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
Scot Morrison, 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

Old Business

Facility Staffing: The Definitions subgroup is collaborating on facility CPC targets to meet the operational, contractual, and statutory requirements. We are also working on trainee targets in order to maintain the number of CPCs based upon each facility's forecasted gains and losses. We expect these targets to be used as a basis for placement decisions, however the targets will not require the FAA to hire to any particular level. To that end we are working on a national release policy and procedures to expedite employee requested reassignments (ERRs). Both parties recognize that the current ERR process is flawed and does not efficiently transfer employees to facilities in need. (Gilbert/Barbarello – OPEN)

Traffic Mix Formula: We are waiting on the agency to respond to our proposed scoping document to get the workgroup kicked off. (Santore – OPEN)

Staff Specialists Work Assignment: Two of the three NATCA Representatives were unable to participate. A scheduled Telcon has been delayed, and we waiting on two new selections from the NEB. Mark Dillon from A80 and Andy Flynn from SYR have been selected to fill the vacancies. (Zilonis – OPEN)

LAX TBIT and Mid-Field Terminal: NVT recently visited LAX to look at their complexity and traffic mix. Paul Rinaldi has shared some of LAX towers top five (5) concerns with LAWA Executive Director Gina Marie Lindsey. (Ghaffari – OPEN)

ERAM/ERAM CHI/System Enhancements: The ERAM program is currently on track to have the last facility declare ORD as scheduled in March of 2015, though there remain hurdles that must be overcome prior to completion of all ORD’s. The remaining facilities
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that have yet to declare ERAM ORD are ZJX, ZTL, ZDC and ZNY. All of these facilities continue to use ERAM for live operations on either a limited or continuous basis. (Ullmann – OPEN)

ZMA/ZHU Update: We are waiting on the arbitration decision. (Santore – OPEN)

PL 92-297 v. OPM MRA: An explanation paper explaining the pros and cons of the MRA +30 retirement vs. ATC retirement has been completed. The document will be used in retirement briefings and put on the website. (Gilbert – CLOSED)

Guam Base Privileges, DOT-1: We are waiting on the FAA members of the Guam workgroup to follow through on the exploratory arrangements that the team discussed, if privileges are not restored. (Rinaldi/Ghaffari – OPEN)

National Employee Services Team (NEST) Issues: Discussion on strategies for individuals unsuccessful in training. FacReps and employees should evaluate any concerns regarding training at the time training is terminated. Grievances regarding the improper termination of training should be filed within twenty (20) days of receipt of the Agency’s decision. Bargaining unit employees and FACREP’s should not wait until the NEST process is completed to pursue remedies associated with improper training or violations of law/rule or regulation.

Facility representatives/RVPs should ensure Training Review Boards (TRB) are properly conducted by trained reps. In addition, when completing the NEST Trainee Assessment form, they are encouraged to take advantage of that opportunity to fully articulate the employee’s skills and abilities. The NEST weighs all information, such as TRB recommendations, the Manager’s Retention Assessment Worksheet and the NATCA Trainee Assessment form when developing a recommendation for retention and/or facility placement. (Barbarello – OPEN)

Continued Problems with AWP RFS: Scott Conde continues to document all of the issues with the RFS while also keeping Phil and Victor updated on any new issues. (Ghaffari – OPEN)

SSRI Program: We are working with Aviation medicine to begin a program where controllers who are prescribed specific SSRIs monitored for a period of six months and be required to undergo specific testing to become eligible to have their medicals reinstated. The program is expected to begin before the end of this calendar year. (Barbarello - OPEN)

Alternate Funding Stream: Work is ongoing with researching Air Navigation Service Provider (ANSP) options and funding. (Rinaldi – OPEN)
FLRA AFN Petition: We are awaiting a decision from the Federal Labor Relations Authority. (Rinaldi – OPEN)

GCN Housing Maintenance Update: FAA held a telcon on 10/28/14 to update us on the GCN housing. The FAA has worked out the lease issue with the National Forest Service. They have an agreement in principle and are waiting to have a signed agreement before proceeding with bids on the project. The bid will be based on 2BR/1BA units. NATCA made it abundantly clear on the telcon that 2B/1BA units are shortsighted and simply unacceptable. There is only 1 million dollars for this project. The FAA is trying to see if they can build 10 housing units with 1 million dollars. We agreed to wait until the bid came in, and then decide whether to build 10 units with an option to add a BR/BA or build less units but provide 3BR units and spend some of the money to rehab the existing modular homes. (Ghaffari – OPEN)

Day Care Facilities (CDCs): The NATCA participants on the CDC workgroup briefed the board on the status of their work. The group has identified several hurdles ahead as the program lacks guidance, funding and structure. Additionally, the agency has made a decision to enforce compliance with their interpretation of the Trible Amendment which they believe requires each CDC facility to have enrollment of at least 50% federal children. The workgroup is continuing to visit the CDC facilities and are meeting with the local CDC board and vendor. The workgroup is mandated to have their work completed and any recommendations forwarded to the Collaborative Steering Committee (CSC) by mid December. The workgroup expects to have a preliminary report available to the CSC within the next week. (Peterson – OPEN)

Organizing Hazmat Employees: There is a belief that Hazmat employees have been incorrectly coded as non-bargaining unit eligible. The National Executive Board has given direction to explore getting these employees correctly coded as bargaining unit eligible and then we may consider organizing them. (Gilbert – OPEN)

New Business

Bargaining Unit Membership Percentages and Disaffiliation: The 2014 Open Season was overall extremely successful however there are still some Units that remain with low membership. The National Executive Board is evaluating whether it is beneficial to continue a representational relationship with some of the low membership units. (Zilonis – OPEN)

Grade Retention/Training Delays: The second review of training delays will be underway in the next couple of weeks. (Zilonis – CLOSED)

ASI Committee SOP: The NEB unanimously approved the changes to the ASI Committee’s request to amend their Standard Operating Procedures document. (Zilonis –
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CLOSED)

NVT and DAC Committee Vacancies: Both committees need to plan for upcoming retirements. The committees will develop solicitations to be sent out nationally through the NATCA safety and tech department. Trish suggested a team be put together to review of all NATCA committees and activist positions to see if additional solicitations are necessary to replace potential losses. Victor Santore, Mike Robicheau, Scot Morrison and Jim Ullman will conduct the review. (Gilbert – OPEN)

Regional Office Issue Elevation Process: An impasse issue regarding a walking path has been elevated to the national level in accordance with the Regional Prospectus national agreement. The signatories to the agreement will deal with the impasse. Additionally, a discussion regarding workspace in the new Seattle regional office ensued. It was determined that the collaborative workgroup has the authority to agree to non-traditional workspace and teleworking. (MacDonald – CLOSED)

NavCanada: A group of NATCA Engineers will be visiting NavCanada to discuss engineering activities in their ANSP. (MacDonald – OPEN)

International Federation of Air Traffic Safety Electronics Associations (IFATSEA): The IFATSEA governing rules only allow for one voting Union delegate per country. Currently PASS is the voting delegate for the United States. NATCA has been asked to become a permanent member of the Next Generation of Aviation Professionals sub committee (NGAP). The National Executive Board has designated Ed Szczuka to participate on the NGAP committee. (MacDonald – CLOSED)

NTD Airspace Transfer to SBA and the Reversal by Military: The NAVY has rescinded their offer, without an explanation, to delegate Point Mugu approach airspace to SBA. We are going to reach out to senior FAA leadership to see if they are aware of the NAVY’s reasoning. (Ghaffari – OPEN)

NATCA Academy Instructors (BRT-ART-AAT): We are looking to add to our cadre of instructors for Basic rep training and elevate a couple of existing instructors for Advanced rep training. For Arbitration training we are going to use a team that is made up of an attorney from our LR department along with a field advocate(s) to do the instruction. RVPs will be submitting names for new instructors. (Ghaffari – OPEN)

NATCA Rep for WSA OSG-Non OAPM PBN: A position needs to be filled in accordance with the national MOU. Kevin Miller from ZSE has been selected to fill this position. (Ullmann – CLOSED)

BWS/Annual Leave MOU Impasse: Several facilities went to impasse on Basic Watch Schedules and Annual Leave agreements this year. We need to conduct training for these
negotiations at Regional seminars for next year’s negotiations. (Ullmann – CLOSED)

**Safety Committee Charter modifications:** The NEB unanimously passed the Safety Committee requested amendments to their charter. (Zilonis – CLOSED)

**Local Constitution Template:** The NEB unanimously passed a generic local constitution template, as amended by the NEB – adding a section 3 in Article VII, submitted by the National Constitution Committee. (Robicheau – CLOSED)

**ZTL Election Protest:** After investigation by the National Election Committee they recommended that the election protest at ZTL be dismissed. The NEB unanimously agreed. (CLOSED)

**Professional Standards in Region X:** Professional Standards training for Region X is not appropriately funded by the FAA. Paul and/or Trish will bring the funding and leadership issues to the Administrator. (MacDonald – OPEN)

**NATCA 2015 Budget:** After cutting by Trish and the Finance committee the NEB reprioritized one cost center to move $20,000 from the National Office Budget to the NATCA Academy Budget to hold an additional LEAP class in 2015. The PAR budget stayed absorbed in the regional budgets. Motion to adopt the 2015 Budget by Barbarello, as presented by the Finance Committee, was seconded by Santore. Vote passed unanimously by the NEB and NFC. (Gilbert-CLOSED)

**Organizing FCTs:** The NEB was briefed about the upcoming elections for GYH, RBD, ECP, SIG and BQN. There was discussion regarding pursuing the election as a merged unit or as single units before the NLRB. The NEB voted (with Zilonis abstaining) to pursue the election as single units before the NLRB and to be incorporated into our existing RVA CBA.

**Organizing AOV Employees:** The NEB discussed the aspects of AOV and what organizing that unit would look like. The NEB unanimously approved organizing efforts for AOV employees. (Gilbert – OPEN)

**NATCA Membership Investments (NMI) Annual Meeting:** The NMI Meeting was called to order at approximately 11:15 AM on Thursday, November 6, 2014. The NATCA National Executive Board, NMI Director Ricky Thompson, NMI Director Jim D-Agati, NMI Treasurer Selma Golding-Forrester, General Counsel Rita Graf, and Assistant General Counsel Lauren Schmidt were in attendance. The NEB unanimously approved the reelection of NMI Director Mike Blake to another 3-year term. The group discussed the list of tenant vacancies we have now and those that may are due up in 2015. The meeting adjourned at 11:45 AM. (NMI/NEB- CLOSED)
**Article 108 Subject Matter Experts:** A designee from each region will receive training on Article 108 (Pay) on January 6 and 7, 2015 at the NATCA National Office. The goal is to have a cadre of pay experts to assist with issues surrounding Article 108.

**IFATCA Air Navigation Commission (ANC) Position:** Ruth Stillwell is planning to retire in early 2016, which will leave a vacancy in the position she holds for IFATCA. The National Executive Board believes it is in NATCA’s best interest to submit another qualified NATCA member to IFATCA for consideration. We will be soliciting for interest. (Gilbert – OPEN)

**NATCA UNUM LTD Open Enrollment:** The NATCA Board of Trustees will be engaged in the NATCA UNUM LTD Open Enrollment period in 2015. They will be attending regional meetings/seminars to get the word out. They are also developing a marketing strategy emphasizing the fact that this benefit is unique to us and demonstrating how important this financial security is for our profession. The National Executive Board approved the Trustees plan for 2015. (Gilbert – CLOSED)

**Briefings**

**Section 804 Briefing:** The Section 804 collaborative workgroup briefed the board on their first year of work and the plan for Year 2. The 804 workgroup is a collaborative group consisting of NATCA, PASS, and FAA representatives, as per the current FAA Reauthorization bill, tasked with analyzing all facilities to determine whether realigning air traffic control services can be effected safely while reducing costs and supporting the transition to NextGen.

The workgroup has already made a recommendation to move Cape TRACON (K90) to Boston Consolidated TRACON (A90). The workgroup spent the majority of 2014 analyzing FAA “legacy” terminal realignment plans that were initiated by the Agency prior to the passage of the statute. These sites are within proximity of the Abilene, TX, Cleveland, OH and Kalamazoo, MI areas. The group is working diligently with the Agency to ensure all relevant data is fully considered and that local representatives are kept informed throughout the process prior to any decision. The workgroup has held working session, stakeholder, and workforce meetings and travelled to 25 facilities. There are currently 22 sites under analysis. Final decisions on these sites are expected by mid-2015.

The group is in the process of identifying facilities for analysis in 2015 and is expected to make a decision on that very soon.

**Benefits Committee:** The Benefits Committee met the last week in October. They conducted a review of the locations and attendance for the 2014 retirement seminars. The review revealed several opportunities for improving the retirement seminar benefit to
our members including increasing the seminars from 20 to 34 in 2015. The committee is in the process of querying the RVPs to get a better understanding of the regional needs with regard to retirement seminars. A full schedule of the seminars with dates and locations will be out in late December.

The committee is looking at a new benefit for discounts on cruise lines called the NATCA Cruise Control. It is expected this will be rolled out in early 2015.

Ford X-plan is also being looked into. The X-plan, if approved by Ford Motor company, will provide discounts for our members buying Ford vehicles.

**Safety & Tech Briefing:** Dale Wright briefed the National Executive Board on the numerous projects being worked by our activists. Some of the larger initiatives that he briefed on are TAMR, ERAM, Airspace, DataComm, TFDM, RNav/PBN, Blended airspace, Weather projects and equipment, SBS activity and the NAS Voice System (NVS).

He advised that our relationship with Industry is as good as it's ever been. They are grateful for NATCA participation and the expertise our activists bring to their specific initiatives. Dale also communicated the departments’ goals for 2015 that include Article 48 training, increased Article 48 rep meetings and removing communication barriers within the FAA.

**Convention Debrief:** The workshops overall were well received. There was a great deal of feedback requesting we lengthen the time of some of the workshops and dedicate more convention time to these type of venues. There were other suggestions to add a workshop on the proper way to run a local meeting and public speaking.

The Twitter wall was not large enough for all attendees to view. The Daily Newsletter got mixed reviews and utilization. The format and scheduling of convention activities flowed well.

**Meeting with FAA Leadership:** The National Executive Board was joined by Randy Park and Jim Eck. A discussion on the ATO's Blueprint initiatives on Safety, Efficiency and Business Acumen. All emphasized the importance of collaborating on the development, testing and implementation of technology, airspace and procedural initiatives. The meeting ended with a conversation on the current state of relationships at the service area level.

**Organizing:** The Organizing Committee is developing a Field Organizer Training (FOT) class for the NATCA Academy. The Organizing committee intends to conduct field organizing training in geographic locations where membership is low. The newly trained Organizers would then be able to use their learned skills to organize potential
members. It was stressed that this was vital to the efforts of the committee and that this training was severely needed during the NATCA Difference campaign. John briefed the NEB on the NATCA Difference campaign and the lessons that were learned going through the campaign. He also explained the next phase of Organizing will be to focus on specific units and locals that express interest in running an organizing campaign and/or have lower membership.

Patricia C. Gilbert
Executive Vice President