
NATCA National Executive Board Meeting
March 17 – 18
Boston, MA

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 has completed their work on the development of interim facility staffing targets and is briefing out their work product at the national level. The Staffing Target is a combination of the facility specific Certified Professional Controller (CPC) staffing level and the facility specific trainee (e.g.: CPC-IT, developmental) staffing level. The CPC staffing level is expected to meet facility operational/contractual/statutory requirements, including resources to develop, evaluate, and implement processes and/or initiatives affecting the National Airspace System. The trainee staffing level includes the number of trainees needed in the pipeline to maintain the number of CPCs based upon the facility's forecasted gains and losses. The staffing target will be used as a basis for placement and release decisions.
(Gilbert/Barbarello – OPEN)

Traffic Mix Formula: The two workgroups have met and continue to work on the recommendations to the CSC. (Santore – OPEN)

Staff Specialists Workgroup: The workgroup was at a standstill due to disagreement between the Parties on the scope of the workgroup's authority. A telcon was conducted on February 27 with the team leads and expectations were reinforced. Expect the team to meet shortly. (Zilonis – OPEN)

LAX TBIT: The situation has not improved and in fact it is worsening. Unilateral changes to operational procedures and pillaging controller positions to fill FLM vacancies have resulted in unnecessary delays and six-day workweeks. (Ghaffari – OPEN)

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ERAM/ERAM CHI/System Enhancements: ZNY declared continuous ops last week. We are expecting both ZDC and ZNY to be fully online by the end of the month. (Ullmann – OPEN)

ZMA/ZHU Update: Anna spoke to the arbitrator. He apologized for not getting back to us and said that he is still working on the award. He mentioned how voluminous the record is and said he is making progress but is not there yet. It does not appear that a decision will come very soon. (Santore – OPEN)

National Employee Services Team (NEST) Issues: Kevin Bianchi has transitioned into the NEST as NATCA's designee. A joint review of the NEST process will be conducted to ensure the process is working as expected. A new process is being developed that will expedite the selection for employees who have gone through the NEST process. (Barbarelo – OPEN)

Continued Problems with AWP RFS: A national meeting is being set up to address concerns regarding performance issues with the RFS from AWP. (Ghaffari – OPEN)

SSRI Program: The parties have agreed to all labor relations issues surrounding the implementation of the SSRI program for ATCSs. We are waiting on Aviation Medicine to launch the program that will permit controllers who are prescribed specific SSRIs to have their medicals reinstated after completing the prescribed criteria and testing. (Barbarelo - OPEN)

Alternate Funding Stream: Discussion continues on changing the funding for FAA as well as potential changes to FAA structure and governance. The status quo is riddled with funding uncertainty. Sequester is set to take effect again on October 1, with projections that the cuts to the FAA operations budget will be closer to \$750 million, as opposed to the \$253 million cuts we saw in 2013. The \$253 million in cuts forced the FAA to furlough every employee for one day per pay period for eleven pay periods. We were able to rally, advocate, and work with Congress to pass a law that allowed the Administrator to move the \$253 million from AIP to plug the shortfall in the operations budget, effectively allowing the FAA to end the furloughs.

The current state of the FAA—and our status as government employees—is certainly not the status quo we advocated for and defended in the 90s. With that said, our preferred position is to remain government employees in an agency or structure safeguarded from the threat of sequester, government shutdowns, and short-term funding bills (CRs). We seek a funding system that is predictable and allows for hiring, training, modernizing, and infrastructure improvements, not one that burdens the NAS with furloughs, staffing shortfalls, tower closures, and aging equipment and buildings.

We are preparing for any scenario that we may have to deal with in order to protect our

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membership and the system. That includes, but is not limited to, pay, benefits, pensions, and work rules. We will not support, and will aggressively oppose, any bill that does not protect those things, or threatens our ability to exist as a union, negotiate all work rules, pay/benefits, and participate in a fair dispute resolution process. (Rinaldi – OPEN)

FLRA AFN Petition: A ruling has been issued to form one wall-to-wall bargaining unit. All parties involved have 30 days to appeal the decision. (Rinaldi – OPEN)

GCN Housing: This issue is being worked collaboratively at the national level. (Ghaffari – CLOSED)

Day Care Facilities: On February 19 the former CDC workgroup gave a briefing to David Feder – FAA LR concerning the workgroups final report. His written response to that meeting did not satisfy our concerns with his failure to collaborate. We will be sending a written reply and also bring it to the attention of the CSC. (Peterson – OPEN)

Organizing ASH Employees: The National Organizing Committee (NOC) is working with POC's at ASH and getting data/material related to their 8888 status. The NOC will be working with LR in determining if there is a case to have them coded as 7777. The NOC continues to work towards a potential organizing/representation strategy for the ASH bargaining unit. (Gilbert – OPEN)

Committee Review: The committee review document has been updated to include liaisons for the different bargaining units. Additionally the Collaborative Oversight Group (COG), Collaborative Facilitators, IFATCA reps, Professional Standards leads and some training reps were added. We are looking to put the document into a more useful format. (Gilbert/Morrison – OPEN)

NavCanada: Several reps from Region X visited NavCanada's engineering services tech center located in Ottawa. Their engineers work collaboratively with controllers when developing and fielding new equipment. Their project planning looks out two to three years to keep up with constantly improving technology. They spend \$120 M in capital improvements per year. (MacDonald– CLOSED)

NTD Airspace Transfer to SBA and the reversal by Military: A presentation will be made to DOD on the operational need for SBA to acquire some additional airspace from NTD. (Ghaffari – OPEN)

Professional Standards in Region X: We continue to work on securing funds from the different lines of business to properly implement Professional Standards for Region X members. (MacDonald– OPEN)

Organizing FCTs: The National Executive Board voted and approved the ECP charter.

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NOC Chairman, John Bratcher briefed the board that NATCA has brought in 4 new locals in recent months and is seeking an election for a 5th at RBD. The NLRB held a hearing in Dallas on February 5 concerning the runoff election for RBD. The charge filed was dismissed and NATCA is waiting for the Regional Director of the NLRB to issue an order for a run-off election. The NOC is researching and developing other strategies for the remaining unrepresented FCTs. (Gilbert – OPEN)

Organizing AOV Employees: It is NATCA's belief that these employees have been incorrectly coded and should be bargaining unit eligible. The Organizing Committee will proceed with an organizing campaign to secure 70% support. (Gilbert – OPEN)

IFATCA ANC Position: The IFATCA executive board selected a Montreal controller to fill The IFATCA ANC vacancy. (Gilbert – CLOSED)

Overtime Qualifications: There is inconsistency in the way facilities apply Article 38 of the Collective Bargaining Agreement with regard to the overtime roster. This issue will be addressed with FAA at the National level and be included in the facility rep negotiation workshop. (Barbarell/Zilonis – CLOSED)

ULP Policy: The National Executive Board has adopted the following policy for locals filing Unfair Labor Practices: (Robicheau – CLOSED)

The National Executive Board establishes the following policy for the analysis and processing of unfair labor practice charges ("ULPs" or "charges") by federal sector employees before the Federal Labor Relations Authority ("FLRA") and Federal Contract Tower employees before the National Labor Relations Board ("NLRB):

When a Facility Representative seeks to file a ULP with the FLRA or NLRB, he or she should consult with the Regional Vice President before filing. The consultation with the Regional Vice President will address: the appropriate charging party, the issues raised by the charge, the appropriate FLRA/NLRB region for filing, potential supporting evidence for a charge, the relief sought, whether a grievance or a complaint in another forum rather than a ULP is appropriate, whether a charge is impacted by a previously filed grievance, and any other relevant issues. If upon consultation, the Regional Vice President and Facility Representative determine that the Union is the appropriate charging party, the following process must be utilized.

When a Regional Vice President or his/her designee decides to pursue a ULP, they should forward the complete case file to their Labor Relations Strategy Group designee who will share the file with the Labor Relations Strategy Group. The complete case file will include supporting evidence and documents for the ULP, including a witness list, witness statements, and a draft charge utilizing FLRA Form 22 available at http://www.flra.gov/webfm_send/3 or NLRB Form 501 at

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<http://www.nlr.gov/sites/default/files/attachments/basic-page/node-3040/nlrform501.pdf>.

The Director of Labor Relations may then direct an analysis of the case by the National Office Labor Relations Staff. ULPs submitted through this process will be reviewed by the NATCA Labor Relations Strategy Group. Unless the Labor Relations Strategy Group expresses concern with the validity of the charge the ULP will proceed.

Settlements. The decision to accept a settlement of a ULP rests with the advocate(s) assigned to the ULP case in consultation with the Director of Labor Relations.

NATCA Websites: A new national website is being developed to replace, update, and reenergize our five-year-old flagship websites, natca.org and natcamembers.org. The sites will also incorporate all regional and committee websites. The natca.org site will continue to be geared toward a public audience, promoting our members and their professions. It will continue to be a resource for the news media as well. It is expected that the new site will be up and running by August 1. (Robicheau – OPEN)

ASISO Testing: Upon completion of the joint ASISO testing the program will be available for locals to use with agreement between the parties at the local level. (Robicheau – OPEN)

New Business

Untimely Voucher: The National Executive Board has authorized the payment of an untimely voucher for MCO's Internet reimbursement. (Gilbert – CLOSED)

Untimely Voucher: The National Executive Board has authorized the payment of an untimely voucher for ABI's Internet reimbursement. (Gilbert – CLOSED)

Untimely Voucher: The National Executive Board has authorized the payment of an untimely voucher for DAL's Internet reimbursement. (Gilbert – CLOSED)

Untimely Voucher: The National Executive Board has authorized the payment of an untimely voucher for ZJX (member Gary Bukovsky) for TRB So Region. (Gilbert – CLOSED)

Tuition Reimbursement: James Hamilton's request for tuition reimbursement was approved in accordance with SRF-14 (Ghaffari – CLOSED)

Tuition Reimbursement: Wycliffe Wallcott's request for tuition reimbursement was approved in accordance with SRF-14. (Barbarelo – CLOSED)

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COG Makeup: The National Executive Board will consider names for filling vacancies at the next Board meeting. (Smith – OPEN)

Corporate Membership: The National Executive Board has approved Corporate Membership for Aireon. (Rinaldi – CLOSED)

Corporate Membership Program Event: The first week of December NATCA leadership will host a reception for NATCA's corporate members and Industry Partners. Last year's event was very successful with communicating NATCA's interests and goals to our members and partners and NATCA gaining a good understanding of their interests. (Gilbert – CLOSED)

Media Training: Media Training will be conducted immediately following NIW this year - May 21. The National Executive Board will forward names for attendees to the training. A second training will be conducted in November. (Gilbert – OPEN)

Flight Service Station (FSS) Name Change: A workgroup consisting of three (3) FSS NATCA members and three (3) from the Agency have been established to rename Alaskan Flight Service Stations to a name that more accurately reflects the professional services provided. The workgroup's first meeting is scheduled for April 10, 2015. (Morrison – OPEN)

Service Center Organizing: The NEB unanimously agreed to have the Organizing Committee inquire with the Service Centers on their interest in unionizing. (MacDonald – OPEN)

Training Review Board (TRB) Class: Regional Vice Presidents will authorize members to attend TRB class for their respective regions. (Gilbert – CLOSED)

CBA Appendix B: Inconsistencies on the application of "FD + xx% of All Other Positions" are increasing in facilities across several regions. Specifically, some facilities are not crediting CD as a position counting in the certification percentage for promotion to the next developmental stage where FD and CD are normally combined. The belief is there is a misapplication of the intent of not counting FD in percentages that is preventing other operational positions from being included. This issue will be taken to the CSC. (Morrison – OPEN)

Briefings

Safety and Tech Department: Dale Wright and Chris Stephenson briefed the National Executive Board on various safety initiatives. There is a great deal of interest in unmanned aircraft systems (UAS) being worked by ATC. Both FAR and SYR are being

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looked at as test facilities. There are a great many concerns with regard to “see and avoid” separation. TAMR is progressing on schedule with NCT now being a STARS facility. Getting A48 reps off to work on joint initiatives is becoming difficult with staffing dwindling at many of our facilities.

Safety Committee: Steve Hansen briefed the National Executive Board on the Committee’s activities starting with the statistics of the very successful 2015 CFS event. CFS 2016 is scheduled for March 21 through 23 in Las Vegas.

AJI currently has nine levels of management making it very difficult to coordinate and communicate on safety and training issues. Partnership for Safety (PFS) is progressing well in most locations. At facilities/locations where help is needed the issue will be raised to the RVP PFS liaison.

The National Safety Initiative is implementing ATSAP-X.

A UAS dashboard will be launched in the near future.


Hiring and Training: Tom Adcock briefed the National Executive Board on a host of issues including the agency’s 2015 hiring plan, recurrent training, training course development and flight deck training.

The controller direct hire bid should produce more than 1000 likely candidates with an expected on-boarding date in May.

A new nationwide general public announcement opens on March 23. Candidates will be required to take the validated Biographical Questionnaire (BQ).

There has been significant progress in completion rates of recurrent training in field facilities. Joint course development and redesign is occurring for Oceanic procedures, OJTI, CIC and TBFM.

Lastly the Flight Deck Training (FDT) program will be testing electronic filing at ATL, ZLA, ZMP, PCT, and ZDV.



Patricia Gilbert
Executive Vice-President