NATCA National Executive Board Meeting

September 7 & 8, 2011
Portland, OR

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
Larry Lescanec, 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 Ghaaffari, Western Pacific Regional Vice President
Mike MacDonald, Region X Vice President
Barry Krasner, Executive Director

Also in attendance were Julio Henriques (ERAM), Jerry Johnston (WE), Dean Iacopelli (QA/QC Order), Russ Miller (CWG), Eddie DeLisle (NVT), Mike Meredith (NVT), Doug Pincock, Andrew LeBovidge (Fatigue & QA/QC), Steve Hansen (Safety), Jeff Richards (Fatigue & Professional Standards)

**Old Business**

**Middy Position P50:** (Closed-Ghaaffari)

**ZMA/ZHU Update:** Members of the NVT, in conjunction with the ZMA, ZHU and ZAB facreps, met with Mark Wilson to brief him on the individual issues. Mark is drafting our legal position to present to the FAA for each facility. Phil and Victor will meet with the agency representatives after they are delivered to attempt resolution. (Open-Santore)

**Number of NATCA Academy Classes for 2012:** The 2012 dates and places will be distributed by November. (Closed-Ghaaffari)

**VFS- Applicability to Region X:** The Benefits Committee negotiated a discount with Aviation Medicine Advisory Service to be available to all NATCA members. NATCA and the Aero Medicine Advisory Service (formerly known as VFS) agreed to offer a 20-percent discount on AMAS services outside of what is covered by the
normal NATCA agreement.

AMAS understands that many of NATCA’s members are also private pilots and could benefit from its aero medical services when obtaining or regaining their pilot medical certification. All NATCA members can receive this discount off standard case services for pilot medical certification assistance. Medical advice and advocacy for a member’s pilot certificate, if it is outside of what is required to maintain their FAA Medical for their job, will now be available through AMAS. Members will still receive, at no cost to them: advice, council, and advocacy on issues that relate to their FAA Medical that is required for their employment with the FAA. (Closed-MacDonald)

National Office IT: Still waiting for proposals and still need to do a complete scrub of organizational needs. Barry, Phil Yanchulis and Robey will need to do this (Open-Robicheau)

LAX Tom Bradley Construction: Dale Wright visited LAX and attended a meeting with FAA Manager Bill Scott, LAX Management, LAX NATCA along with representatives from LAWA (L.A. World Airports). Dale worked with everyone in attendance to agree on some procedures to deal with the many, many blind spots at LAX. Dale will work with our Facility Rep at LAX and FAA management to ensure implementation and compliance with the agreed upon procedures. (Open-Ghaffari)

ERAM: Discussion on adding additional NEB members to the national weekly telcon. Tim Smith had previously joined these calls, now Victor Santore will as well. Julio gave an update to the NEB on NATCA ERAM structure, bench marking, processes and up-coming issues with IOC down line. (Open-Ullmann)

Dues Workgroup and Membership status: The NEB is exploring a proposal to clarify constitutional language related to the annual dues of regular membership. The RNAV committee has a proposal for life-time retired membership in NATCA that will be handled under new business at this meeting. John Bratcher (Benefits and Organizing Chairman, Robey, Barry and Zilonis are working on a more appropriate structure for Corporate and Associate membership. They will present that to the NEB at a future meeting. (Open-Krasner)

2012 Convention: The NEB agreed that the convention budget should cover bus transportation to and from the airport to the convention hotel as well as to the closing event.

Initially there was discussion on leaving open a free night (no-scheduled activities) on Thursday, March 29th. The NATCA Reloaded committee, in conjunction with the NATCA Charitable Foundation, will hold an event on that night. The NEB expressed concern that the event planners be aware that there is a possibility that all convention attendees and guests may show up at the event and that they should
plan for adequate space.

Delegates planning to attend the 2012 NATCA Biennial Convention in Denver can now register for the event online http://denver2012.natca.org. The 14th Biennial Convention will be held March 27-30, 2012 at the Hyatt Regency Denver. The opening reception is March 27th. The convention opens March 28 and closes March 30. For those that have already booked rooms be advised that our Contract with the Hyatt states, “The room rate is current Gov’t rate, to a maximum of 189 per night.” The Government rate for Denver changes from 141 to 149 effective October 1st.

In accordance with NATCA’s National Constitution, Standing Rules, Policy and Position Statements, amendments and resolutions need to be submitted to the National Constitution Committee through the Executive Vice President (pgilbert@natca.net) 120 days prior to the convention. That date is Nov. 29th. As a reminder no others will be accepted between the 29th of November and the opening of the Convention. When the convention opens delegates can submit in accordance with the convention rules that will be established by the body (Open-Ullmann)

**Flight Deck Training:** As we continue to receive more requests for Flight Deck Training, Garth Koleszar and Ham Ghaffari respond to questions, concerns, and various issues with the Flight Deck Training program. We are continuing to work with other airlines (Southwest, US Air), and Air Cargo operators such as FEDEX and UPS to get their Flight Deck Training programs up and running. (Open-Ghaffari)

**Seniority:** The NEB will recommend the elimination of SRA-3 at the Denver Convention. Due to lack of technology prior to 2006, and our policy it may be virtually impossible to keep accurate data at the national level for those with personnel actions prior to 2006. (Open-Robicheau)

**Controller Refresher Training:** Several training workgroups had a pause in work due to the many changes in Executives at the FAA. The refresher training workgroup had their first meeting last week in DC. During the group’s first two telcons they reviewed the requirements in the 3102.4. They identified roughly 10 issues to be revised and have an intended completion date of January. The group had initially determined that they would create an 8-hour block of refresher training. The first 4-hour block will include safety issues, probably CRM, and should be ready by January 31st. Each training block will go through a full validation sequence. The long-term plan will identify checkpoints and methodology for internal validation. (Open-Ghaffari)

**Advanced Rep Classes for 2012:** Jay Barrett, Chris Boughn, Mike Hull, and Gretchen McMullen are doing fantastic work revising the class. They are putting the finishing touches on the curriculum, presentations, and participant guides for the beta class in December. (Open-Ghaffari)
**Staff Specialist Good Time:** The FAA team was not available due to the furloughs so they are looking at scheduling the end of Sept. or beginning of Oct. (Open-Zilonis)

**EVS:** In 2012, OPM wants to distribute to 100% federal employee workforce. There are many logistical issues surrounding some of our bargaining units involvement in survey participation (i.e., Survey will only be sent to ffa.gov email addresses). Paul will discuss access issues and resource challenges with the Administrator. (Open-Rinaldi)

**Unionware Online Registration for NATCA Academy:** The workgroup has had several discussions and a “Go To” meeting to discuss an online registration system for the NATCA Academy. Mike Robicheau is currently working on a demonstration for the group. (Open-Ghaffari)

**New Business**

**Boots of the Ground:** The NEB agreed the program has been extremely effective in the past two elections and would like to continue this effort for the 2012 election. Solicitations for retired members to participate will go out in early 2012. (Open-Gilbert)

**New Unionware for Facreps:** An online version of Unionware will soon be available for facility representatives. The online version can be used with all operating systems. The Neb was concerned with the amount of access available to a facility representative for members nationwide. Some of the fields of concern will be hidden from view. (Open-Robicheau)

**Access to NATCA videos:** Bryan Zilonis will research the necessary steps to address copyright issues with making videos available for public use. (Open-Zilonis)

**Reloaded/PAC event:** The Reloaded committee and the Legislative committee are now coordinating all events so they can jointly host and work together to ensure greater participation. (Closed-Ullmann)

**Shared Services:** NATCA LR will request a comprehensive briefing on the Shared Services plan and workgroup activity to decide what if any pre-decisional involvement is necessary. Trish also suggested that Mike MacDonald get this issue added to the agenda for the multi-region collaboration bi-monthly meeting. (Closed-MacDonald)

**Currency Requirements:** Tim Smith is working with the agency to develop a consistent currency policy for ATCs and TMCs. (Open-Smith)
Collaborative Meeting in September: Trish and Tim briefed the NEB on the upcoming training in Dallas. The focus will be to further establish an environment where workplace issues are identified and addressed in a pre-decisional, collaborative manner between the Union and the Agency. Not only has senior leadership from both NATCA and the FAA embraced a collaborative philosophy, but a formalized mechanism for establishing a process to collaboratively resolve local issues involving technology, airspace and procedures was developed to help steer facilities into what could be a new and different way of conducting business. The Collaborative Work Process has been rolled-out to every facility in the NAS. The meeting will also set a great deal of time aside to have dialogue regarding barriers which have been encountered system-wide during the past year. (Closed-Gilbert)

Untimely Business

Training Review Board: An issue was brought to us on who maintains oversight of the new Training Review Board class, which is being developed in partnership with our outside contractor. After some discussion amongst the NEB, it was decided that the NATCA Academy would retain overall oversight on the new class for any proposed changes to the class. (Smith-Ghaffari)

NLC Budget request: NLC expenses for 2011 have been normal, and projected to meet the allotted 2011 budget approval, with two exceptions:

1. In 2011, the NLC deployed Basic Legislative Activism class. Prior to the first class in April 2011, the NLC worked to develop, refine and deliver the curriculum for that class. The cost was consumed over 15% of the budget. With the great turnover of our membership it was important to get this class in place our future leaders trained.

2. At the beginning of 2011, we set a goal to raise the NATCA PAC to $5 million per cycle (every two years) by the 2012 convention. Since the NLC is primarily tasked with PAC fundraising, this goal fell to them.

The NLC has been aggressively pursuing that goal this year, which has led to a greatly increased number of PAC events. While there is an initial cost outlay for the events, which not only raise PAC dollars but also educates our membership, the funds are more than made up in the PAC treasury.

Trish asked for NEB approval to move the training costs to budget 42 (training) and add $30K to the NLC budget for continued use for PAC events and committee meetings.

Ghaffari seconded. NEB unanimously approved (Closed-Gilbert)
Professionals Standards: In October we will be kicking off our test committees in Anchorage, Dallas and Chicago. While the FAA will be supporting the program expense such as travel, meals and lodging, the committee will need funds for miscellaneous items such as lanyards, posters, office supplies, etc... The NATCA national team is requesting a budget of $10K.

Smith seconded. NEB unanimously approved (Closed-Gilbert)

Furlough Fund: The NEB agreed to leave the fund in place in case there are further furloughs and more members might need assistance. Donations were in access of $12,000 however over $100,000 was paid out to members in need. We are still aggressively working to get back pay for the furloughed membership. When and if that occurs we will encourage furlough fund recipients to put the money sent to them back into the fund. (Open-Gilbert)

OSI: The FAA is working with the DOI to get the payouts done by the end of the fiscal year. They will do lump sum payments first. The furlough of key personnel working this payout has slowed the process. (Open-Peterson)

NATCA Reorg Committee as per 2010 convention resolution: The committee will be sending out a survey to the RVPs and report will go to the Constitution Committee in November. (Open-Lescanec)

LOT class: The class is being revised. The beta class will be held on Dec 6th in Atlanta. Next year two classes will be held prior to LM and IRS filing deadlines. One in San Diego on January 18th and the next in Atlanta on February 2nd the day after CFS. (Open-Gilbert)

Region X thank you event: Members of region X will be in DC at the end of the month and they would like to provide lunch for the NATCA employees to show their appreciation for their hard work in ending the furlough and also for the ONEU donation to the furlough fund. (Closed-MacDonald)

Bottom Dwellers and the NATCA Logo: A group of NATCA members would like to use the NATCA logo with their name “Bottom Dwellers”. Motion failed with Barbarello, Lescanec, Robicheau and Ghaffari supporting. The group later agreed to change the name to “Underwater Dwellers Scuba Club”. NEB unanimously approved the use of the NATCA logo with the new name. (Closed-Ghaffari)

Bullpen Dedication: A bronze plaque has been ordered and dates (November) for a dedication ceremony are being discussed with the family. The plaque will be placed in the patio area honoring the service of former NATCA President Johnny “The Bull” Carr. (Open-Gilbert)

Lifetime Retired Membership (RNAV): Dues Structure change for RNAV Auxiliary members proposal from RNAV committee:
1. Every RNAV member or retiring NATCA member will have the option to pay $35.00 annually or a one-time lifetime fee of $350.00. (The requirement to be a NATCA member for one year prior to retirement remains in effect)

2. Any member who pays the lifetime fee they will receive a polo shirt with the RNAV logo/“Lifetime Member” and a certificate indicating they are a lifetime member of NATCA.

3. Upon NEB approval to 12-31-2012, if the member has already made one or more annual payments, they may pay a pro-rated lifetime fee to make up the difference to a total of ten years and they will receive their shirt and certificate.

4. Any member that has already paid for ten years or more shall receive their shirt and certificate without further payment.

5. Any member that begins paying annually should be able to convert to a lifetime membership at any time by paying the $350.00 fee and they should receive a shirt and certificate. But, the credit for previous annual payments is only good until December 31, 2012.

NEB unanimously approved (Closed-Gilbert)

**Briefings**

**SkyOne:** Eileen Rivera, President/CEO of SkyOne credit union briefed the NEB on the expansion of services, which include mobile banking and text messaging. Some of the upcoming services are:

- **Debt Cancellation Insurance**
  - Makes loan payments while on disability, while unemployed due to involuntary termination (furlough, layoff, etc.) and payoff loan in case of death-
- **iPhone and Droid app for Mobile Banking**
  - Coming by year-end

Services they currently provide:

- **Crisis Co-Pilot Program** (furlough program - They provided no-interest loans to our furloughed members that applied.)
  - $5,000 at 0% for 6 months, 48 mo term, no payments for first 90 days
  - Reversals of fees (Non Sufficient Funds (NSF), Courtesy Pay Overdraft, Certificate of Deposit (CD) early withdrawal penalties)
  - Extension of loan payment due dates
- **Disaster Loans**
  - $5,000 at 0% for 3 months, 48 mo term, no payment for first 90 days
  - Extension of loan payment due dates
  - Free replacement of debit and credit cards and checks
  - Waive early withdrawal penalty of CDs
- **Financial Planning and Advice,** specializing in TSP and rollover options ($25 million currently in assets under management)
- **Free Credit Counseling through Balance**
Mortgage Loans – nationwide
NATCA Local accounts (60 currently established)
Support for NATCA events (Communicating for Safety Conf, NATCA convention, Regional FAC Rep Meetings, golf tournaments, etc.)

**ATC Levels - National Validation:** Joint telcon will take place in mid September to brief on the MOU and the team created FAQs document. An email has been set-up where additional questions can be sent in nvt@natca.net.

**Workforce Engagement:** Jerry Johnston briefed the NEB on the challenges in trying to get the training accomplished. There have been some communications issues and frustration with both Gallup and the FAA. The next survey is scheduled for March or April of next year but realistically it will be later in 2012.

**Safety:** Steve Hansen briefed the NEB on the upcoming CFS conference and the challenges with having it so early in the year and just over a month from convention. Additionally he updated us on current ATSAP activities including expanding the program to the Multi-Units, Engineers and Architects, etc. Additional discussion on Partnership for Safety.

**QA/QC Order:** The NEB was briefed by the QA/QC orders negotiating team. There will be four new orders.

1. **Voluntary Safety Reporting Programs (VSRP)** -
   - Incorporates all safety reporting systems in one place.
   - Includes ATSAP Provisions – ATSAP MOU remains in place.
   - Provides for duty time when “operationally feasible” to complete ATSAP Report.
   - Includes new language regarding pilot deviations:
     - **Non-management employees.** Submission of a VSRP report satisfies non-management employees’ requirement to report in accordance with FAA Order 7210.632, *Air Traffic Organization Occurrence Reporting (ATOOR)*, except when an employee providing air traffic services determines that pilot actions affected the safety of operations. When such a determination is made, pilot actions must also be reported as a Mandatory Occurrence Report (MOR) in accordance with the ATOOR Order, Sections A2-A8.

2. **Air Traffic Organization Occurrence Reporting (ATOOR)**
   - Establishes Mandatory Occurrence Reporting (MOR):
     - Examples of MOR’s are airborne loss of separation, airport loss of separation, emergencies, etc.
     - Employee required to report each occurrence to the “management official” which includes CIC.
     - Waiver to reporting MOR for loss of separation from compression on final.
     - Filing an ATSAP report satisfies MOR reporting requirement.
     - Failure to report MOR subjects employees to disciplinary action.
Replaces OE/OD terminology with description of the event.
• Establishes Electronic Occurrence Reporting (EOR).
  • Examples of EOR systems are OEDP and TARP.
• Includes new PD reporting language:
  • 2-1. Flight Crew Notification of Suspected Pilot Deviations (PDs).
    When an employee providing air traffic services determines that pilot
    actions affected the safety of operations the employee must report
    through the MOR process.
3. Air Traffic Organization Quality Assurance Program (QAP)
• Establishes Risk Analysis Events (RAEs) as a loss of standard separation
  occurrences that have a measure of compliance (MOC) of less than 66%.
• Establishes RAE interviews:
  • Union participation required to conduct an RAE interview.
  • Employee involvement is voluntary.
4. Air Traffic Organization (ATO) Quality Control (QC)
• Has the most potential negative impact to members.
• Establishes Operational Skills Assessment (OSA).
  • Union proposed establishing organizational OSA's, which will not
    identify employees by name or be used for individual performance
    management.
  • Union proposed establishing individual OSA's only after previously
    documented performance deficiencies have been identified.
  • Union proposed limiting any QC Service Review from being used to
    identify individual employee performance or be used to support
    Individual Performance Management.

Approximately 100+ new acronyms will go into effect with the orders.

Fatigue: The team is still working on many of the outstanding issues from the
implementation of the fatigue recommendations including but not limited to
staffing, midshift processes and operational configurations.

Closed session

[Signature]
Patricia Gilbert, Executive Vice President