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**NATCA National Executive Board Teleconference**  
**November 30, 2006**

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The teleconference was called to order by President Patrick Forrey and the following individuals were in attendance:

Paul Rinaldi, Executive Vice President  
Ricky Thompson, Alaska Regional Vice President  
Howard Blankenship, Central Regional Vice President  
Phil Barbarello, Eastern Regional Vice President  
Bryan Zilonis, Great Lakes Regional Vice President  
Mike Robicheau, New England Regional Vice President  
Scott Farrow, Northwest Mountain Regional Vice President  
Victor Santore, Southern Regional Vice President  
Darrell Meachum Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President

Also present was Adell Humphreys, Chief of Staff.

**GTS MOU:** Mr. Robicheau questioned if there were any problems with the latest version of the grievance tracking system MOU. Mr. Santore does not believe it necessary or appropriate to reference the year of the ONE U CBA in the agreement. Mr. Meachum agreed to incorporate Mr. Santore's suggestion in a revised agreement.

**ETAP:** Mr. Ghaffari believes that no clear direction was reached at the November NEB meeting on how to proceed with the ETAP validations. Specifically, he is unsure if all of the cases are being combined, or if just one facility (ZLA) is being pursued. Mr. Rinaldi responded that one all-inclusive grievance has been filed, and a date has not yet been set for arbitration.

**Oklahoma City Academy:** Mr. Meachum gave a briefing on NATCA's efforts to meet with the Academy students on December 4. Mr. Forrey will also attend this meeting.

**RVA Contract:** Mr. Rinaldi gave a briefing on the status of RVA contract negotiations. At this point, RVA has given the union their last best offer. Mr. Forrey has spoken with the President of RVA, requesting that the parties return to the bargaining table; he is now awaiting a response from RVA. Mr. Meachum noted that the matter in which this is handled could have an impact on future contract tower organizing efforts.

**Imposed Work Rules Implementation:** Mr. Santore raised the issue of possibly bringing media attention to the recent flagrant violations of employee rights by management. A discussion of the national position regarding media ensued, and Mr. Forrey outlined the steps he proposed to take in order to alleviate management's

egregious actions. Mr. Forrey reminded the board that it is his strong belief that there must be a purpose and objective that will provide results to any such actions. The NEB agreed that it would carefully consider what message the Union delivered to the public via the media.

**Advertising:** At the November NEB meeting, an advertising proposal was presented by Union Labor Works. Several options were presented, including advertising at sports events and airport signage. Mr. Rinaldi supports the idea of airport terminal signage, as he believes it would give NATCA the most beneficial visibility. It was agreed by consensus to move forward on the airport terminal signage proposal (there was no interest in pursuing the sports advertising opportunities). Monies will also be set aside for a national radio campaign. Discussion also ensued on the possibility of advertising in other publications, such as AOPA's magazine.

**Donation:** Mr. Farrow noted the recent passing of long-time NATCA Activist Mike Maikowski.

Farrow: Motion to make a \$5,000 donation to the Michael Maikowski Memorial Aviation Scholarship Fund (a 501( c)(3) organization)

Barbarelo: Seconded

Vote: Passed unanimously

**Grievance Tracking Program:** Mr. Robicheau questioned if there was any problem with designating January 15 as the date for mandatory usage by FacReps of the new grievance tracking program. It was agreed by consensus that the January 15 date was acceptable. Mr. Rinaldi noted that entering the old data may require either employee overtime or the hiring of temporary employees. All regions will also be using the program as of January 15.

**Temporary Housing Allowance:** Mr. Forrey explained that he is closing on a new home in Washington DC on December 1, but requires an extension of his temporary housing allowance until December 20, 2006.

Blankenship: Motion to approve an extension of Mr. Forrey's temporary housing allowance, in accordance with the NATCA travel/per diem policy, until December 20, 2006

Rinaldi: Seconded

Vote: Passed unanimously

**September 2007 NEB Meeting:** We have learned that the cost of hotel rooms for the proposed September NEB meeting in New York City are extremely high – \$400-500 per night. After discussion, it was agreed to investigate Philadelphia and Pittsburgh as sites for the September 2007 meeting.

**McCann & Associates:** Mr. Blankenship noted that while NATCA is considering hiring McCann & Associates as a political consultant, this company also does work for the Contract Tower Association and AAAP. He questioned if McCann & Associates could properly represent NATCA's interests. Mr. Forrey explained that Mr. McCann no longer

represents the Contract Tower Association. His proposed contract states that he may represent other clients involved in various transportation issues. However, McCann & Associates does not anticipate any conflicts of interest between those clients and NATCA. If any unforeseen conflicts do arise, they will notify NATCA promptly and make every effort to resolve such conflicts as soon as possible and on mutually agreed-upon terms.

**FedEx Dispatchers:** NATCA Headquarters has received a call from a Federal Express dispatcher, questioning if NATCA could represent those employees. Mr. Forrey will have Lew Zietz follow up on this.

**FLRA Action:** We have heard indications that the FLRA will dismiss NATCA's bad-faith bargaining against the FAA concerning the "green book." If this occurs, NATCA could appeal the dismissal; however, if the FLRA rejects NATCA's appeal, we cannot take them to court. Mr. Forrey will work with the AFL-CIO's political committee for any assistance they can provide with Congress as we work to rectify the conflicting law between 49 U.S.C. and 5 U.S.C.

**Article 7 Notices:** Mr. Robicheau noted that when FacReps receive Article 7 notices and attempt to respond, they are told that the local level is not the appropriate level for bargaining. Mr. Barbarello believes that the Agency is not following their own directives on this matter. Mr. Rinaldi will have NATCA's Labor Relations Department follow up on this.

**Fraudulent Signatures on SF-71's:** Both developmental and probationary employees are being forced to take leave on holidays/in lieu of, and are being ordered to sign a SF-71 (leave request form). In some cases, management is forging the employee's signature and filling out the forms on behalf of the employee. Documentation on these types of issues should be forwarded to Marc Shapiro as soon as possible.

**Staffing Figures:** The Agency is now giving their managers a funded number for staffing in their facilities, and requiring them to justify the need for additional controllers. In many cases, the funded numbers are significantly lower than the previous numbers. Mr. Forrey asked the Regional Vice Presidents to collect this information from their facilities and forward it to him.

**ListServes:** As a result of a number of recent requests, Mr. Robicheau will request that a new TRACON listserv be created (he will serve as a moderator of this list).

**Retirement Counseling:** It was agreed by consensus to move forward and negotiate a contract with the most suitable retirement counseling firm at the best possible price. Mr. Meachum noted that we have thoroughly checked the references on the top two firms; Lew Zietz has attended a seminar conducted by one company, and Mr. Meachum will attend a seminar being conducted by the other firm.

**Collocation Committee:** Mr. Ghaffari reported that as a result of George Petrovich's imminent retirement, Julio Henriques will now represent enroute facilities on this committee.