
NATCA National Executive Board Meeting
March 11 - 12
Omaha, Nebraska

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

Old Business

Facility Staffing: The workgroup continues to meet regularly. There are several initiatives the joint Resource workgroup is undertaking to get us back on track with staffing nation wide. To that end four sub groups have been established as follows:

ERR's/Placement/Facility Priorities: This group is working all ERRs nation wide looking to centralize the process. They will categorize all facilities by staffing priority and work the ERR list to get folks where we most need them.

Critically Staffed Facilities/OAP: This group is looking at trends/statistics to be used in identifying facilities that are headed in a bad direction with respect to staffing so we don't wind up with critically staffed facilities in the future. The group is also charged with developing an Operational Assessment Program (OAP) for N90.

Definitions: This group will develop definitions for facility staffing ranges so there is a joint understanding of what the numbers mean, who is included in them and make transparent any vacancies that exist.

Staffing Models: This group is working to develop and/or modify existing tools and formulas to make up the newly defined staffing ranges.

The agency intends to hire in the neighborhood of 3,000 controllers in the next 2 years so it is imperative that the work be completed shortly to ensure proper placement of new employees. (Gilbert/Barbarelo – OPEN)

Traffic Mix Formula: This issue has been added to a sub-group of the NVT. (Santore – OPEN)

Staff Specialists Work Assignment: Jim Allerdice A80, Mark Edge ZAN, and Steve McCoy NCT have been selected to participate on the workgroup. We are waiting for the names of the Agency participants. Work should begin within the next few weeks. (Zilonis – OPEN)

Interest Based Communications: We have reengaged and scheduled IBC level down training to start shortly. Here is a list of the initial training sessions: 3/4-3/6 – ZMP; 3/11-3/13 – ZJX; 3/18-3/19 – ZDC; 4/1-4/3 – ZKC; 4/9-4/10 – NCT; 4/15-4/17 – ZDV; 4/22-4/24 – ZMA; 4/29-5/1 – ZOA. Keep in mind these dates are tentative and subject to change. As the dates are finalized, the team will coordinate with the FacReps and facilities. (Smith – CLOSED)

Mentorship Program: The NATCA Reloaded Committee met February 10-12, 2014. The new and improved NATCA Reloaded website was recently launched and members are encouraged to not only visit the website themselves, but ensure local NATCA members are aware of the information available on the website. www.natcareloaded.com

The Reloaded Committee continues to work with the NATCA Organizing Committee on the NATCA Difference campaign. The committee is working on increasing attendance and scheduling additional NATCA Academy Meet & Greets. The OKC Meet & Greets continues to be a great educational and recruitment tool, as the percentage of attendees who join NATCA upon arrival at their facilities is extremely high. (Ullmann – OPEN)

Performance Based Navigation (PBN): There has been no recent movement towards finalizing a PBN MOU. The agency is implementing FAA Order 7100.41 PBN Implementation Process, effective April 3, 2014. While this does add structure where it was previously non-existent, it is important that the agency and NATCA come to agreement on the role the Union will play in the PBN process. (Ullmann – OPEN)

LAX TBIT: LAX was just in the news when two Quantas planes (B747-400 and A380) clipped wings on the Quantas ramp. LAX is still waiting on funding for the 5th tower display. The facility is working to standardize taxiing procedures. (Ghaffari – OPEN)

ERAM: ZOB declared ERAM ORD on March 4, 2014 and ZFW declared ORD on March 7, 2014, becoming the 12th and 13th facilities to declare complete operational readiness on ERAM. There have been recent operational runs at ZDC, ZMA and ZNY that have identified the need for some critical issues to be resolved prior to longer operational runs at these facilities. There are numerous issues that should be addressed in the next software release (EAC1500) scheduled for test release this week and scheduled for field ops in May. (Ullmann – OPEN)

Dues Workgroup: A video will be produced explaining the Dues adjustment proposal and the necessity for the change. The video will be distributed to facility reps for use at the local meetings. Additionally a fact sheet will be emailed to the membership monthly starting mid-April until mid – September. (MacDonald/Smith/Gilbert – OPEN)

ZMA/ZHU/ZAB Update: ZAB has been settled, we are awaiting the Arbitrator’s decision on ZHU and ZMA. (Santore – OPEN)

PL 92-297 v. OPM MRA: A white paper explaining the facts surrounding this issue are being drafted for use by our retirement benefits program. The fact sheet will also be posted on the NATCA website. Those who have been assigned to do the work have many other higher priority assignments to complete, which is why this has taken longer than expected to complete. Trish will check with the group to get an update on its status. (Gilbert - OPEN)

Guam base privileges, DOT-1: There is no movement on this issue at even the highest level of the DOD. We may have to deal with the matter through legislation, probably the FAA Reauthorization bill. Meanwhile, the NATCA/FAA joint workgroup is still trying to schedule their first meeting to deal with mitigating impacts where they can. (Rinaldi/Ghaffari - OPEN)

National Employee Services Team (NEST) Issues: A joint review of the NEST order is going to be conducted to see what is working well and what isn’t. Work is still ongoing with regard establishing a policy surrounding priorities for vacancies where training failures, hardships and ERRs are competing. (Barbarelo – OPEN)

Ops Assessment Notice: There has been no progress on meeting with agency to review the data from A80, C90, and SCT. The data that has been shared is preliminary data that shows promise, but then again, the data is based only on 22 OAP hires who have final training outcomes out of the original 85 OAP hires (data is based on 25% of OAP hires). It is essential that we meet and review the data before any decision is made to use OAPs at C90 and N90. This issue has been moved to the staffing workgroup. (Ghaffari – CLOSED)

Airport Surface Surveillance Capability: The system will be on display and a demonstration will be given at CFS. (Munroe/Peterson/Morrison – OPEN)

National Grievance re: Agency’s Decision to mandate Sleep Apnea testing: The parties have agreed to hold the arbitration in abeyance in an attempt to resolve this matter without the need for third party intervention. Rep. LoBiondo's (R-NJ) bill (HR 3758) concerning the medical requirements proposed by the agency for screening airmen and air traffic controllers for sleep disorders has passed in the House. There is a bill with identical language in the Senate waiting for a vote. This bill is part of the ongoing discussion around sleep apnea and its relationship to a person’s body mass index (BMI). NATCA and the FAA have been working collaboratively to develop a plan that encourages self-initiated identification, diagnosis and treatment of sleep apnea consistent

with the accepted medical practices and procedures. This bill reinforces the collaborative approach that is already underway. As FAA employees, ATCs will not be subject to the rule making process in the bill but rather have the ability to bargain in accordance with 5 USC Chapter 71. To that end, the Parties have engaged in settlement discussions regarding our national grievance. (Barbarello – OPEN)

Wireless Intrusion Detection System (WIDS) and Internet Access Points (IAP)

Waiver: NATCA and FAA signed the WIDS MOU. (Santore – CLOSED)

Furlough Days FY13: The arbitration is scheduled for March 20 and 21. The Union's position is that all leave and/or pay lost as a result of the furlough should be restored. (Gilbert - OPEN)

Regional Coordinators (RC) Reengagement: The RCs are being reactivated, with spool-up training and refresher, followed by them jumping back in with both feet. By the end of March they should be fully reengaged. (Smith – CLOSED)

Continued Problems with AWP RFS: Garth Koleszar and Scott Conde are compiling a list of issues with the RFS. NWP also settled a case that went to PAR that requires NATCA and the FAA to work together to develop a joint list of issues with the RFS and then schedule a meeting to discuss them with Senior RFS Dr. Goodman. Meanwhile, NATCA has requested to arbitrate a case out of ZLA dealing with the RFS. (Ghaffari – OPEN)

Nurses Bargaining Unit: The FLRA has granted NATCA's petition to disclaim interest and revoke certification as the exclusive representative of the Nurse's bargaining unit. (Rinaldi - CLOSED)

Suicides/Regional Flight Surgeons: Discussions have begun regarding the use of antidepressant medications for ATCs, more specifically, the use of Selective Serotonin Reuptake Inhibitors (SSRIs). SSRIs have been approved for use by pilots for treatment of depression, but air traffic controllers have been prohibited from using them if they want to maintain their medicals. Currently a pilot must be monitored for a period of one year before their medical can be reinstated. We are working with Aviation medicine to begin a testing program where controllers who are prescribed specific SSRIs will be monitored for a period of six months and then become eligible to have their medicals reinstated. (Barbarello - OPEN)

Collective Bargaining Agreements: An advance planning contract team has been established to begin work on the FSS and Multi Unit collective bargaining agreements. Their meeting has been rescheduled for April 8th. (Rinaldi – OPEN)

Alternate Funding Stream for the NAS: A NATCA workgroup has been formed to explore the various funding options recently publicized by outside entities. The workgroup will research all aspects of the various options looking for pitfalls and

positives of creating a new funding scheme for the National Airspace System. (Rinaldi – OPEN)

FLRA AFN Petition: As previously reported there are numerous petitions filed with the FLRA seeking to clarify the representational status within the newly created AFN Organization. The outcome will affect the ARC, AIT, ACQ, ABA, and AFN organizational segments. A meeting was convened last week by the FLRA including all the representative entities (NATCA, AFGE, AFSCME, NAGE, NFFE, PAACE, PASS, and FAA) as they sought stipulations designed to minimize the issue. By the end of the meeting, the Parties were divided on a suitable outcome and a formal hearing was set for June 9 with a pre hearing conference on May 1. The end result from the hearing could range from some unilateral decisions by the FLRA, to mandated elections within each organizational segment, to a mandated election for a single representative throughout AFN. NATCA remains on record with respect to protecting the status of NATCA represented employees. (Rinaldi – OPEN)

Regional Responsibilities: A joint NATCA/ONEU collaborative workgroup met and identified tasks and functions being performed at the regional level by Regional Admins and RVPS. The following was agreed to by the group: (Robicheau – CLOSED)

1. Assigned regions

Terri Jeffries

Mickela Gillfillan

Southern

Western Pacific

Eastern

Central

New England

Northwest Mountain

Great Lakes

Alaskan

Region X

Southwest

2. Training classes. Terri and Mickela are responsible for updating/tracking member requests in Unionware for NATCA Academy classes.

a. They will confirm with each FACREP that the member has permission to attend the class, they will communicate with the individual member to confirm they will be attending, and they will confirm their primary email address. Prior to 45 days before each class, they will work with RVPs to identify which members will be attending and will update UW accordingly.

b. Waiting list. Terri and Mickela will administer this list and select members off this list via this priority below:

- i. New FACREP (never been to training)*
- ii. VP or FACREP needing a refresher*
- iii. Eboard member or Activist*
- iv. Member*

3. *GATS and mGATS requests. Terri and Mickela will receive and grant the appropriate GATS access levels to members for their respective regions. They have been added to the GATS admin email listserv.*

4. *Union Positions. Terri and Mickela are responsible for updating the local officers for their respective regions. The Local Update Worksheet has been updated to reflect the correct fax number for the locals to submit their changes.*

5. *Member contact information. The member portal allows the individual members the ability to edit and update their own contact information. Terri and Mickela will assist those members who choose to manually fill out the member update form and make the appropriate changes in Unionware for their respective regions..*

6. *Event planner. Terri and Mickela are responsible for assisting their respective RVPs for planned events. The National Office will assist national committees, Centerreps/Large Tracons and departments for their planned events.*

7. *We have added Terri and Mickela to their respective regional FACREP listservs.*

8. *If an RVP requests, Terri and Mickela will assist them with administering and updating regional listservs.*

9. *The newly assigned RVPs won't be tasking them for other assignments other than what we just listed (as it is today).*

10. *These changes go in effect on March 15*

NATCA Academy Wait List Process: Work completed and process established by the joint workgroup above. (Robicheau – OPEN)

New Business

Tuition Reimbursement (*email vote before mtg*): Hamid Ghaffari's request for tuition reimbursement was approved in accordance with SRF-14 (Ghaffari– CLOSED)

Tuition Reimbursement: Wycliffe Wallcott's request for tuition reimbursement was approved in accordance with SRF-14 (Barbarelllo – CLOSED)

Union Plus Credit Card: 27% of the AFL-CIO's revenue comes from royalties through the Union Plus credit card plan. NATCA also receives a quarterly rebate check for all cards used held by NATCA members or their families. There are two card choices: a rewards card that allows you to earn great rewards on everyday purchases, and a low

intro rate card that enables you to save interest by transferring higher-rate balances. There is no annual fee for either card. Learn more, including how to apply online, by clicking [HERE](#). For questions, or to apply by phone for the cash rewards card, call 1-800-204-4514. We strongly encourage members to [take a look at the card](#). We will ask the Benefits committee to develop a marketing strategy on this benefit. (Rinaldi – CLOSED)

AT&T service: Paul made a motion to only reimburse activists/ reps that use wireless service through AT&T as they are the only 100% union company providing it. He proposed a one-year grace period to switch providers. Additionally the policy could be waived in situations where no AT&T wireless service is available or limited. Motion failed with Zilonis, Ullmann, Robicheau, MacDonald, Peterson and Ghaffari voting in opposition. (Rinaldi – CLOSED)

ABA Local (AIR-110, E&A): Motion to place AIR-110 and E&A into the ABA local at FAA Headquarters. Passed unanimously. (MacDonald – CLOSED)

Priority Releases and Return Rights for LAX, ZLA, and ZOA: Discussion surrounding the joint staffing workgroup activity regarding LAX, ZLA, and ZOA. (Ghaffari – CLOSED)

SME selection process: Discussion regarding the existing selection process for subject matter experts to see if it continues to meet our needs especially when dealing with short notice initiatives. It was determined that the existing process is works well 99% of the time. (Gilbert – CLOSED)

Local Document Retention Amendment: The National Executive Board unanimously adopted the proposed changes to the Local Document Retention Policy. (Gilbert – CLOSED)

Staff Specialist Participation in Professional Standards: Staff specialists are included in their local facility Professional Standards program. (MacDonald – CLOSED)

GCN Housing Maintenance Update: NATCA is getting a briefing from the program manager on the program details. (Ghaffari – OPEN)

National Convention: The National Executive Board unanimously agreed to propose a constitutional amendment at the Minneapolis Convention providing for three years between future conventions beginning in 2016 after the San Diego convention. (Gilbert – CLOSED)

NATCA Fatigue Program Office position: The National Executive Board has selected Jay Barrett from MIA for this position. (Barbarelllo – CLOSED)

Field Organizer training: The Organizing Committee is developing a Field Organizer training class. (Gilbert – CLOSED)

Special Counsel to the President: Trish made a motion to change the title of Eugene Freedman from Deputy General Counsel to Special Counsel to the President, which more accurately reflects his duties. Passed unanimously. (Gilbert – CLOSED)

Air Navigation Service Provider Resolution: The National Air Traffic Controllers Association (NATCA) was originally founded on two basic principles. As articulated in its national Constitution and Bylaws:

- The Association will seek to advance the status, professionalism and working conditions of all air traffic controllers and other aviation-safety-related employees through collective bargaining, political action, and other lawful concerted activity.
- The Association will also dedicate itself to furthering the public's interest in safe and efficient air transportation.

This organization has always kept these two basic tenets at the forefront of its existence. Throughout the years, however, the lack of a stabilized funding stream has continued to be an impediment to the furtherance of our guiding principles.

Over the course of the past few years, the economic gamesmanship in Washington has served to exacerbate the situation by undermining the equipment modernization, infrastructure upgrades, personnel improvements, and system efficiency gains. Sequestration, shutdowns, and the perpetual state of uncertainty have disrupted flight schedules, peeled away layers of safety redundancies, and threatened our ability to maintain a fully staffed and trained workforce.

The current system is broken and needs to be replaced with one that is both sustainable and insulated from politics. As we look to the future of our professions and the National Airspace System, we must be on the leading edge of exploring a new methodology to stabilize how our aviation system is funded and governed.

To this end the National Air Traffic Controllers Association supports the exploration of the following concepts:

1. Creating a sustainable financial future. It is critical to establish a funding system that provides dedicated and sufficient revenues to pay for obligations.
2. Separating the operations and support functions from the regulatory functions of the Federal Aviation Administration (FAA). Potential areas of exploration could include the creation of two separate government agencies or the formation of a quasi-governmental corporation.
3. Reforming existing statutes, regulations, and policies.
4. Reviewing the current mix of Airport and Airway Trust Fund taxes and fees and considering alternative sources that provide sufficient funding for services such as

air traffic control and aircraft certification.

Ensuring the safety of the National Airspace System should be in the forefront of any initiatives to reform FAA funding streams and governance. Any support by NATCA must ensure the following:

1. NATCA, as a stakeholder, must be included throughout the process, from inception to implementation. Further, any effort must be supported by NATCA's National Executive Board.
2. Retention of Union recognition, representational status, and continuation of collective bargaining rights. This is achieved through the retention of 5 United States Code Chapter 71, however other similar legal frameworks may be considered.
3. Protection of membership pay and benefits including, but not limited to, retirement and health care.
4. NATCA must be included as a voting member of any governing board or body.

Passed unanimously by the National Executive Board (Rinaldi – CLOSED)

Policies/Position Statements: The following positions were voted on by the NEB and will be reported to the membership in accordance with the National Constitution.

“The National Executive Board (NEB) shall report to the membership at least 60 days prior to the next Convention the actions taken by the National Executive Board to comply with the provisions of duly passed Policies/Position Statements and recommend actions to be taken by the delegates.”

PSB-2

Zilonis Motion to propose deletion of PSB-2
Robicheau Seconded
Vote Passed unanimously

PSA-3

Ghaffari Motion to propose revisions to PSA-3
Robicheau Seconded
Vote Passed unanimously

PSC-2

Santore Motion to propose revisions to PSC-2
Robicheau Seconded
Vote Passed unanimously

PSF-4

Smith Motion to propose deletion of PSF-4

Robicheau Seconded
Vote Passed unanimously

SRL-5

Robicheau Motion to propose deletion of SRL-5
Santore Seconded
Vote Passed unanimously

SRM-5

Robicheau Motion to propose revisions to SRM-5
Ullmann Seconded
Vote Passed unanimously

SRD- 2

MacDonald Motion to propose deletion of SRD-2
Smith Seconded
Vote Passed unanimously

SRD-4

MacDonald Motion to propose revisions to SRD-4
Smith Seconded
Vote Passed unanimously

SRH-11

Rinaldi Motion to propose deletion of SRH-11
Gilbert Seconded
Vote Passed unanimously

Briefings

General Counsel-

NATCA's General counsel Marguerite L. Graf briefed on current activity within the department.

The Office of General Counsel continues to monitor the progress of the FLSA suit in the U.S. Court of Appeals for the Federal Circuit. The appellate court heard oral argument in the case on December 5, 2013 and a decision from the appellate court could issue at any time.

The Office of General Counsel is also currently conducting the election for National Representatives from the following eight units: Drug Abatement Inspectors and Investigators (AAM-800), Aircraft Certification Services (AIR), En Route Automation, Terminal Automation, Regions and Center Operations (ARC), Airports (ARP), Office of the Chief Counsel (AGC), and Flight Service (FSS). A notice of election was mailed to

all members in those bargaining units on February 28. Nominations are due on April 15, nomination acceptances are due on April 30, ballots will be distributed on May 15, ballots are due on June 15, ballots will be counted on June 16, and new national representatives will take office on September 1.

On February 28, the Washington Regional Office of the FLRA notified the Office of General Counsel that NATCA's petition to revoke NATCA's certification as the exclusive representative of a unit of FAA Occupational Health Scientists, Occupational Health Nurses, and Medical Program Assistants had been granted. The unit consisted of approximately fifteen FAA employees and NATCA had not had any members from the unit for several years.

The General Counsel also briefed the NEB on the status of a variety of other issues including the pending renewal of the local dishonesty bonds, the registration of the NATCA trade and service marks, the upcoming meeting of the National Election Committee to establish the rules and dates for the 2015 election of national and regional officers, the conclusion of a contract with a new service provider for the NATCA-sponsored retirement seminars, and the change in legal status of the NATCA Charitable Foundation from a domestic Texas nonprofit to a domestic D.C. nonprofit.

Organizing Committee-

John Bratcher the Committee Chair briefed on status of the NATCA Difference membership drive and Open Season. We are in week 7 of the organizing campaign. At the end of February we have added 29 new members. The committee attended a Field Organizing class to assist them in their efforts. Please take the time to visit The NATCA Difference web site at www.thenatcadifference.com

Operational Support Facilities (OSF) Bargaining Unit-

Troy Barr, NATCA's National Terminal Automation Representative, briefed on the makeup of our OSF bargaining unit along with their duties and responsibilities. All terminal ATC systems within the NAS (CARTS, IIE, IIIE), STARS/TAMR, TAMR ELITE are supported by an OSF. OSF's also create and merge site-specific adaptation with operational software (S/W). There currently are 56 OSF employees spread out in six main OSFs and 4 Satellite OSF's located at large TRACONs as follows:

Main OSF's:

Southeast OSF (**SEOSF**)

Northeast OSF (**NEOSF**)

Pacific OSF (**SCTOSF**)

Gulf Coast OSF (**GCOSF**)

Denver OSF (**DENOSF**)

North Texas OSF (**NTOSF**)

Satellite OSF's:

Chicago TRACON (**NTOSF**)

Potomac TRACON (**SEOSF**)

New York TRACON (**NEOSF**)

Northern California TRACON (**SCTOSF**)

Additionally there are 10 OSF BUE's located at various remote TRACONS

A handwritten signature in cursive script, reading "Patricia C. Gilbert", is displayed within a light gray rectangular box. The signature is written in black ink and is positioned above a thin horizontal line.

Patricia C. Gilbert

Executive Vice President