
NATCA National Executive Board Meeting
November 5-8, 2007

The meeting was called to order by President Patrick Forrey, and the following individuals were present:

Paul Rinaldi, Executive Vice President;
Rick Thompson, Alaskan Regional Vice President;
Howard Blankenship, Central Regional Vice President;
Phil Barbarello, Eastern Regional Vice President;
Bryan Zilonis, Great Lakes Regional Vice President;
Scott Farrow, Northwest Mountain Regional Vice President;
Mike MacDonald, Region X 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, NATCA Chief of Staff.

Acceptance of Minutes from Previous Meeting

Zilonis: Motion to approve the minutes from the September 17-19 meeting and the September 25/October 2/16/23 teleconferences

Blankenship: Seconded

Vote: Passed unanimously

NEW BUSINESS

Legislative Update: The Senate has blocked the next two weeks of floor time to argue the farm bill, so it looks unlikely that NATCA's legislation will "hit the floor" before Thanksgiving. Senate Finance and Commerce Committee staffers are meeting today to discuss user fees and taxes; they were \$50 million apart several weeks ago. NATCA's staffing language in the Senate bill has been revised slightly so that it more closely resembles the language in the House bill.

LM-30 Regulations: Mr. Rinaldi recently received a briefing on the revised LM-30 form. This form was originally designed for union officers to report any gifts or items of value received over \$25; however, the Department of Labor has revised the form so that any individual who spends more than 250 hours per year on union representation (this would include NATCA FacReps who receive 8 hours of official time per pay period) has to report a significant number of items. Items that would require disclosure include personal loans and mortgages, as the Department of Labor wants to ensure that the individual is not receiving special privileges or rates as a result of their union affiliation. These changes would go into effect on January 1, despite the fact that the Department of

Labor doesn't have the manpower to monitor or enforce the rules. The AFL-CIO is working with Congress to stop funding of the administration of this program.

Green Book vs. White Book: Discussion ensued on NATCA's insistence on following the "Green Book" instead of the Agency's imposed work rules (the "White Book"). Many members are frustrated with the Agency's refusal to recognize NATCA grievances, since they are filed under the Green Book. The NEB believes that it would be dangerous for NATCA to accept the White Book, and further believes that NATCA members need to "hold the line" when dealing with FAA managers. After a year of dealing with the Agency's imposed work rules, we are winning the war and inflicting a great deal of pain on the Agency. The NEB agreed to create a "white paper" that will explain NATCA's position and victories to our members so that they can better understand the reasons for NATCA's stance. Mr. Forrey noted that every historic labor struggle that has been won came at a price; NATCA members need to stand their ground and, ultimately, they will prevail.

Marc Shapiro, Melinda Kim and Dale Wright joined the meeting to discuss NATCA's participation on the FAA's projects. The FAA has requested NATCA's participation on several work groups, but they have requested a list of names from which they will select the participants. NATCA maintains that the union will designate their representatives and not the Agency.

VRA Radar Class Waivers: Former military controllers undergoing training at OKC don't believe they need to take radar classes. Mr. Ghaffari noted that trainees often maintain that they don't need certain training; however, if they later "wash out", they accuse the Agency of not properly training them. As a result, he is opposed to such waivers. Mr. Barbarello agreed, stating that three or four weeks out of a 20 year career isn't an outrageous amount of time to spend on training, even if the training is redundant. Mr. Thompson explained that in the Alaska region, individuals are given the option of whether or not to go to radar class; if they decline the training, they have to sign a waiver stating that they won't file a grievance if they "wash out". Mr. Meachum believes we should encourage NATCA members to take advantage of training opportunities. Based on the overall discussion, it was decided that NATCA will not pursue training waivers.

Mold: Mr. Rinaldi reported that we recently won the right to conduct testing at Detroit Tower; however, the cost of this testing is estimated to be over \$60,000. He noted that the problem with mold is occurring in other facilities nationwide, which could result in a major expense to the union if we continue to do testing at facilities. Mr. Thompson suggested that these issues be brought to the attention of the Senate and House Appropriations Committees so that they could earmark money in FAA appropriations legislation in order to resolve these problems. Mr. Rinaldi questioned whether the NEB should make the decisions as to which facilities should be tested, given the financial outlay. He recommended if a Regional Vice President has a facility that should be checked for mold, an estimate of the cost of testing should be brought to the NEB for discussion and approval; this was approved by consensus.

National Safety Committee: Director of Safety & Technology Dale Wright and the members of the National Safety Committee joined the meeting at this point. Vince Polk, Chair of the Committee, introduced the members of the committee. The Committee wanted to get an understanding of what is expected of them. They believe they have lost touch with many issues over the last couple of years, especially since the demise of the Article 48 representatives. The FAA continues to implement new equipment and procedures without input from NATCA; we're on the "back burner" of what is necessary to assist NATCA in making decisions. The committee members receive information from their RVPs instead of receiving it directly from the National Office. Mr. Forrey noted that we are unable to get official time for the Safety Committee members to do their work, which obviously hinders their effectiveness. Mr. Rinaldi wants to establish a line of communication that will ensure the Safety Committee is informed of relevant issues. Any notification we receive at the national level on safety and technology issues will be forwarded to the National Safety Committee for their input. Mr. Forrey will also talk to Hank Krakowski to see if he can obtain official time for our reps to work on issues.

Mentorship Program: Discussion ensued on whether to use trainees and retirees as part of the mentorship program. Concern was expressed that involvement in the mentorship program might represent additional workload that trainees don't need at that point in their career. Several retirees have expressed interest in participating in the mentorship program, but they want to be compensated for their time.

ASAP: Bryan Zilonis reported on his meeting with Hank Krakowski, Tony Mello and Jim Fosse concerning the new ASAP program. Mr. Krakowski seems to be very interested in the program, but questions remain as to whether he can actually get such a program implemented. Mr. Krakowski said he would inform both ATO enroute and terminal that we are moving forward with the MOU. Mr. Zilonis suggested that the program begin in the Great Lakes Region, then expand it to the Central Service Area, then nationwide; this was agreed by consensus.

NATCA Constitution: The National Office received a letter from the Department of Labor which specified that certain provisions of NATCA's Constitution could be in conflict with DoL rules and regulations. NATCA's General Counsel is reviewing these provisions and will make recommendations as to any necessary corrections (some of which could require Convention action).

Payment of Expenses for Delegates at 2008 Convention: In accordance with the LMRDA and in order to avoid the appearance of "buying votes", NATCA General Counsel Rita Graf explained that NATCA's national budget (including funds allocated to the regions and committees) cannot be used to pay for voting delegates and/or alternates to attend the national convention. Once the convention is over, delegates from eligible locals may apply for a convention subsidy in accordance with the union's established policies.

OSHA 6000 Training: Several of NATCA's regional OSHA representatives were unable to attend the recent OSHA training due to staffing issues at their facilities. Since

another OSHA class is tentatively scheduled for January 2008, Mr. Forrey will send a message to Ventris Gibson, informing her that NATCA's representatives are unable to attend these classes due to staffing and they don't receive official time for their travel. This training is required by the FAA.

NWP Arbitration Requirements: NATCA's Western Pacific Region wants to streamline the union's arbitration process so all participants understand their specific role in the process. Mr. Ghaffari has discussed this with NATCA's Director of Labor Relations Marc Shapiro, and has created a requirements document that clearly outlines the duties of each participant. Mr. Forrey will work with Mr. Shapiro to clarify the expectations.

Research Assistance for LR Staff: Mr. Ghaffari suggested that NATCA consider hiring a research assistant for the Labor Relations Department, in order to assist our LR Specialists with their research workload. Mr. Forrey will discuss this with Marc Shapiro.

Requests for Tuition Reimbursement: Ian Gebhardt, ZAU member, is pursuing an MBA through the Kellogg School of Management at Northwestern University. He is requesting tuition reimbursement in the maximum amount of \$2,500 per year (his tuition expenses year to date were \$4,112).

Zilonis: Motion to reimburse Ian Gebhardt \$2,500 in tuition expenses

Barbarelo: Seconded

Vote: Passed unanimously

Dylan Sullivan, N90 member, is pursuing a labor studies degree through the National Labor College, and is requesting tuition reimbursement in the amount of \$530.

Barbarelo: Motion to reimburse Dylan Sullivan \$530 in tuition expenses.

Zilonis: Seconded

Vote: Passed unanimously

Retired Members: It has been suggested that the National Office send a package of information along with a congratulatory letter to FacReps, so that they can give this information to retiring members. Retiring members are interested in information as to their rights and privileges as retired members, and this would be an excellent means of communicating the information. Mr. Forrey will ask Membership Director Lew Zietz to create a package of information for retirees.

FAA Flight Plan: Mr. Forrey will speak to Ventris Gibson on the impact of the FAA's flight plan on OSI's. Our members stand to lose these bonuses due to actions taken by FAA management.

ADSB/NextGen: The recently prepared "white paper" on ADSB white paper was used to great advantage in NATCA's recent congressional testimony. To prepare a similar white paper on NextGen, Mr. Forrey intends to hire Michael Goldfarb (former Deputy/Assistant FAA Administrator) on a consulting basis.

Expense Policy Revision: As a result of rising costs, it has been recommended that NATCA's meal expense limits be revised.

Meachum: Motion to revise the meal expense limits, increasing them to \$20 for breakfast, \$25 for lunch and \$50 for dinner (before tax and 20% maximum tip)

MacDonald: Seconded

Vote: Passed unanimously

NATCA's General Counsel and independent auditors have recommended that NATCA adopt a requirement for itemized meal receipts. Itemized receipts for meal expenses demonstrate accountability of national officers, employees, and members who are expending membership dues monies while serving the Union. Such a requirement is in the best interests of NATCA and its members.

NATCA has long utilized a policy whereby the President, Executive Vice President, and Regional Vice Presidents have the authority to exceed the "one drink per person" standard for special events. Such special events have included instances where NATCAvists or officers were dining with congressional, industry, or agency dignitaries or officials and when NATCA has sponsored or conducted receptions or meals for retirements, farewells, holidays, meetings, conventions, conferences, team building, award ceremonies, or other internal and external functions as deemed appropriate. The purpose of this revision is not to increase the items reimbursed, but to amend the language in NATCA's written policy to reflect the policy which has been practiced and approved by prior Board action.

Meachum: Motion to amend the section on "Unauthorized Expenses" in the Expense Policy to read as follows: Unauthorized Expenses: Expenditures for the following items will not be reimbursed by NATCA: Meals not supported by an itemized receipt (except as provided below); Movies; Laundry (except in cases where travel lasts longer than seven days); Mini-bars; Health clubs/spa facilities; Alcohol-only expenses or more than one drink per meal per person. Itemized receipts for all meal expenses should be submitted if an itemized receipt is provided or available. An itemized receipt is defined as a receipt or an accounting of all items purchased at the meal. Any exceptions to this policy must be preauthorized by the President, Executive Vice President, or the Regional Vice Presidents for expenses charged against their respective budgets.

Ghaffari: Seconded

Vote: Passed unanimously

FY 2008 Budget: The members of the National Finance Committee joined the meeting.

The proposed fiscal year 2008 budget was presented for approval.

RVP Vote: Passed unanimously

NFC Vote: Passed unanimously

2008 Grass Roots Initiatives: Mr. Forrey introduced Mike Ingrao, former secretary/treasurer of AFL-CIO's Transportation Trades Division. NATCA has hired Mr. Ingrao as a contractor to assist in organizing grass roots political initiatives for the 2008 campaigns. According to Mr. Ingrao, NATCA has the most unparalleled PAC fundraising

program of any AFL-CIO union. This presents some unique problems, however, in how to properly and most effectively spend this money. Mr. Ingrao will also assist in the distribution of NATCA's PAC monies and will work very closely with the AFL-CIO, with NATCA's locals and with NATCA's National Legislative Committee.

Reduction in Service Tracking Tool: The National Communications Committee recently created a reduction in service tracking program. Prior to distribution and implementation of this program, it was the consensus of the NEB that the National Communications Committee should work with the National Safety Committee in order to ensure the viability and suitability of the program.

NATCA Store: NATCA members are encouraged to purchase their NATCA merchandise through the NATCA Store (which is maintained and operated by the NATCA National Office); however, members are occasionally able to purchase the same products through other vendors at lesser cost. Mr. Rinaldi will with Lew Zietz to determine his product markups.

Pay by Area/Deconsolidation: Mr. Ghaffari noted that the FAA continues to maintain they will not implement pay by area; however, he believes the NEB needs to brainstorm and strategize if the Agency should move toward implementation of pay by area. He also believes that the Agency is contemplating doing this, but perhaps not in the near future.

Meeting Cancellations: Mr. MacDonald noted that the Agency waits until the last minute to cancel meetings – in some cases, the NATCA representative has already traveled to Washington DC and incurred travel expenses. Mr. Forrey will discuss this issue with Joe Miniace.

Training: The NEB had previously considered holding several basic FacRep classes in locations outside of the Washington DC area. In addition, there has been discussion of the Regional Vice Presidents conducting similar training for their own members in their region. Mr. Forrey has received a great deal of feedback from class participants, stating that they like the fact that classes are held at the NATCA National Office because they get to meet the staff and see the NATCA operations. Also, by holding classes in Washington DC, the National Office staff doesn't have to travel out of town for several days to assist with the classes. As a result, all 2008 training classes will be held at the NATCA National Office.

ATOPS Training: Mr. Thompson recommended that the NATCA National Safety Committee review the ATOPS training plan and develop a proposal on how ZOA, ZNY and ZAN should work together on this program. This was agreed by consensus, and Mr. Forrey will inform the National Safety Committee.

Bonus for Academy Graduates: Mr. Forrey explained that we have recently sent a proposal to the FAA, suggesting that they give a bonus to those recent FAA Academy graduates who didn't receive the per-diem that current students received. He is unsure if they will respond favorably or not.