the Local into a Trust. The Local shall not be considered to have had 
their charter revoked, but shall just be placed in an inactive or suspended 
state.

B. Any facility that has been in a suspended, or inactive, state for more than 
twelve (12) consecutive months shall be considered for revocation of their 
charter. This process shall begin with an investigation by the NOC, followed 
by a report and recommendation to the NEB. Unless the charter is actively 
revoked, then it shall be considered to still apply, whether in a suspended or 
inactive state.

C. Any suspended or inactive Local may petition the NEB to request evaluation 
and revision of their status. This petition request should include 
applications for membership from each qualified persons, and/or any other 
pertinent information that the petitioner believes will assist the NEB in 
addressing the petition. The NEB shall cause the petition to be investigated 
by the NOC, with a report and recommendations submitted back to the NEB 
within 30 days. The NEB shall address the petition at the next NEB meeting 
following receipt of the report and recommendations from the NOC. The 
NEB shall either:
   a. Reinstate the Local as active,
   b. Submit to the Local requirements needed to be accomplished in 
      order to reactivate the Local, or
   c. Start the revocation of the Charter process, as described above.

D. The decision on the petition to revise a Local's charter status shall be 
conveyed to the petitioners within thirty (30) days of the decision being 
made, including justifications for the decision.

E. In the event the petition to reactivate the Local is denied, the petitioners 
may resubmit the request for reconsideration ninety (90) days after the 
date of the decision.

Convention 2012: “Mile High, Reaching Higher”. Convention Schedule-NEB Meeting 
24th & 25th, Standing Committees meetings March 26 & 27, ARTCC reps, Large 
TRACON meetings and Opening reception March 27th. General session March 28-
30th. Official Convention website is Denver2012.natca.org. Rooms are currently 
available via website
Tuition Reimbursement: Ham Ghaffari’s request for tuition reimbursement was approved in accordance with SRF-14 (Barbarello) CLOSED

Tuition Reimbursement: Ginger Demakos’s request for tuition reimbursement was approved in accordance with SRF-14. (Barbarello) CLOSED

ASI Committee: Bryan Zilonis will now be the NEB Liaison to the committee. Dale Wright is acting in the chair position temporarily. Solicitation/selection for chair and additional committee members will take place soon. There is also a need to incorporate the provisions of the Multi-Unit and FSS CBAs.

AAM and AOS bargaining units-internal: Internal structure. Represented by AT RVPs but are covered by the multi-unit contract. NEB agreed to move AAM (Nurses) to Region X since most now reside in the Regional Offices and they are covered by the Multi-Unit contract. We will approach the FAA to allow for grievances from the AOS unit to be covered by the AT RVP and PAR/Arbitrations processes for the regions they reside in.

Letters of Admonishment for DUUs: LR strategy group and LR department are working the issue based on an appropriate case going to Arbitration. We will also take the issue to the Drug/Alcohol Order workgroup.

Internet for Smaller Facilities: The Benefits committee researched Internet access for smaller locals at the request of NATCA’s Executive Vice President. The Benefits committee could not find any viable service for bundling of the service for facilities so recommend national reimbursement of up to $50 a month to locals covered by SRF 12 for Internet access.

Trish Gilbert: Motion to adopt the recommendation
Tim Smith: Seconded

Vote passed unanimously to be effective July 1, 2011.

Untimely Business

OSHA Training: The OSHA committee developed a training plan for facility reps and specialty reps. The intent of the plan is to provide basic OSHA knowledge to all facility reps and provide more comprehensive training to a cadre of folks who would be considered subject matter experts in areas such as asbestos, fire life safety and mold. The training is expected to be accomplished on duty time and therefore needs to be coordinated with the FAA. The National Executive Board unanimously adopted the plan.

Dues Workgroup: The NEB workgroup on Dues reported that after months of review of the existing dues structure they would recommend that no action be taken
on the current dues structure. The existing constitutional language on dues should however be corrected to reflect the current pay systems. (There are no longer any NATCA represented members in the old GS system and therefore any mention of "Step 1" is no longer applicable)

**CISM Team:** The interview process is complete to fill four out of the five open slots on the CISM Team. A questionnaire was developed to help determine who, from the volunteer list, is best suited for this type of work. Some people come with backgrounds that supplement the skills used in CISM work. There are also other factors that influence peer selection. As the more experienced team members leave the team due mostly to retirements, it becomes more important than ever to "reload" the CISM Team with the new generation to ensure that the quality services that we provide our membership and profession continue. The NEB approved the following four members to join the team:

- Maliesa Swinson, Western Pacific Region, Montgomery Field
- Chris Schenk, Northwest Mountain Region, Seattle Center
- Deborah Stewart, Southwest Region, Corpus Christi Tower
- Amy Brunelle, Southern Region, Atlanta Center

Each of these controllers were interviewed. There is also a need to incorporate the provisions of the Multi-Unit and FSS CBAs into the team's focus.

**EAP Committee:** The NEB appointed Carrie Uphus from the CISM team to the EAP committee.

**NATCA Charitable Foundation:** Motion to provide limited access (addresses & emails) to unionware as long as the access is not used for solicitation. Motion failed with Victor, Phil, Kevin, Jim, Mike MacDonald and Bryan voting in opposition.

**Organizing Federal Contract Towers:** There are a great many Federal Contract towers (FCTs) that have expressed interest in being represented by NATCA. Current NATCA policy does not allow for further organizing of the FCTs.

Paul Rinaldi: Motion to revisit the moratorium on organizing now that we have a stellar organizing committee in place.

Trish Gilbert: Seconded

The National Executive Board voted unanimously to begin organizing Federal Contract Towers again.

**Event Planner Points:** The NEB adopted the following policy on event planner points.

**NATCA National Executive Board Policy on Hotel Points**

*The NATCA Charitable Foundation shall be the sole, designated recipient of all hotel event planner points awarded to the meeting planners of NATCA events. These events*
shall include, but not be limited to, the following: conventions; National Executive Board meetings, regional and committee meetings; contract negotiations; and training classes. It is the responsibility of the primary meeting planner for each NATCA event to ensure that all such points are awarded to the NATCA Charitable Foundation based on the following award program account numbers: Hilton Honors Member Number – XXXXXXX573; Hyatt Gold Passport Number: XXXXXXXX80M; and Starwood Preferred Guest Number: XXXXXXX351. For any other hotel not listed the NATCA Executive Vice President must be contacted for further instructions prior to booking the event.

**Briefings**

**Runway Incursion Prevention Device (RIPD):** Ed Szczuka – Rep of ECE briefed on the electronic aids to prevent runway incursions. They have prototyped a unit and deployed it at MKC and MLI. There are concerns about funding. The Runway Incursion Prevention Device (RIPD) is an enhanced version of RID which is being used in many Towers across the country—primarily the CE region.

**SIG Briefing (NATCA Benefits):** George Regitko and Danny Brooks briefed on background with NATCA and new working relationship with the Benefits Committee. With the amount of new members coming into NATCA it is important for connectivity. This is the 9th year working with NATCA on FEGLI replacement and in 2004 they were asked to help with increasing participation with UNUM disability program. There commitment to NATCA and its members has been evident by their participation at regional and national meetings and in facilities. They are proposing, working with the Benefits Committee, developing a webinar to augment the meetings and facility visits. With another wave of retirements coming and the UNUM program being reviewed in 2014 by the underwriters we need to strategize on protecting the plan through participation. Open season will be marketed in 2011 and set to take place January – June 2012.

**HIMS Program:** Dr. Quay Snyder – AMAS. Human Intervention & Motivation Study (HIMS) is a cooperative program that is aviation specific dealing with chemical dependency. Currently available to the pilot’s union membership. Educational program-peer intervention and treatment, designed for professional pilots, disease model basis. Discussed it’s value and/or concerns the program would have if adopted for NATCA members.

**Chairman Mica Lunch:** Paul and Trish lunch with John Mica, very productive conversation regarding the reauthorization bill, a better understanding of why the increase in operational errors and matters related to fatigue.

**Terminal Automation Modernization Replacement (TAMR):** Mitch Herrick – Nat’l Rep briefed that Agency has committed to using TAMR as the single automation platform for all terminal facilities. It will be implemented in 2 segments. Segment
one will include the ARTS 3E facilities (D10, NCT, A80, SCT, N90, M98, T75, C90, D01, SDF and PCT). Segment 2 includes 92 ARTS 2E facilities. NATCA is involved at all levels of the TAMR process.

**Organizing Committee Proposal for Organizing Federal Contract Towers (FCTs):**
John Bratcher-O rganizing Committee Chairman briefed that the committee is recommending organizing FCTs utilizing a three-step approach. Step one would include internal organizing existing NATCA FCTs. Step two is comprised of organizing FCTs that have already expressed an interest in being represented by NATCA. The last step would include organizing the remaining FCTs.

**Health Advocate Benefits Proposals:** NATCA is exploring this as a potential member benefit. The benefit would include advocacy for health care and insurance related issues. They can negotiate and/or assist with Clinical support, Administrative support, Healthcare coaching as well as provide information and resource support. The NEB will review the material and decide on whether they will pursue negotiations with the group for a better per member price than the one on their initial proposal.

Patricia Gilbert
Executive Vice President