

## NATCA National Executive Board Meeting

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July 14, 2010 – July 16, 2010  
Dallas, Texas

### July 14, 2010

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  
Jeff Richards, Great Lakes Alternate Regional Vice President  
Barry Krasner, Executive Director

Also in attendance were Ric Loewen, John Bratcher, Steve Weidner, Darrell Meachum and Sam Samad.

NEB Meetings: The NEB agreed to meet more frequently, in six-week increments. The next scheduled meeting will take place during convention and the next will take place in New Orleans on October 6<sup>th</sup> and 7<sup>th</sup>.

Tuition Reimbursement: The NEB approved tuition reimbursement in accordance with SRF-14 for Carlos Wyre.

ESEP: Meeting with CFO of the FAA is scheduled to continue to move forward on the future of Engineering Services and stopping ESEP.

Reloaded: Region X participant resigned. Vacancy needs to be filled.

PHX20: PHX20/Retired Military Controller (RMC) Program - There are currently 104 system-wide. The FAA and DOT avenues to make them career employees seem to be exhausted. While the ability exists for the FAA/DOT to tinker somewhat with this program, there are many interconnecting regulations regarding retirement and minimum/maximum age limitations that make it nearly impossible, certainly improbable, that this would occur.

ERAM: Hugh Hunton resigned as the National Tech Rep on ERAM. The NEB agreed to spend some of this week's meeting time discussing his replacement and interviewing those of whom the NEB is interested.

Steve Weidner, Chairman National Legislative Committee: Mr. Weidner briefed the NEB on plans for Election 2010. He also submitted a curriculum for a Legislative Activism class he would like to have budgeted and in place for 2011.

Sam Samad, National Rep Airports and EWP local President: Mr. Samad briefed the NEB on the specifics of his bargaining unit, membership numbers and their roles in the FAA and NATCA.

Michael Robicheau: Website roll-out is still set for Convention.

NY/NJ Airspace: Still negotiating the collaborative process that will be used for this initiative.

ERAM Tech Rep: After much discussion and phone interviews with some of the candidates the NEB approved Mike Naiman to replace Hugh Hunton as the National Rep.

Article 67, Section 2: Draft has been sent to the FAA. The next meeting with the FAA is set for July 28<sup>th</sup>/29<sup>th</sup> in DC.

Article 32/24: Draft document should be circulated by Larry soon for use by locals.

1440 List: Kevin Peterson is the POC for issues surrounding the 1440 list. Again the 8% should be paid to those on the list in February of 2012.

External Organizing Committee: The NEB agreed to put a committee together from all bargaining units active and/or retired members.

Overhauling Basic FacRep Training: New curriculum will be ready for the October class in New Orleans.

Electronic Expense Reports: We will be testing with a couple of staff and activists by late July and roll out to all in the following months.

LR Leads meeting for LR Strategy: They will be meeting in Miami in conjunction with the EA/SO Pre-convention meeting at the end of the month. Their agenda will include but not be limited to external processes for more efficiency at the national office, SGP and GATS, discussion of issues before arbitration, role of the LR attorney in the regions.

Cell phone policy: Trish briefed the NEB on ONEU proposal on cell phones for

staff. While negotiations are preliminary it is apparent that a policy be put in place not just for staff but that we should also develop a policy for all cell phones or plans being reimbursed by NATCA and add it to our expense policy. Barry, Phil Barbarello and Mike MacDonald will continue with the ONEU negotiations and also work on a policy to present to the NEB.

Moving non-ATO units toward collaboration: Mike MacDonald raised this issue and Trish conveyed that NATCA pursue this a couple of different ways. In both her role as the co-chair of the National Labor Forum and also on the Collaborative Steering Committee she can continue to push the FAA towards collaboration FAA-wide. She also conveyed that language on collaboration will be proposed in the Multi-Unit negotiations.

AFL-CIO Union Veterans Council: Ham Ghaffari sits on this committee and wanted to convey their goals to the NATCA membership. Trish asked for a couple paragraph write-up and link for the Team Update and NATCA Insider for dissemination.

July 15, 2010

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Tim Smith, Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President  
Jeff Richards, Great Lakes Alternate Regional Vice President  
Barry Krasner, Executive Director

Also in attendance were Scott Airitam, Abigail Glenn-Chase, Kelly Richardson, Jacqui Smith, Jen McCoy, Steve Hansen, Darryl Meachum and John Bratcher, Mitch Herrick.

### Old Business

Introduction of Abigail Glenn-Chase, Executive Assistant: Paul Rinaldi introduced the new team member.

Reloaded Presentation: Kelly Richardson and Jacqui Smith presented their DVD "Labor History." Discussion included praise for the good job Kelly and Jacqui did. Victor Santore suggested that more emphasis be placed on who the US president is and how much impact Congress has on the membership. Paul stressed that NATCA activists need to see the video. The NEB reached a consensus to show the presentation at the Convention.

### National Safety Committee Briefing:

Steve Hansen briefed the NEB on the following points:

- Communicating For Safety is scheduled for March 21-23<sup>rd</sup> in Las Vegas. The Archie League Awards will be moved to the last night. Hotel rooms will be blocked for Monday, Tuesday, and Wednesday. Duty-time should be coordinated in advance and an exhaustive list of those attending should be sent to Paul for submission to the Agency. Jeff Richards suggested Google survey for applying for official time instead of going through regional reps.

An attendance policy should be developed and put out to the membership. Jim Ullmann remarked that it is tough to execute and suggested that any member who registers and stays in the hotel but does not attend the meeting will be required to pay for their stay and travel personally.

- ATSAP– Steve said that training and rolling out is still taking place in the Eastern and Southern Regions. Steve conveyed his continued concern of AOV and their lack of understanding of their role in the program.
- QA/QC Orders – This should be added to the agenda for Administrator Babbitt and Grizzle. The .56 will be replaced with QA, QC local, ATERO, and a voluntary reporting order. Phil Barbarello asked whether the FAA will send notice as per the Contract or were they considering discussions with the Safety chair as meeting their obligation to NATCA. Steve assured the NEB that the FAA would be sending notice to NATCA. The basis of the Reap MOU is to protect controllers from the Agency using electronic data against controllers in arbitration. The FAA will be turning on TARP full time on October 1<sup>st</sup>. All the TARP data will be transmitted to the service area for a risk analysis process. NATCA reps are included and there should be no impact to our members. 11:45 Paul dismissed the meeting for a telcon and for lunch.

1:05 Paul Rinaldi called the meeting back into order

National Election Committee: The NEB discussed revising the NEC charter (see appendix). **Mr. Peterson moved to make the correction. Unanimously approved.**

### **SEE APPENDIX FOR ELECTION COMMITTEE CHARTER**

Role of LR Specialist to the Regions: NATCA activists are better versed to do basic arbitration and NATCA should be using them more. National workload has increased tenfold. RVPs need to start using the LR attorneys less and use our LR activists in the field more. Regardless of what structure is ultimately put in place each region agreed that they needed access to a LR attorney to answer questions and also to help with writing briefs. Discussion ensued on regions that did not have a large amount of trained LR activists. Paul asked that the LR team (meeting in Miami at the end of the month) create a national list of those trained and ready to either first or second seat arbitrations. There is no reason that regional LR arbitration advocates cannot cross regional lines and they in fact should be assigned based on type of case rather than regional boundaries.

Paul continued that relying on attorneys is fine but it is important to figure out how the system is going to look in its optimal state.

Paul confirmed that it is indeed Mr. Shapiro's responsibility to direct workflow in his department. There is a national office reorganization effort underway which is separate and apart from the issue of assignment of work. The reorganization is a longer term initiative but there is a desire to begin realigning the work itself in the short term, most likely by September 1<sup>st</sup>. Mr. Rinaldi added that he would like to get input from the group in Miami and that the NEB cannot and should not do this all on their own.

National Benefits Committee Briefing: John Bratcher thanked Paul and Trish for the mentoring over the past months and thanked the NEB for selecting him as chairman. The committee members include Frank Savasta – MMU, Matt Bonidie – ERI, Mike Patterson – EVV, George Petrovich – Retired.

John hadn't yet had an opportunity to meet with the full committee but the meeting is scheduled for August. The team will communicate by teleconference and Go-To meeting technology. But face-to-face is really important and John hopes to foster this more in the future.

Since being appointed on June 6, John has come to the national office several times. He met with Rita Graf and Ryan Smith to discuss their role and get their review. Previously, the committee did not bring general counsel into the fold and John expressed that he looks forward to opening those lines of communication. He also met with Kelly Richardson and Jacqui Smith to discuss OKC Meet-and-Greets to inform the students about benefits such as the GI bill, long-term disability, etc.

Pending projects include:

LA Fitness- LA Fitness waived the initiation fee for members and reduced the rate. Only recently did John discover that the LA Fitness program was only a year long contract. Before renewing it John requested activity reports.

Health Advocate Program- John is meeting with HAP leadership to discuss options. They provide middle-man services between members and insurance carriers.

UNUM- Don Smith has asked NATCA to endorse a video that he produced for open enrollment/ open season. General counsel reviewed the video and confirmed that it was legal. NEB then watched the video from Don Smith. Paul asked that the committee work with in-house staff to produce a more adequate video.

S. Harmon- NATCA reduced seminars to 20 per year and is filling tentative requests for 2011.

Financial Planning Program- John Bratcher reviewed a proposal from Peachtree Financial but the committee was concerned about the level of experience of the company. To do due diligence, John has spoken with two more companies and is scheduling them to present their proposals.

Realignment Briefing: Mitch Herrick spent Monday through Wednesday with the joint NATCA/FAA realignment group. The workgroup will jointly brief the CSC, Paul Rinaldi and FAA GC David Grizzle on their work on the eight realignments in the execution stage.

Mitch suggested that NATCA flesh out a local knowledge piece on realignment that highlights the fact that combining airspace can be a good idea in major cities, but whatever gains one sees in the large cities is lost in rural America.

CRUX/ART brief from National Representative: Jen McCoy opened her briefing by reminding the NEB that NATCA negotiated the 2010 CRU-X/ART MOU and agreed to utilize “auto sign in/out” as per the 2002 Agreement. At that time, the Agency assured NATCA that they would be able to do this. CRU-ART was originally built to include this feature. Years ago, CRU-X/ART was changed over from its original Microsoft Access platform to Oracle. When this change was made, the “auto sign in” feature was discarded. The Agency has now informed Jen that they are unable to put it back in due to what they termed the “brittleness” of the program.

Since this feature is very important to many facilities, NATCA and the FAA will need to re-enter negotiations to resolve this situation. Jen asked she could include someone from a terminal facility to assist the CRU-X/ART team and that anyone interested should please contact her ([jmccoy2@natca.net](mailto:jmccoy2@natca.net)). Also any comments, questions or feedback regarding CRU-X/ART should be directed to her.

She recognized that this sign-in issue impacts some facilities more than others, and NATCA is committed to ensuring that the Agency fulfills their obligation to the MOU one way or another.

Mike Robicheau said that facilities should have an option of which process they use. Previously, the NEB was in favor of a unified procedure. Jim Ullmann stressed that if NATCA goes back to the table we have to include options for small facilities.

### New Business

Budget: Trish Gilbert presented a mid-year review up to June 30<sup>th</sup> 2010.

### Budget lines that are on-target for mid-year

National budget  
Boots on the Ground  
Alaska  
Central  
Eastern  
New England  
Northwest Mountain Region  
Southwest  
Legislative  
Communications

Membership and Marketing  
Affiliation  
Election  
IT  
Benefits  
OWCP  
ASI  
Pre-arbitration  
Arbitration  
Constitution Committee

Budget lines that are high for mid-year

LR  
Engineers  
EPA  
Legal  
IFATCA  
NIW  
Safety Tech  
OSHA  
Training  
Contract negotiations  
Realignment  
Reloaded  
NTSB  
Safety  
Advocacy  
Outreach

While NATCA, to an extent, restricted attendance to NIW, the importance of the event and the possible need for rolling lobby weeks (not budgeted for) are key while the organization continues to push the FAA Bill and/or the Title 49 language onto another vehicle. The legislative committee budget is on target but will not be able to handle the NIW overage and a rolling or mini-lobby week if needed.

The EPA budget is trending high due to the large number of facilities we have with poor indoor air quality and mold issues. We have had to use the services of Wondermakers and others for testing in the facilities.

The NTSB budget is trending high due the increased number of accidents/incidents in the system this year as well as the NTSB Forum held in May in DC.

The IFATCA budget is trending high due to the addition of the ANC IFATCA position to ICAO as per Article 29.



Contract Negotiations are trending high as RVA, FSS and Multi-Unit negotiations are on-going and Staff Specialists just completed in June. Additionally, there are more than 30 workgroups convening as per the Redbook with many of them in accordance with Art.114.

National budget has started to see higher amounts as NATCA has been working to develop, implement and train on a Collaborative Decision-Making process. While the FAA will pick up the bulk of this effort there are some expenses appropriately paid by NATCA.

LR & Arbitration budgets are trending high as the organization is arbitrating more cases, clearing Greenbook & Whitebook cases via a Special Grievance Process and also paying for Redbook jurisdictional determinations by the Panel.

Realignment of facilities and services is a front burner issue. NATCA has invested a considerable amount into community outreach in areas affected in the near future.

The NEB discussed the budget, and in order to continue operating at the level necessary to properly represent the membership and professions, the NEB agreed unanimously to move adequate funds into several of the budgets trending high.

The NEB previously voted to add money to the training budget to accommodate lodging for half a room for all attendees instead of just those that earn dues of \$4000 or less per year. That money will need to be moved over now that we are mid-year.

The NEB agreed to pull money out in stages, as the CDs mature to avoid penalty, in a set-aside account.

Region X: In response to advisory rule making committee, Mike MacDonald asked to be more included and added that Administrator Babbitt is not giving Region X any attention. He requested that Phil Barbarello and Trish Gilbert continue to bring topics to the steering committee from outside the ATO.

HROI: Alcohol related incidents reported within the mandatory time frame are being treated as self-referrals in the WP region. WP filed the grievance and the issue has already been sent to the CSC. Ham Ghaffari asked the NEB to find out if this is happening in any other region.

Convention Registration: September 9<sup>th</sup> will be the deadline for convention registration.

Labor College to Move to Moodle: The Labor College plans to discontinue the use of the Blackboard system for online education. They plan to use "Moodle" as their new education platform. Ham requested to vet this out with the IT committee and determine whether it's best to utilize the National Labor College,

which grants credits towards a degree, or house the class on NATCA's own servers.

June 16, 2010

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

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Also in attendance was Abigail Glenn-Chase.

Closed Session: Paul called the meeting to order with a closed session.

### Continuation of New Business

Convention: Ham Ghaffari opened the convention discussion by suggesting a subsidy of \$50 per person over the expected 1 guest per member for regional dinners. The NEB agreed.

SRMD Panel: This device is a box sitting in tower with a red light and green light and voice alarm to alert controllers to the existence of vehicles on runway. The device is currently in prototype. Kevin Peterson expressed concern about the FAA choosing the rep to test and urged that NATCA should have power in that decision. Paul asked Kevin to choose a rep since it only affects his region, using Ric Loewen and Dale Wright as point of contact.

FSS National Rep Retires: Paul appointed local president Tom Elmer to take over for Stuart Prisk who just retired. Larry Lescanec will work with GC on a special election for the spot.

Article 2 Time: FAA and NATCA clearly interpret Article 2, Section 15 differently. Jim Ullmann and Jeff Richards said they also have members with the same issue as the facrep in the Southern region, which gave rise to the NEB discussion on the matter. The language is vague and discussion ensued on strategy to deal with the issue. Jim added that in NATCA's favor it didn't make sense that there would be better rules to designate time to others than for the facrep. More discussion will take place on the LR roundup meeting.

NATCA Member Benefits Trust Committee: One of the members of the Member Benefits Trust committee is stepping down. John Bratcher will be a good replacement as he chairs the Benefits Committee.

Dues reimbursement: Trish Gilbert briefed the NEB again that the first quarter dues reimbursements will be processed this month with April as the FAA did not correctly collect dues until that time. This way it would be done once instead of twice and that would be the final quarter to be paid out.

Trish Gilbert posed the question now that it's coming to a close, how long does the NEB want to give people to go back and recapture? All agreed that the end

of 2010 will be the deadline for members to collect dues reimbursement back to 2007 if they qualify. The NEB will try to get the word to those eligible but not in the program to get their request form and leave and earnings in to the national office.

Staff Dues: Trish Gilbert is sending a letter to the FAA regarding staff specialists and their new dues as per the August 1 staff specialist's agreement and pay-scales. This will affect approximately 600 members. Staff Specialists at the Service Centers were taken out of core comp and received pay raises so their dues will increase.

CISM training for IFATCA: IFATCA has asked that we send some of our CISM committee to train at their up-coming meeting. The NEB agreed to send one from CISM.

Open Season: An open season for the E & A bargaining unit was approved for January of 2011. From now until then there will be activities, promotions and education to that workforce on the importance of Union membership.

Additionally, until February 1<sup>st</sup> Staff Specialists can join the NATCA without paying an initiation fee in accordance with SRD-10. And the Multi-Unit can also join now until six-months after the effective date of their contract, which is being negotiated now without paying an initiation fee. Mike MacDonald, Trish Gilbert, Alex Caldwell and Doug Church started developing a campaign strategy for recruitment to roll out soon.

Low Cost Ground Surveillance: The FAA claimed that NATCA participation in LCGS is not needed. This is being worked at the CSC.

Just Culture: There was discussion about an upcoming briefing of Just Culture in Dallas. This is a briefing designed for the Western Enroute facility reps/safety reps along with their management counterparts. This briefing was put together by the Western Enroute Service Area Director. Now, several other Directors are also trying to add their people to this briefing. Ham Ghaffari is still working on rolling out a "Beta-test" of Just Culture at SFO and ZLA.

History Piece: Pre-brief on Against the Wind Part 2. NATCA must document its history since Against The Wind was published either via book or DVD. The discussion was when and who should head up this project.

President Rinaldi adjourned the meeting.

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Patricia Gilbert  
NATCA Executive Vice President

Appendix

**NATCA National Election Committee Charter**  
**(Revised June 2010)**

The NATCA National Election Committee shall be a five member committee with its members appointed by the President. The President shall select the committee members by February 1 of each year that is prior to an election year. The members of the National Election Committee shall be active members in good standing. No candidate for national or regional office may serve as a member of the National Election Committee. The President shall designate one of the five committee members as Chairperson of the National Election Committee.

In the event of a vacancy created by a resignation of a member of the National Election Committee, the President shall name a new member to the National

Election Committee within sixty days of the effective date of the resignation. The President may rescind the appointment of any member of the National Election Committee and name a new member to the National Election Committee within sixty days of the effective date of the rescission.

Under the direction and supervision of the NATCA General Counsel, the National Election Committee shall conduct the National and Regional Officer Elections once every three years. The National Election Committee shall assist the NATCA General Counsel in promulgating applicable election rules.

In accord with the NATCA National Constitution, Article VII, Sections 3 and 4, the National Election committee shall be responsible for (i) designating the dates for nominations, acceptance of nominations and the distribution and tabulation of ballots; (ii) notifying the membership of these dates in a timely manner; (iii) overseeing the tabulation of all valid ballots; and (iv) announcing the winning candidates of the election to the membership.

Under the direction and supervision of the NATCA General Counsel, the National Election Committee shall act in accord with the NATCA National Constitution, Article VII, Section 7 in the resolution of all election protests.

The NATCA General Counsel has exclusive budgetary authority and expense approval over all funds allocated to the National Election Committee by the NATCA National Executive Board.

The NATCA General Counsel shall call an annual meeting of the National Election Committee. Additional meetings and teleconferences shall be held as required based on the determination of the NATCA General Counsel. Meeting minutes for the annual National Election Committee meeting will be recorded and sent to the NATCA National Executive Board for publication.

The National Election Committee website shall be maintained by the members of the National Election Committee under the supervision of the NATCA General Counsel. All information and/or materials intended for publication on the website must receive prior approval from the NATCA General Counsel.