

NATCA National Executive Board Meeting

September 8 – 9, 2010
Honolulu, Hawaii

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The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:

Paul Rinaldi, President
Patricia Gilbert, Executive Vice President
Larry Lesanec, 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 Regional 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
Jeff Richards, Great Lakes Alternate Regional Vice President
Barry Krasner, Executive Director

Also in attendance were Mike Hull, Mitch Herrick and Abigail Glenn-Chase.

President Rinaldi called the meeting to order at 9:30 AM.

Housekeeping

Friday's Meet and Greet: Voluntary for NEB members to visit the Honolulu facilities. Ham confirmed that the luncheon and tour would run until about 1:30 pm.

Unite Here, Local 5: Eric Gill the representative for Local 5, relayed through Barry Krasner, that a strike vote is planned for the 15th. Local 5 wants NATCA to rally with them on the 10th. At their last rally there were over 100 arrests. While NATCA supports Local 5, NATCA will advise members not to rally, as there is a strong possibility of arrest. If the workers walk out on the 11th as rumored the hotel will bring in non-union workers, NATCA will cancel the Opening event.

Convention, Day 1: Paul will call the NEB to the stage to introduce them to the membership.

Shirts Schedule: Members to wear solidarity tee shirt on Tuesday. Regional shirts can be worn on Sunday or Monday. The NEB agreed that those shirts should be worn on Monday. Sunday and Monday, solidarity tee shirts will be handed out.

Credit Cards: Credit card "policy" should be renamed "guidelines." Credit memos approved the during the August 20th telecon. Minutes must be amended with the

word change. Any recurring charges that can be paid by check should be to protect the credit limit. Invoices can go directly to the national office to be paid by check. Larry and Tim mentioned that they only write checks and do not have recurring charges. They are the only RVPs who do that. Also, room blocks should be paid by check whenever possible. Regional checks are only good for \$2,500 however Trish or Paul can grant pay approval. For regional meetings, Trish requested that the NEB give a heads-up to Trish so she can check balances before large charges are put on a card.

Multi-Unit Negotiations: Bryan Zilonis gave a briefing on the status of Multi-Unit Negotiations.

Tuition Reimbursements: Ginger Demakos requested reimbursement in accordance with SRF-14. NEB approved.

Realignment: Mitch Herrick briefed the NEB. There has been a lot of progress with the workgroup and the agency. PBI is in the process of being worked while Dayton and Reno are moving without agreement from the Union. Appropriate arrangements are being negotiating by the Parties at this time.

Old Business

Budget: Convention will be over budget due to the amount of people attending. 800-1000 people were expected, 1400 are attending. The NEB will review the budget again in October in New Orleans. The NEB has had to take money out of savings to cover training, contract negotiations, and 30+ workgroups as per the Redbook. Trish said that the union is making up for 4 years of not engaging the FAA, arbitration and arbitrators, FSS, Multi-Unit and RVA contract negotiations.

Cell Phone Policy: Barry, Phil and Mike are negotiating with OneU on a cell phone policy. The National Office is all over the place with staff and activists. Technology is creeping up on NATCA and the policy is disproportionate. NATCA also needs a consistent activist policy. We are investigating corporate rates. OPEN.

Credit Card Memo: Still compiling signed agreements (sent to every card holder). Abigail is collecting these. CLOSED.

Moving Non-ATO units towards Collaboration: Sent up to CSC.

AIR Responses to FAA's Letters: Trish was waiting for Tomaso to give her a white paper to take to CSC as previous document on the issue is several pages long. Issue now being worked outside the FAA by Tomaso.

Open Season for Engineers: NEB approved engineers and architects open season for the month of January. Staff and multi-unit can join for no initiation fee. Staff has 6-months after their contract went into effect on August 1st. The Multi-Units have until 6-months following their contract implementation provided it is ratified. Communications will have posters and literature ready soon to assist the field in recruitment. OPEN.

External Organizing Committee: List of volunteers. The NEB approved John Bratcher to chair the committee. He will have more time once he gets the NATCA benefits in a better place. The National committee will set up regional committees, create

strategies, create support structures, visit facilities, provide and improve service to locals. Unanimously voted in favor of appointing John Bratcher chair of the committee. OPEN.

HROI on drugs & alcohol: We will need to meet internally to discuss the stance we need to take before meeting with the FAA again. DOT Policy is making it hard to fix and address issues as we only have consultation rights with them. That DOT policy is coming out of FAA HROI word for word so we are certain that the FAA is working behind the scenes to get DOT to implement instead of FAA to avoid negotiating. If we get proof we will file the ULP. In the meantime, NATCA's concerns will be taken to the Administrator level. OPEN.

Special Use MOU: Santore is working on it. OPEN.

National Labor College: Labor College stopped using Blackboard and is using Moodle. No web-based LR class. No web-based training right now, except what runs on Go-To Meeting. NATCA can run Moodle internally. Basic Rep class is first priority. CLOSED.

Flight Deck Training: The guy handling this at the agency was removed from Oklahoma City. Mark Marchese is the new person. The Administrator is adamant that the program does not have even the slightest appearance that ATCs are using it to go on vacations. OPEN.

Reloaded: There will be a huge Reloaded presence at the convention. The whole video will be shown in 4 parts over the 2 days of convention. History of Labor, PATCO and NATCA. NATCA piece is narrated by 4 presidents (Carr, Forrey, Krasner, Rinaldi). Ullmann asked what are we doing after it's unveiled? Paul suggested it be shown at regional meetings, trainings, Reloaded meetings. Subcommittees are working on a lot of different things. OPEN.

New Business

Replacement for George Lloyd on CISM: Larry has asked that the replacement be from the Alaska region due to geographical location and how many incidents there have been there. Jim said there was a list, he'd see if there were any Alaska members on it. CLOSED.

Age 56 Waivers: National policy about where we stand on waivers. Phil said that the NEB's stance was against waivers and that Eugene testified regarding this years ago. The Futures Workgroup also scrubbed this issue in 2008. NATCA needs to be clear on where we stand on this issue and disseminate it to the membership. Kevin Peterson will work on a DRAFT to present to the NEB at their October meeting. OPEN.

Cobra Teams: Paul believes that in 6 months the waterfall of collaboration will begin and will improve things in many facilities. Paul asked that the Fac Reps appropriately document problems and elevate it to their RVPs and on up if necessary. Trish suggested that a team could help fac reps file the paperwork. There is concern that many reps do not know how to collaborate as they have only seen the fighting under the White Book. CLOSED.

TRB Training Class: This class would be aimed at medium and smaller facilities. Scott Airtam put together a good package on TRB class that can be used. He can develop

a one-day class for \$7K that could travel around the country. Trish could put it in the training budget next year. Mike Hull did it on Go-To and not many people signed up. Ham stated priorities: Basic rep class, Advanced rep, TRB, etc. Tim and Ham need to put together the training budget for next year based on needs. Discuss at November Budget meeting. OPEN.

Instructors for Basic Arbitration and Advanced Arbitration Training: The classes have been scheduled. The instructors include Bob Taylor (on contract), Chris Boughn, Bill McGowen, Mike Hull, Victor Santore, Gretchen McMullen. OPEN.

Staff Specialist/PAR Representation: Pushed to October NEB meeting. OPEN.

Internet for Smaller Facilities: Pushed to October NEB meeting due to on-going work with the FAA. OPEN.

Just Culture: There was a recent briefing in Dallas regarding Just Culture. There are potentials for abuses by some managers who desire a pre-ordained outcome. This is exactly why it's important to run a pilot program before any discussion on full implementation. There was a question regarding the ATSAP ERC and Just Culture. The ERCs will be trained on Just Culture. Just Culture does not replace ATSAP, it's meant to compliment ATSAP. (OPEN)

Also in attendance, Julio Henriques, Scott Conde, John Bratcher, Mike Hull.

ERAM: Julio briefed the NEB. ERAM continues to make progress and NATCA's involvement is key. Aaron is doing a good job at uncovering training developed years ago that does not take into account the software changes/fixes we have seen over the last several months. Julio met with Rick last week and talked about Z expectations. The PFR and POC meeting is scheduled for September 21st in Ft. Worth. , Jim Swatek jumped right in the National position with a good base and advanced ERAM knowledge. He's been dealing with the tech center.

National Benefits Committee Briefing:

LA Fitness: Committee reviewed it and they were not comfortable committing \$5K because the gym was not tracking member participation. They are meeting in September to revisit. Other options and discounts at gyms are being investigated.

SkyOne: NATCA had a logo card, Visa, and then decided to drop it. SkyOne asked if NATCA would be interested in re-upping. They have to buy all the cards, so they were gauging interest. John is working with Dina.

Private Pilot Benefit: Trish asked John to pursue more information.

Health Advocate: met via telcon. Union Plus offers a lot of the same things, but HA offers a few more options.

Retirement: John noted that there was so much interest in the 20 seminars that John had to turn down facilities. John asked if the NEB wants to pursue more meetings. More FERS, less CSRS. The NEB asked if there was a list kept of people who have attended. John will send the Excel spreadsheet to NEB. He has a list for each meeting with the exception of one class. Paul added that NATCA has 400-500 retired members and that the RNAV group could start soliciting to find out if there are

retired members who want to present and help the members with real life knowledge. Perhaps NATCA could create its own program to supplement.

Financial Planning Program: Met in August and John has narrowed it down to 2 companies. Union Plus is more credit counseling than financial planning. The common theme was that these companies didn't really know what NATCA needed. The committee created an RFP and sent them to the two companies that were closer to the mark. They are meeting at the end of September. John hopes that NATCA will have a selection by October. January 1st start.

Committee membership: John found recently that if one or two people couldn't attend there isn't enough to meet effectively. 7 person committee and include Region X person is necessary.

Nantucket Retention Incentive: For the last couple of years employees at Nantucket have received retention pay in excess of their base pay. The FAA had justified this under their own Policy Bulletin which set forth the parameters, under the Workforce Flexibility Act, for such allowance(s). They are now planning to include new facility employees in this allowance. NATCA has requested a briefing in order to ascertain where the actual authority comes from to allow such payment. It is the position of the Union that additional payment, or even the continuation of any existing payment would require express permission since the recently negotiated CBA contains a comprehensive compensation Article and therefore cannot be supplemented simply by virtue of an Agency promulgated mid term proposal. Robey

Tuition Reimbursements: Leslie Habib requested reimbursement in accordance with SRF-14. NEB approved with Ghaffari voting in opposition

Operational Interviews: NATCA is currently working with the FAA on a pilot program for an "Operational Assessment" based somewhat on the C90 screen for ATC-10 and above terminal facilities. The assessment determines the aptitude of potential bidders from other Air Traffic facilities. The workgroup has worked with the FAA to go through close to 800 questions and evaluate their appropriateness for the assessment. The 800 questions have been narrowed down to approximately 300 questions based on input from workgroup members. The next phase is to develop simulation scenarios. Ham mentioned that he doesn't support the Operational Assessment being conducted at OKC rather than the local facility, using local procedures, operations, etc.

Slots per Region for Rep Classes: NATCA will use the allocated slots for the 2011 classes that were used in 2010.

BASIC REP (*Regions may swap slots)

REGION ALLOCATION

AL 1
CE 1
EA 5
GL 6
NE 2
NM 3
SO 7
SW 5
WP 5

X 1

CLOSED SESSION

NATCA Benefits Trust: Carol Branaman resigned from the Trust and the NEB needs to replace her. Paul stated as John Bratcher serves as the chairman of the Benefits committee it makes sense to name him chair to replace Carol. NEB approved.

Untimely Business

CISM Committee Shirts: Jim Ullmann would like to get the CISM team shirts and they do not have a budget as their expenses are covered by the FAA. Phil moved, Kevin seconded. Passed

National Training Rep: Ham asked that the NEB pursues implementing a National Training Rep. Trish will take this to the CSC.

ATC Levels Workgroup: Now that Jim Swatek has been named the National ERAM Tech Rep he will need to be replaced on the ATC Levels group. He should be replaced with somebody else from ZAB.

Level 5 pay band issue: Pay band issue at Level 5 were decided by the panel and there is not much NATCA can do about it.

Training failures: The FAA is all over the place with their policies. Some are fired, others are moved, others put back into academy. If the manager doesn't recommend them for retention, they can fire them. The manager has to document that he thinks that the developmental will be successful. Ham will continue to try and work with Osterdahl. A uniform policy is needed.

Professional Standards: Jeff reported that they are ready to begin to test the Professional Standards selected facilities in the Anchorage, Chicago and Dallas areas. The implementation plan is to shake it down with the facilities involvement and feedback. Then reconvene the workgroup to edit and complete the manual and further develop the training (about a weeks worth). The implementation team will come back 2 months later and start to implement the program at the selected facilities after the winter holidays. Jeff noted that he may need some regional support from the RVPs on this.

Request for charitable donation and sponsorship: Paul requested that he send it on to the NATCA Charitable Foundation for consideration.

Training failures returning to the Academy: This is another inconsistent application of policy by the FAA. Some are being removed if they don't pass the Academy the second time, some are going to the facility and on Admin duties while others are put into training. This is being addressed by the CSC.

Fatigue: Fatigue is meeting in Baltimore next week and two more times in October. Jeff indicated the workgroup will most likely have recommendations for Paul and the Administrator to consider sometime early winter.

Retirements: Victor reported that Memphis Center retirees are having an issue getting their first checks from OPM. In some cases it is taking 3 or 4 months. Victor

will inquire with FAA HR and also check with the RNAV and see if this is a nationwide issue.

GI Bill: Scott Conde was contacted by the FAA about their interest in a "continuation of the GI Bill benefits program". They had heard that it was possible to incorporate some of the items that they refer to as mentoring and education into this program. He conveyed that they still needed to refine the current process further before expanding the program.