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 Lesanc, Alaska Regional Vice President
Kevin Peterson, Central Regional Vice President
Phil Barbarelo, 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
Jeff Richards, Great Lakes Alternate Regional Vice President
Barry Krasner, Executive Director

Also in attendance were Abigail Glenn-Chase, Eugene Freedman, Ginger Demakos, Rick Baugh, Nick Collins.

President Rinaldi called the meeting to order.

**Housekeeping**

Schedule: Paul Rinaldi went over the comprehensive schedule for the weeklong meeting.

**Old Business**

Cell Phone Policy: ONEU owes NATCA a union counter. OPEN

CFS: The annual Communicating for Safety Conference is scheduled for March 21-23, 2011. In accordance with Article 29 Section 6 of the ATCS Agreement and Article 29 Section 8 of the Architects and Engineers Contract, NATCA at the national level will be providing a list of employees desiring to attend at least 45 days prior to the conference.

The Agency has determined that a total of 24 hours of excused absence may be granted for attendance of the conference on March 21-23, 2011. If an employee’s RDO falls on one of those days, they will need to make an RDO swap in order to receive excused absence. If an employee is working 10 hour CWS on those days, they may request 2 hours of leave each day or request to change their schedule to work 5 eight hours days that week. If operational requirements are met, requests to change to eight-hour days will be approved.
The Agency does not pay travel, per diem, tuition, or other related costs. The Agency supports the Communicating For Safety Seminar and managers are encouraged to release as many employees as possible.

The website (http://www.natcacfs.org) is active for event registration. The agenda is still being developed by the Safety committee and the National Office. The Executive office will send out a letter to remind members that they will not be reimbursed for lodging if they are not in attendance for the entire event. Sign-in, sign-out sheets were discussed as a means to track attendance. OPEN

**Internet for Smaller Facilities:** The benefits committee is looking at internet bundling for locals as per the request of the NEB. OPEN

**Interest Based Bargaining Training:** Scott Aritam is the lead in designing the IBB training curriculum. We expect that we will be able to do a dry-run class the first week of February. OPEN

**Realignment:** The FAA's RAMP document is being analyzed by members of the realignment committee.

The joint FAA/NATCA workgroup put together to deal with the eight realignments in the execution stage will be disbanded soon as any projects will now be a part of the future facilities group. We are still waiting on the third party business case on PBI. If the FAA makes the decision to build a TRACON in Palm Beach then they will need to make their case to the Hill. OPEN

**Exploratory Compensation Workgroup:** Agreed to start with Eugene Freedman (NATCA Deputy GC) and Dean Iacopelli (N90 Facrep). The team won't meet until after the multi-unit negotiations are complete as Dean is serving as a lead negotiator. OPEN

**Historical Committee:** The Miami convention passed a resolution to form a historical committee. Questions were raised as to the proposed intention of the committee. Barry will solicit members for the committee. Discussion started as to whether the committee would work on Against The Wind, Part 2, Reloaded initiatives, with RNAV or all of the above. If so, there will need to be funds budgeted for it in 2012. OPEN

**CSC Debrief:** Trish briefed the NEB on the issues being handled by the Collaborative Steering Committee. OPEN

**Staff Specialist/PAR Rep:** At the table the Parties agreed that Article 9 does not entitle the SSS to have a separate PAR process. CLOSED.

**ZKC Vending/Cafeteria Services:** ZKC has vending on site now. Leave open until the cafeteria is open. OPEN

**OSI Workgroup:** The joint group will start with a list on all that did not receive an OSI and cut it down to those that did not receive an OSI due to an OE/OD. Some managers didn't give an OSI to those they suspected of OE/OD so we will need to dig deeper into the list upon reviewing it with the FAA. The joint group will meet the week of January 24th on the West Coast. OPEN
**LR Strategy Workgroup:** The workgroup met last week for two days in Minneapolis to review outstanding grievances, which are at the level where arbitration has been requested. Of the 159 pending, the group was able to review approximately 110 with some being withdrawn due to lack of merit, others being scheduled for hearing, and many, such as some CIC, overtime bypass, and pay issues, being worked in collaboration with the Agency in an effort to resolve them without the time and expense of going to hearing. Since the Red Book was ratified, there have been a wide range of issues resolved without hearing and Paul made the point that the Parties needed to start capturing data about collaboration, metrics, etc. as additional means of analyzing the effectiveness of the Parties’ collaborative efforts. Trish suggested that this data should come through the CSC. It was decided that this group would continue to meet via telcon weekly with a face-to-face meeting quarterly. There will be a new line item created in the budget in order to more accurately measure the cost vs. effectiveness of this continuing process.

**Seniority SRA-3:** A workgroup of 5 was established to populate the master seniority list. In the month since the last NEB meeting, 38 local lists have come in. There needs to be a bigger push in the Great Lakes and Eastern regions. RVPs and Admins will work to get these lists to Robey. NEB deadline for completion is April 1st. OPEN

**Special Use MOU:** Q&A, Victor’s draft is at the FAA. OPEN

**Organizing Committee:** John Bratcher is putting the first meeting together for January. Tim Smith provided a list of possible candidates for the National Organizing Committee. The NEB discussed the recommendations and volunteers. One qualifier discussed was a member’s experience with a variety of facilities. Paul added that the NEB could pick two. Trish suggested that the NEB speak with John Bratcher via telcon to discuss. Larry had no volunteers but suggested that the person who helps with Alaska should be a west coaster to cut costs. Paul added that there should be two from the West Coast because of how many contract towers there are there. Robey requested a week to find someone from New England. (Smith) OPEN

**ERAM:** ZLC has been up a month and ZSE since Friday. The ATOP issue with ZOA is being fixed and made a higher priority due to concerns raised by NATCA at the local level. OPEN

**Reloaded:** We have two vacancies on the Reloaded committee. Jim Ullmann recommends Samantha Navarro for the committee. There were no objections. The committee still needs a New England region member. There is a Reloaded committee meeting the week of January 17th. OPEN

**Denver 2012 Convention:** The NEB will meet at the convention hotel for the April NEB meeting in 2011. The first convention committee meeting will take place in Denver on December 3rd, 2010. Convention is scheduled for March 22-24, 2012. OPEN

**HROL on drugs and alcohol:** Victor is trying to set up a meeting with Quay (VFS) and the FAA GC regarding Magellan. OPEN

**Just Culture:** Ham briefed the NEB regarding the status of Just Culture. Ham met to discuss the roll-out and will have the initial meeting by the end of the year. OPEN
Placement Workgroup: Met in DC and will meet again on December 7th and 8th in DC to identify problems. FAA Finance took issue with some of the information that was being shared with NATCA. Finance was invited to the meeting, but no one showed up. ATO's numbers don't add up as there are close to 2000 people missing in their calculations. OPEN

Article 67 Training Workgroup: Ongoing. We're in the process of redesigning the ATC Basics course at the OKC academy. Ham will send training reports to the board. We have two NATCA members working on the OKC Basic TRACON class. Ham has a meeting in San Diego with Terminal Mission Support to discuss the operational assessment, advanced TRACON course, etc. The names Ham solicited for to serve as a Training Communications committee were approved by the board and submitted to the FAA. OPEN

Operational Assessment: Operational Assessment's are a bi-product of the old Chicago screen. We're working with the FAA to use three test facilities for the operational assessment; A80, C90, and SCT. CPCs who would like to transfer to these facilities would be required to take the operational assessment. The Operational Assessment is Steve Osterdahl's (VP Terminal) top priority for terminal. OPEN

Flight Deck Training: The FAA is still working on this. We expect an Article 7 notice soon. We continue to have discussions with the FAA over the number of training flights per year. No annual leave is to be associated with the training and ATCs cannot visit the same location twice in one year. Due to the load factor of airplanes and the fewer number of airplanes in the air, the program may encounter a lack of jump seat availability. OPEN

New Business

Getting to Yes: Moved to January meeting. OPEN

NATCA Legislative Education: Jim Ullmann discussed a proposal from P80 Facrep Eddie DeLisle regarding a training video to be used for educating NATCA members on Legislative issues. The suggestion stated: Similar to the NATCA Reloaded video, create a video that showcases NATCA in the Legislative arena. The Board initially agreed it was a good idea and there was discussion that the NLC had been preparing some form of Legislative Training. Paul will discuss with NLC Chairman Steve Weidner. OPEN (Paul)

Agency Nepotism Policy: Discussion ensued with respect to the application of the Agency nepotism policy. There has been an increase in the number of grievances filed due to the belief that there is a misapplication of the applicable contractual provisions. It is also believed that the Agency policy goes beyond that which is required by Government-wide ethics regulations although the Agency is allowed a fair amount of discretion, by law, in interpreting the regulations. Barry has been in discussions with the FAA General Counsel office and will be meeting with them in January in an attempt to resolve the underlying issues. OPEN (Krasner)

ES Strategic Planning: The Parties started the process with Overland assisting and will be meeting once a month. The meetings are scheduled through March. It will take 16-18 months to complete. OPEN
A80 Upgrade: Due to the FLRA recent win on A80, the parties will go back and have the hearing with the same Arbitrator the FAA fired in the middle of the last hearing. OPEN

2186 Next Steps: FAA job series 2186 have petition and elected to be represented by NATCA. Discussion ensued on pursuing an interim agreement or rolling them into an existing CBA. Barry and Mike will loop in Brian Sherry (NATCA LR) and work the issue. OPEN

2010 National Constitution: The court reporter didn’t capture any of the debate on the convention floor so work will need to be done with the videos to capture it. Conversations have taken place with the company hired and the product received by NATCA for use. OPEN

BBS Appeal: Ham moved to reinstate and overturn the moderator’s decision on the 4th alleged violation of the BBS policy for a WP member. Phil seconded. The NEB agreed, with three opposing, that the 4th alleged violation did not violate the BBS policy. The moderators’ decision was overturned. CLOSED

Convention subsidies: Trish suggested that we have the finance committee review the whole policy. Ham was concerned that contract towers didn’t know about the subsidies and that since they don’t get official time nor any leave for their first year that LWOP would count toward their total. Additionally, FAA employees get more than double the leave that the contract tower members get. Tim Smith did put out electronically to the FCTs and they should have known in advance of the convention. OPEN

Annual Leave Swapping (Rick Baugh): Rick said that for close to 25 years there’s been a practice of swapping approved annual leave at ZTL. The agency has known about it but this year there were several new supervisors that didn’t understand the swaps and started to disapprove it. So this year, Rick tried to put it in writing to enforce it, which brought to light the concern from the NEB on seniority. Guidance from the NEB was that for the swap to be legal that a system be put in place to get the approval from all individuals between the two swappers in seniority. CLOSED

Management Program Analysts: Robey will find out from the FAA how many MPAs are in the FAA. Some have approached NATCA about representation. OPEN

Budget: Andy Heifner (Finance Committee Chair) reviewed the proposed 2011 budget with the NEB. Approval on the 2011 budget was moved and seconded with Chris LaRue (AK Finance committee member) abstaining. CLOSED

Untimely Business:

Workforce Engagement: In response to the buzz on the BBS, it’s incumbent upon the NEB that they engage the membership on this issue. Paul stressed that it’s very important to participate in the survey. Paul asked that the NEB encourage their members to participate. Russ Miller stated that the survey comes out on December 1st, and will be active for 3 weeks. The survey takes 7-8 minutes to complete and members do not need to use an FAA computer. Results are due to the FAA/NATCA/PASS the first part of February. The contract with Gallup is extensive. Everyone in the FAA will have the opportunity to take the survey. The data will come back to the team level as well, so everyone can see results from their own area. The teams must have at least 4 participate in the survey to protect anonymity.
This initiative has the potential to revolutionize the managerial front of the FAA. This is a three-year process and the survey will be repeated over three consecutive winters. The second year there will be 2 extra questions: were the results published and was anything done with them? Russ will create an internal document for NATCA to send to fac reps and others. The NEB agreed that this is a window of opportunity that we should not pass up. Emails to the membership and updates will be sent out to national listserves. (Gilbert)

**National Training Rep:** At the CSC NATCA has been pushing for the establishment of a National Training Rep. The VP for training believes there may not be a need at this time. (Ham)

**Overtime:** The NEB agreed that we need to be clearer with reps and activists about what is expected and the time commitments involved. Our reps and volunteers should not be earning OT in their appointed positions. (NEB)

**Reorganization Committee Volunteers Selection:** James Keith and Grant Anderson volunteered from the NLC. Constitution committee (NCC) volunteers were Buvens, Martin, Crowley. Finance committee (NFC) volunteers were Hughes, Hill, LaRue, Heifner. Safety committee (NSC) volunteer was Schmeichel.

Previously via telcon the NEB decided, in accordance with the convention resolution, that Larry Lescanec (AK RVP), Mike MacDonald (Region X VP), NATCA Legal – Kim Gee and one from each national standing committee would make up the group. Tim Smith noted that it would be a good idea to include one of the authors on the committee, many NEB members agreed. Schmeichel was selected as the only name submitted from NSC, Keith selected from NLC as he co-authored the resolution, Heifner was selected from NFC and the NEB solicited Renae Hultgren from the NCC and ZMP. The others from NCC were problematic as we had individuals already from SW, Region X and AK. Renae being both from a large region (not already represented) and large facility best rounded out the committee. (Lescanec, MacDonald)

**Collaborative Workgroup:** Discussion on our two options: Roll out aggressively (weeks or months) or over a year to 18 months. The FAA offered to set up a program office for this process as the initiative is more than the CWG can handle if it is to be properly rolled out. The ten pairs (two per region- NATCA/FAA) should be the top aligned people. Russ Miller was recommended and selected to be the NATCA program lead for the project. (Gilbert, Smith)

**Government Affairs:** The NEB debriefed on the outcome of the midterm elections.

**NEB Mts for next year:**
- January 24th and 25th, San Diego (full days)
- March 2nd and 3rd, Ft. Worth, TX (full days)
- April 19th – 21st, Denver, CO (full days)
- June 1st and 2nd, Kansas City, MO (full days)
- July 14th and 15th, New York City, NY (full days)
- September 7th – 9th, Portland, OR (half day on Friday)
- October 18th and 19th, Boston, MA (full days)
- November 14th – 17th, Washington, DC (full days)
- January 10th and 11th TENTATIVE New Orleans, LA
**TRB Class:** Scott Airitam (Leadership Systems) gave Tim a proposal and a draft curriculum. Tim thinks it’s a great class and talked with Scott about reducing his cost to further develop it. Someone will need to work with Angela (LS) to assist. Ham suggested someone out of Dallas to save money as that is where Leadership Systems is located. (Smith)

**Training Classes:** Basic FacRep, Advance FacRep, Basic and Advanced Arbitration, OSHA, etc.
The NEB approved the following for reimbursement on NATCA classes and events.

<table>
<thead>
<tr>
<th>National Budget Coverage</th>
<th>Airfare or Mileage</th>
<th>Lodging</th>
<th>Meals</th>
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<td>Basic Rep</td>
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<td>cover 1/2 room</td>
<td>breakfast/lunch in mtg space provided dinner- voucherable for locals &lt; $4000 annually</td>
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<td>breakfast/lunch in mtg space provided, dinner- voucherable</td>
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<td>Some meals provided. Others to local or region</td>
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<td>NATCA in Washington</td>
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<td>Convention delegates</td>
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<td>covered</td>
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**Request for Reimbursement from NATCA Legal Defense Fund:** The NEB took up consideration of a request for reimbursement from the NATCA Legal Defense Fund that had been submitted by NATCA member Paul Cox. In his submission, Mr. Cox requested reimbursement for personal costs incurred as a result of responding to a threat of potential litigation over comments he posted on his personal blog. Mr. Cox’s application noted that litigation over the comments never commenced as a result of a pre-litigation settlement with the offended party that involved a retraction of the comments.

Mr. Lescanec moved for approval of the request for reimbursement. Mr. Peterson seconded. Mr. Ghaffari noted that Mr. Cox’s request for reimbursement did not comply with the requirement in the Fund’s guidelines that a member seeking reimbursement from the Fund must be a named defendant in pending litigation. Mr. Rinaldi then ruled the request out of order on the grounds that the request did not comply with the Fund’s guidelines because the requesting member was neither a named defendant in any case over his blog comments nor involved in any actual litigation over the comments. CLOSED

**Miami/Houston validations:** We met with agency and they have some data but did not keep all that they need to perform a validation in accordance with the rules at the time that the validation should have occurred. They want to do one facility at a time and will start with ZMA then ZHU. Everything that can be done with the existing data will be done. Robey has his old CruX computer that runs one of the early versions of ETAP. He will send it to our team in case they need it. (Santore)
Corporate Membership: Cambridge Financial Partners LLC application was unanimously approved.

**Good Time for Staff Specialists:** As per agreement with the FAA during contract negotiations, within 120 days of the signing, the Parties shall meet to form a work group at the National level to jointly pursue the probability of retroactive inclusion of the staff support specialists in the special retirement provisions contained in Title 5. National office staff, Bryan Zilonis and two members from the Staff negotiating team will meet prior to meeting with the FAA to ensure that all understand NATCA's position on pursuing what can be attained through the FAA and what will need to be addressed at the DOT level or legislatively. (Gilbert, Krasner)

**DOL and Expense Training:** DOL is getting more active in training proactively before unions have issues with vouchers. They built an online training course for the Painters union. Andy Heifner (NFC Chair) will get the DOL our course so they can start work on the site for us. (Gilbert)

**Briefings**

**Monitor Group:** This firm has been contracted by the FAA to help them identify structural issues and suggest improvements that should be made. They have been working on the project for 8 weeks now. They have already interviewed Paul and Trish but wanted to take the opportunity to hear from the rest of the NEB on their perspective.

**Michael Huerta and David Grizzle:** The NEB met with David Grizzle, Chief Counsel, and Michael Huerta, Deputy Administrator, to discuss issues, concerns and collaboration.

**Fatigue Briefing and FAA Discussions:** Peter Giambre (NATCA LR) and Rick Huss (FAA) presented to a joint FAA/NATCA group their workgroup's (Art. 55 SEC. 3) findings, recommendations and science on ATC fatigue. Also in attendance were Hank Krakowski, Rick Ducharme, Mike Goff, Walt Cochran, Steve Osterdahl, John Pipes, Dennis Roberts, medical experts and other FAA employees. After the presentation, Mr. Osterdahl, Mr. Ducharme, Mr. Goff, and Mr. Roberts remained at NATCA to discuss current issues with the NEB. Some topics discussed were ERAM, functional training, ratio of supes to controllers, collaboration, NextGen, chain of command, FAA/NATCA points of contact, ETRs and managerial promotions.

**Phone Survey Briefing:** Mr. Phil Comstock briefed the NEB on the findings of the Wilson Center's survey of 660 NATCA members regarding NATCA's performance in specific job-related areas and how NATCA can better serve members' interests. Mr. Comstock's cover letter stated, "The high response rate augments the accuracy of the results and indicates that members are very interested in the issues put forth by NATCA. In our opinion, the results are an accurate reflection of the sentiments of NATCA members."

**Online Survey Briefing:** 1300 completed, 850 not completed. Like the phone survey briefing, the survey came back with very favorable results. Both presentations will be posted on the NATCA website.
NMI Briefing: Board of Directors of NMI briefed the NEB on the issues facing NMI this year. The package provided to the NEB included the Notice of Annual Meeting, new list of Directors of NMI, the list of current NMI tenants and NMI Bylaws.

The NEB voted unanimously to retain Jim D'Agati on the board.

100% occupancy once the 2nd floor space is filled.

NMI has been operating in the black for the last couple of years.

Trish asked if there were plans to repay part of the NATCA loan for the windows. Barry noted that once the surplus reaches a certain amount to maintain the building in case of a catastrophic event. Phil asked how much is the customary amount for the surplus. MacDonald asked where the surplus is deposited. Selma responded that it is a money market account, $50,000 has been deposited the last two years. There is about $100,000 in that account today. NMI owes NATCA around $6M. ($4.8M for initial improvements and $900,000 for the windows), which includes the initial build outs before they created NMI. Phil asked what the building is now worth. The tax assessment went down, but there hasn’t been an appraisal in years as that drives the tax assessment up. The building was purchased for $8M. There is $3.2M left on the note. Mike MacDonald asked if it made sense to refinance, but Barry said that due to the commercial classification of the building, it is very expensive to refinance.

Robey mentioned the loose bricks outside. Rita replied that she would speak with Eddie and get a proposal to repair.

Elevators- it’s much cheaper to modernize the elevators than replace them.

Receptionist’s desk in foyer needs to be replaced. Helix’s estimate was too high. Sallie is currently still taking RFPs. Paul asked to expedite this project.

Trish Gilbert
Executive Vice President