
**NATCA National Executive Board Meeting
September 17-19, 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
Mike Robicheau, New England 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 Meetings:

Blankenship: Motion to approve the minutes of the July 23-24 meeting and the July 31, August 14/21/28 and September 4 teleconferences.

Farrow: Seconded

Vote: Passed unanimously

Request for Tuition Reimbursement – Aguerre-Bennett:

Lourdes ("Danny") Aguerre-Bennett is pursuing a graduate certificate in aviation safety at Embry Riddle Aeronautical University, and is requesting reimbursement of tuition expenses in the amount of \$2,044.26

Santore: Motion to reimburse Lourdes Aguerre-Bennett for tuition expenses in the amount of \$2,044.26.

Ghaffari: Seconded

Vote: Passed unanimously

NEW BUSINESS

GATS Enhancements - Funding:

Additional enhancements for the GATS program (grievance tracking program) is estimated to cost another \$150,000. Mr. Rinaldi explained that this expense was unbudgeted and, as a result, funding for these enhancements is not available out of the National Office budget. He suggested that these enhancements be postponed until fiscal year 2008. Mr. Robicheau believes that these enhancements would be valuable for both NATCA members and staff; accordingly, Mr. Rinaldi recommended that the necessary

funding be transferred out of this year's set-aside account to begin this upgrade, with the remainder coming out of the fiscal year 2008 budget.

Rinaldi: Motion to transfer \$75,000 from NATCA's set-aside account to fund the GATS enhancements

Blankenship: Seconded

Vote: Passed unanimously

Training:

Since there is a decrease in the number of members currently attending NATCA training classes, discussion ensued on conducting some classes at locations other than the NATCA National Office. Mr. Thompson recommended that some classes be held west of the Rocky Mountains in order to ease the travel burden for members on the west coast. Mr. Meachum suggested that Mr. Forrey send a letter to the FAA to request official time for class attendees (similar to the action taken to obtain official time for members who attended Communicating for Safety). Mr. Forrey will have NATCA's Director of Labor Relations Mark Shapiro draft such a letter for his signature.

COLA/Locality Pay:

Scott Sorenson has prepared a position paper on the issue of COLA/ locality pay; it will be given to Jose Ceballos for review and to ensure compliance with current NATCA policy. Once finalized, it will be sent to the Alaska and Hawaii congressional delegations. Northeast Airspace Redesign: The FAA has announced their plans regarding the New York/New Jersey airspace redesign program. Obviously, this will have a significant affect on many members in the northeast. It was the consensus of the NEB that NATCA needs to identify which version of the program is moving forward and evaluate its impact; Mr. Robicheau will work with Barry Krasner, Jose Ceballos and Marc Shapiro on NATCA's position.

IFATCA 2008:

The next IFATCA annual conference will take place March 10-14, 2008 in Arusha, Tanzania. Mr. Santore and Mr. Meachum have volunteered to attend the conference and represent NATCA along with Mr. Forrey. Mr. Rinaldi raised the issue of funding for IFATCA events; he explained that he has segregated IFATCA expenses during fiscal year 2007. He believes NATCA's participation in IFATCA is important, but expenses associated with such participation should be tracked separately from the National Office budget. Year-to-date IFATCA expenses are \$40,000, and this figure will increase before year-end.

AFL-CIO Boycott List:

Mr. Ghaffari noted that NATCA Policy & Position Statement A-2 states that NATCA endorses the economic boycott of companies listed on the AFL-CIO's boycott list, and NATCA will distribute the boycott list to all NATCA locals and regional offices. Since the NATCA National Office has discontinued regular mailings to FacReps, Mr. Ghaffari suggested that the AFL-CIO's boycott list be posted on NATCA's website in order to comply with the spirit of the policy & position statement. This was agreed by consensus.

Adell Humphreys will work with NATCA's Communications staff to ensure this is done, along with a link to the union hotel website.

NAATS Alaska:

Mr. Thompson continues to work with NATCA Membership Director Lew Zietz to obtain the names of flight service employees who would be interested in pursuing NATCA representation. The International Association of Machinists has obtained the names of the employees in the flight service bargaining unit and have also been attempting to organize them (IAM also represents other Lockheed Martin employees). Mr. Thompson believes NATCA could be successful in representing the NAATS Alaska employees, but it will take a great deal of work. It was agreed by consensus for Mr. Thompson to continue to pursue representation of the NAATS Alaska employees. NATCA Advertising: John Glynn joined the meeting to discuss a number of advertising and promotional options for NATCA.

Labor Relations:

Marc Shapiro joined the meeting at this point. The Labor Relations staff will send a letter to the FAA requesting official time for members who attend NATCA training classes. This must be done 45 days in advance of the class, so he will need the names before that deadline. If the Regional Vice Presidents wish to conduct training in their regions, they should submit the names of their attendees to the National Office well in advance of the 45 day deadline so that a letter can be sent to the FAA requesting official time for these individuals as well. Mr. Shapiro distributed a list of national grievances; at this time, NATCA has requested arbitration on 176 grievances. The grievances have not been prioritized at this point. After discussion, it was agreed that several Regional Vice Presidents would meet with the Labor Relations staff to discuss the outstanding grievances and prioritize them.

Article 17/48 Reps:

Meachum: Whereas the FAA Administrator departed the FAA on September 13, 2007, motion that the NATCA National Executive Board policy implemented July 6, 2005 and associated NEB guidance issued July 26, 2005 covering Articles 17 and 48 is hereby rescinded. The NATCA President will notify the FAA Administrator of the change in policy.

Blankenship: Seconded

Vote: Passed unanimously

Workgroups:

Barbarelo: Motion that the decision to establish workgroups that meet and/or deal with the FAA at the national level will be made by a majority vote of the NATCA National Executive Board.

Ghaffari: Seconded

Vote: Passed, with Mr. Forrey, Mr. MacDonald and Mr. Robicheau voting in opposition. Mr. Forrey reported that the Agency will no longer discuss the issue of split facilities during meetings of the consolidation workgroup. At this point, there seems to be no

energy among Agency management to create a separate workgroup to discuss split facilities.

Rinaldi: Motion to recess

Robicheau: Seconded

Vote: Passed unanimously

Tuesday, September 18

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
Mike Robicheau, New England 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.

Consolidation Workgroup Update:

The Consolidation Workgroup met recently in Houston. Mr. Ghaffari sent the notes from this meeting to the NEB so that they could get an idea of what transpired during the meeting. He feels that some positive headway was made, but he emphasized to Rick Ducharme that NATCA needed to see some show of good faith from the Agency. The workgroup will meet later this week in Washington DC.

NTSB Investigations/Participation:

Mr. Forrey reported that NATCA has requested party status in an ongoing NTSB investigation at IAD. He explained that when NATCA participates in NTSB investigations, we are prohibited from making any public statements that could support our interests and goals until the NTSB's report on the investigation is made public (which could take upwards of a year). Discussion ensued on whether NATCA should automatically request party status whenever an NTSB investigation is called. It was noted that if by picking and choosing the investigations in which we wish to participate, NATCA could lose the ability to participate in any of them. However, it is possible that we could better pursue the union's goals and interests by not participating in certain investigations. It was agreed that Darren Gaines should continue to contact President Pat Forrey whenever NATCA wishes to request party status, and Mr. Forrey will confirm this request.

Dues Reimbursements:

Mr. Rinaldi reported that a second run of dues reimbursements will be forthcoming shortly. He noted that the dues reimbursement project has cost the union \$32,000 to date in administrative expenses; the first batch of dues reimbursements totaled approximately \$3,000.

Downgrade Letter:

Joe Miniace originally agreed to provide NATCA with a downgrade letter, but the letter has not been forthcoming. Mr. Forrey will once again ask Mr. Miniace for the letter.

Agency Use of SSNs: The Agency continues to use the last four numbers of employee Social Security numbers (SMS training requires this when individuals sign in). The Agency maintains that they have the right to require this, but Mr. Robicheau believes that the Agency doesn't have a contractual right to demand the use of this information, particularly since the FAA has a unique 10-digit ID number for each employee which is maintained in their databases. Mr. Ghaffari will follow up with Marc Shapiro regarding this issue.

Guaranteed Fair Treatment:

The FAA is now offering employees "guaranteed fair treatment" as opposed to using the grievance process or going to the MSPB. After discussion, Mr. Ghaffari decided to deal with this issue at the regional level.

Computer Use During NEB Meetings:

Mr. Ghaffari wanted to discuss whether it is appropriate for the NEB to use their computers to check email during NEB meetings. Mr. Rinaldi believes that it is up to the individual to pay attention during the meeting; however, given the workload, it is unreasonable to expect that the NEB can't use lulls in the discussion to check their email. After discussion, it was decided not to make any changes to current policy.

Mr. Santore left the meeting at this point

Contract Team Recognition:

Mr. MacDonald noted that the 2006/07 Engineers & Architects contract negotiating team has successfully completed their contract negotiations.

Robicheau:

In recognition of the outstanding work done by the 2006/07 Engineers & Architects contract negotiating team, each NATCA bargaining unit member on the team is awarded \$3,000. Bonuses for NATCA employees on the team will be addressed on a confidential basis by the NEB.

Blankenship: Seconded

Vote: Passed, with Mr. Meachum voting in opposition; Mr. MacDonald abstained

AOS ATB Bargaining Units:

Mr. Blankenship noted that the new contract requires a national representative for each bargaining unit. As a representative has already been appointed to represent the center bargaining unit employees, he would like to appoint Jim Breen of A90 as the terminal national representative. Mr. Forrey will have Marc Shapiro notify the FAA of this appointment.

Mr. Farrow left the meeting at this point.

AIR 140 Bargaining Unit:

The AIR 140 bargaining unit in Oklahoma City is made up of 13 employees. Since the Aircraft Certification contract has been ratified, Mr. MacDonald believes NATCA should petition the FLRA to combine the AIR 140 bargaining unit with the Aircraft Certification bargaining unit. This was agreed by consensus; Mr. Forrey will instruct Marc Shapiro and Eugene Shapiro to petition the FLRA to amend the certification for the Aircraft Certification bargaining unit to include the AIR bargaining unit employees.

ADS-B:

Mr. Thompson reported that the two areas at ZAN that use ADS-B continue to have problems with the program. The display is supposed to be seamless and supplement radar coverage, but it doesn't work properly. Even though NATCA has filed three National grievances on this issue, Mr. Thompson believes NATCA needs to develop an aggressive plan to force the Agency to fix this program. He will provide Mr. Forrey with a synopsis of the current situation in Alaska. Mr. Thompson believes the program is a good one to supplement radar services where it is unfeasible to install radar, but the program needs to function properly.

Mr. Santore returned to the meeting.

National Office Building Issues:

Mr. Robicheau is concerned about the deterioration of the brickwork on the planters outside of the National Office. Ms. Humphreys will speak with the building owner and get cost estimates for refacing or replacing the bricks.

Robicheau: Motion to recess

Zilonis: Seconded

Vote: Passed unanimously

Wednesday, September 19

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

- Paul Rinaldi, Executive Vice President
- Howard Blankenship, Central Regional Vice President
- Bryan Zilonis, Great Lakes Regional Vice President
- Mike Robicheau, New England 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.

Mr. Robicheau and Mr. Santore were absent for the first part of the meeting, as they were representing NATCA at Congressional fundraisers.

Mentorship Project:

Doug Hartman joined the meeting via teleconference to explain his organizational plan for the mentorship and labor education project, along with his recommendations for national lead selection. The project will require no additional funding for the remainder of the 2007 calendar/fiscal year.

Mr. Robicheau and Mr. Santore joined the meeting at this point.

2008 Elections:

Mr. Forrey explained that NATCA intends to have an increased presence in the field during the 2008 elections. NATCA's goal is to get as many members as possible involved in campaigns at the grass-roots level.

Budget:

Mr. Rinaldi reported \$65,000 now remains in the set-asides account for this year (the account originally contained \$390,000). Unanticipated expenses for this fiscal year included the purchase of a new trade booth, the mold remediation lawsuit and the mentorship program. While the union's income is less than anticipated, expenses have also been reduced. He explained that the FY 2008 income projection will be less than fiscal year 2007, so he encouraged the NEB to bear this in mind when developing budget requests for fiscal year 2008.

FLRA:

Mr. MacDonald expressed his frustration with the FLRA for their lack of action and incompetence in dealing with NATCA's issues. Mr. Forrey believes that it would be beneficial to wait until our current legislative issues are resolved before we deal with the FLRA. He has spoken to AFL-CIO leadership to enlist their support, who are also encountering similar problems with the FLRA.

OSHA Committee:

Mr. MacDonald wishes to add a Region X representative to NATCA's OSHA Committee. Mr. Forrey agreed that this would be appropriate, and recommended that Mr. MacDonald forward the name of his region's representative to Mike Odryna, chair of NATCA's OSHA Committee.

Efficiency Studies:

The Agency is using the firm of Booz Allen to conduct efficiency studies, and results are expected in November. Mr. MacDonald believes that the Agency wants to continue to move their engineering employees to other locations.

IFATSEA:

Mr. MacDonald regularly sends an engineer representative to the semi-annual IFATSEA meetings, and he believes that NATCA should also send a controller representative to this meeting as well, as there are issues discussed at these meetings that are relevant to the air traffic control profession. Mr. Forrey will discuss this with Dale Wright.

Santore: Motion to adjourn

MacDonald: Seconded

Vote: Passed unanimously