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  
Clint Lancaster, Alaska Regional Vice President  
Kevin Peterson, Central Regional Vice President  
Dean Iacopelli, Eastern Regional Vice President  
Bryan Zilonis, Great Lakes Regional Vice President  
Mike Robicheau, New England Regional Vice President  
Doug Pincock, Northwest Mountain Regional Vice President  
Jim Marinetti, Southern Regional Vice President  
Andrew LeBovidge, Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President  
Mike MacDonald, Region X Vice President  

Old Business

Facility Staffing: RVPs LeBovidge and Robicheau provided an update on changes to the NCEPT process that have been adopted or proposed. Procedures have been adopted to allow relief for those facilities that had previously been classified as “category 1 or 2 exempt” to facilitate some movement from those locations. Additionally, at the conclusion of the NCEPT round, the NCEPT panel will consider additional movements between “green” facilities so as to try to staff level 9 and below facilities up to 100% projected CPC/target. EVP Gilbert provided a synopsis of the recent meeting of the Collaborative Resources Workgroup. Efforts continue on developing a better model for establishing facility staffing targets, but these efforts are complicated due to the constantly shifting positions from Air Traffic and Finance. Three additional meetings have been scheduled in the next couple of months to try to make progress on this matter. (LeBovidge/Robicheau/Iacopelli – OPEN)

Traffic Mix Formula and Validation Team Issues: RVPs Robicheau and Iacopelli briefed on ongoing National Validation Team meetings. The administrative actions necessary to affect the five downgrades and two upgrades determined in December are being completed. The ATCCP workgroup continues to meet to try to move forward with establishing a new traffic counting program, however the Agency has not identified a program office or a contractor to develop such a product. (Robicheau/Iacopelli – OPEN)

ZMA/ZHU Update: Arbitrator Sharnoff issued a ruling on these cases, effectively indicating that he lacked jurisdiction over the issues and that the parties should first meet directly to resolve the dispute, then proceed through the CARC and CAB processes as described in the CBA. Membership updates have been distributed and telcons are being set to answer members’ questions. NATCA has approached the Agency to set a path for next
steps to comply with the arbitration ruling. (Robicheau – OPEN)

**National Employee Services Team (NEST) Issues:** The NEST panel has adopted two changes to their SOP. Employees whom the NEST has recommended removal from the Agency may be eligible for and offered placement into 2154 positions should such vacancies exist. Additionally, the NEST may make recommendations for retention to AFSS facilities, should vacancies exist at those facilities. (LeBovidge – CLOSED)

**FAA Reauthorization:** President Rinaldi and EVP Gilbert provided an update on the status of possible legislation that would affect our membership, including FAA Reauthorization, appropriations, federal employee and official time attacks. (Rinaldi/Gilbert – OPEN)

**AFN Transition:** RVP MacDonald met with the acting AFN-1 on Feb. 16th and discussed many issues and activity. A decision on a permanent AFN-1 position is still pending. (MacDonald – CLOSED)

**Committee Review:** Discussions deferred until the next NEB meeting. (Peterson/Robicheau – OPEN)

**Organizing AOV, Service Center Employees, and Meteorologists:** The National Organizing Committee (NOC) has been reaching out to the AOV field leads to verify their members, validate emails, and update the approximately fifty-five (55) employees on the upcoming FLRA decision. NATCA received and unfavorable FLRA decision regarding the organizing of these employees and is assessing the possibility of an appeal. The NOC is currently working on the Election/Membership campaign at the three (3) Service Center AOV locations.

The NOC continues to work with the Local POC’s and NATCA’s Service Center Local Presidents in gauging interest from the Service Center employees. The NOC currently does not have the necessary authorization cards (or membership applications) to make a recommendation to the NEB concerning this effort. The NOC is going to continue this effort until their Spring meeting. The NOC will then discuss its recommendation to the NEB regarding the organizing efforts within the Service Centers.

The NOC is also working with the Labor Relations Department and the EAC Local President (Don Smith) to assess the potential number of bargaining unit eligible employees and gather the desired number (70%) of authorization cards and membership applications to go forward with an FLRA petition. The NOC will be discussing the progress of this campaign at the Spring Meeting.

The NOC Chairman and RVP MacDonald met at Communicating for Safety (CFS) and discussed the NOC’s plan/progress in developing a national AFN membership campaign. The NOC is working on recruitment packages, an email campaign, scheduling Meet and Greets, as well as standard local membership drive kits. Several dates have been tentatively set for visits to...
all three (3) Service Centers, the Tech Center, the Mike Monroney Aeronautical Center (MMAC), and Headquarters. (MacDonald – OPEN)

**Facility Rep. On-Boarding Initiative:** Regional Committees continue to gain more experience and are functioning well in on-boarding new Local Presidents. (LeBovidge – CLOSED)

**CBA Appendix B:** The Parties are very close to settling the approximately 84 individual grievances that were filed on this issue. Now, NATCA is working to finalize the settlement agreement with the Agency and anticipate having the individual grievances fully resolved in the coming weeks. In addition, NATCA has had discussions with the Agency about settling the national grievance on this issue. NATCA is currently in the process of collecting employee data to determine/verify potential claims. After the data has been collected and reviewed, NATCA will reengage the Agency regarding the settlement of the national grievance. (Iacopelli – OPEN)

**RESPECT Campaign:** Campaign leads Garth Koleszar (NATCA) and Tom Boland (FAA) will provide a detailed report on the progress of this initiative to the Collaborative Steering Committee (CSC) in June or July. (Iacopelli – OPEN)

**Labor Relations Negotiations/Strategy Team:** RVP Iacopelli briefed the Board on the status of the negotiations for the units covered by the Light Blue and Purple books and the possibility of an extension. RVP Iacopelli also briefed on the status of several other issues including the Paid Parental Leave Workgroup, the Agency’s test initiative to randomly search employee vehicles prior to accessing facility property, OSHA issues related to headsets and tone events, and the ongoing negotiations over the implementation of an ATCS SSRI program. (Iacopelli/MacDonald – OPEN)

**Training Review Board Curriculum:** The development team continues its work and is scheduled to hold a walkthrough of the curriculum in May. (LeBovidge – OPEN)

**Training Committee:** The proposed charter for the National Training Committee was adopted by the NEB. Discussion over the first course run of the revised Representative Training 1 (RT1) class formerly Basic Rep Training (BRT). This class has received extremely positive feedback. The class continues to be refined to ensure clear and consistent delivery of information. RVP MacDonald raised the question of developing training specific to those members in Region X, as RT1 may not meet the needs of those members. (LeBovidge/Ghaffari – OPEN)

**Local Officer Training For EWP:** EWP is in the middle of elections. Training will be conducted once the new Local Executive Board is in place. (MacDonald/Ghaffari – CLOSED)

**Professional Standards:** Jeff Richards provided a briefing to the NEB on the Committee’s plans to restructure the Professional Standards field districts. The
existing structure can often be confusing, so a revised alignment would provide a more efficient program. Training for new Professional Standards representatives will be conducted in May and August. (Lancaster/Pincock/Zilonis – OPEN)

Section 804 Process: Section 804 activities are beginning to stall as the agency struggles with funding issues and strategic direction. Some teleconferences have occurred, but travel has been curtailed. (Zilonis/MacDonald – OPEN)

ANM Security Fencing: Construction has begun and the initial concerns seem to have been abated. (MacDonald – CLOSED)

NATCA 30th Anniversary: EVP Gilbert provided further information regarding the activities surrounding NATCA’s 30th anniversary. A celebratory event is scheduled for June 22, new lapel pins and replacement charter member gold cards are being ordered. RVP Marinitti raised the idea of developing an updated written history of NATCA, to cover the years since the “Against the Wind” book was published. RVP Marinitti will work with the National Historical Committee to explore options on developing a documented history of the organization. (Gilbert – OPEN)

LAX Mid-Field Concourse: RVP Ghaffari provided an update on construction at LAX and the effects on the operations and staffing. (Ghaffari - CLOSED)

International Golf Challenge: Organizing efforts for this event are targeting October 2018 and initial proposals from the United Kingdom controllers have been received. Details will be provided in the future as they become more concrete. (MacDonald - CLOSED)

Digital Storage: Work continues to convert archived documents to a digital format. (Gilbert - CLOSED)

Internet Reimbursement for FXE: An untimely request for internet reimbursements for FXE was unanimously approved by the National Executive Board. (Marinitti – CLOSED)

New Business

Internet Reimbursement for CMA: Three untimely requests for internet reimbursements for CMA were consolidated into one motion and were unanimously approved by the National Executive Board. (Marinitti – CLOSED)

Internet Reimbursement for HIO: An untimely request for internet reimbursements for HIO was unanimously approved by the National Executive Board. (Pincock – CLOSED)
VNY Collaborative Skills Training Reimbursement: An untimely request for reimbursement for VNY was unanimously approved by the National Executive Board. (Ghaffari – CLOSED)

Wayne Bullock Collaborative Skills Training: An untimely request for CST reimbursement was unanimously approved by the National Executive Board. (MacDonald – CLOSED)

Tuition Reimbursement: Jennifer Lindsey’s request for tuition reimbursement was approved in accordance with SRF-14. (MacDonald – CLOSED)

Approval to Use NATCA Logo on Membership Items: RVP Pincock presented a request to use the NATCA logo on both rifles and duck calls being created as a gift for a retiring member. The use of the logo on the firearm was defeated unanimously. The use of logo on duck calls was approved. If created, the company would need to be properly licensed to use the logo. (Pincock – CLOSED)

2018 Philadelphia Convention subsidy: The NEB adopted the same Convention subsidy policy for Philadelphia as was used for San Diego, with slight increases to the amounts to be reimbursed. The text of the policy follows. (Gilbert – CLOSED)

The following is provided so that NATCA Locals may properly prepare and request subsidies for attendance at the 2018 Biennial Convention in Philadelphia, PA. For those NATCA Locals that qualify, subsidy checks will be issued after the Convention.

Subsidies are available to any NATCA Local that received dues rebates of $4500 or less annually.

NATCA Locals who wish to apply for a convention subsidy shall send the 2018 Subsidy Application Form and the following information to the NATCA Executive Vice President at the National Office:

Copies of itemized receipts for actual expenses (up to the reimbursed subsidy amount) incurred by the Local’s primary delegate to attend the 2018 Philadelphia Convention for the following expenses: transportation (including reasonable taxi or shuttle service to and from the airport and home/facility/hotel), parking at the departure airport, hotel, and meals.

A subsidy will be disbursed to locals that receive the following annual dues amounts:

- $1500 or less annually (approx. 25 locals) - $525
- $1501 to $3000 annually (approx. 236 locals) - $325
- $3001 to $4500 annually (approx. 51 locals) - $125
If you have not received a subsidy or a related response within four weeks of submission, please contact your Regional Vice President.

For questions regarding the subsidy, please contact the Executive Vice President executiveoffice@natcadc.org.

To be valid, the National Office must receive the subsidy form no later than April 5, 2019.

Serco Collective Bargaining Agreement: The term agreement with Serco expires Oct. 2017. NATCA’s Director of Labor Relations, Ryan Smith, has recommended reopening the Agreement to engage in bargaining. The NEB approved John Bratcher, Dave Villegas, and Christopher Gant as the negotiating team. (Rinaldi – CLOSED)

National Historical Committee Honoraria: EVP Gilbert led a discussion on how to store and display the recognition that has been awarded over the years. (Gilbert – CLOSED)

SAFE 2017: RVP Marinitti proposed authorizing $10,000 to support the SAFE 2017 event. RVP Zilonis moved to amend the amount to $5,000. The proposed amendment passed, and the motion as amended was passed unanimously. (Marinitti – CLOSED)

Recording of Graded Problems at the Academy: RVP Peterson briefed the Board on the NSTLC conversation about approaching the Agency to explore the possibility of having graded problems at the Academy recorded to eliminate disputes over training issues. While NATCA does not represent students while at the Academy, the Board felt this was a topic worth pursuing. (Peterson – OPEN)

Oshkosh Volunteers: NATCA will again be hosting a booth at the EAA AirVenture fly-in. Volunteers are being solicited and attendees will be approved by the NEB. (MacDonald – CLOSED)

NATCA Website: RVP Robicheau briefed the NEB on the plans to shut down the “library” on the Grievance Automated Tracking System (GATS) and incorporate the contents into the main NATCA website. All previous versions of master agreements will be maintained in an archive. All documents will be uploaded in a searchable .pdf format. (Robicheau – CLOSED)

National Emails: While members can opt to “unsubscribe” from certain mass distributions from NATCA’s Communications department, individuals cannot unsubscribe from certain messages from the National Office. Such messages are of high priority and are
NATCA National Executive Board Meeting  
April 5 – 7, 2017  
Philadelphia, PA

intended to receive the widest possible distribution. (Robicheau – CLOSED)

**NNM Pay Issues:** RVP Pincock had a question on the status of some pay grievances pending review by the Parties at the national level. These issues have been resolved and are awaiting signatures on settlement agreements. (Pincock – CLOSED)

**Combining on ANC/A11:** RVP Lancaster raised the question on a process to initiate the combining of ANC and A11. EVP Gilbert indicated that a discussion with the Deputy COO, Tim Arel, would be the logical first step to gauge the Agency’s sentiments on this type of action. (Lancaster – CLOSED)

**LFT Drug Testing Grievance:** RVP LeBovidge asked the NEB to reconsider the decision to not arbitrate this grievance. The Board voted 7-5 to uphold the decision to not take the case forward. (LeBovidge – CLOSED)

**Briefings**

**Convention Committee:** The 2018 Philadelphia Convention Committee provided a presentation on the status of the planning for the upcoming national biennial convention, including transportation, reception venues, and hotels. Due to capacity limitations, there will be rooms available at three hotels near the Convention Center. The primary Convention hotel is the Sheraton Philadelphia Downtown.

Patricia C. Gilbert  
Executive Vice President