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# NATCA National Executive Board Meeting

## January 30-31

### Washington, DC

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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  
Aaron Merrick, Central Regional Vice President  
Rich Santa, Eastern Regional Vice President  
Drew MacQueen, Great Lakes Regional Vice President  
Mick Devine, New England Regional Vice President  
Eddie DeLisle, Northwest Mountain Regional Vice President  
Jim Marinitti, Southern Regional Vice President  
Andrew LeBovidge, Southwest Regional Vice President  
Joel Ortiz, Western Pacific Regional Vice President  
Curt Howe, Region X Vice President

**The agenda adopted for this meeting focused on the 35-day government shutdown, its effects, and the next steps for NATCA while still covering a few items of business.**

1. **Regional Updates:** Each RVP shared their lessons learned during the shutdown.
2. **\*Tuition Reimbursement:** Ronald Shonk's tuition request for tuition reimbursement was approved in accordance with SRF-14. (MacQueen—CLOSED)
3. **\*Tuition Reimbursement:** Jaime Borbon's tuition request for tuition reimbursement was approved in accordance with SRF-14. (Santa—CLOSED)
4. **Hiring/Training— NATCA National Training Representative, Tom Adcock**
  - Academy scheduled to reopen to new hires Wednesday, February 6th.
  - Approximately 330 were sent home on furlough and unknown at the time how many would return.
  - Classes for new hires would re-start with two weeks of refresher. The students would back up two weeks wherever they were in the curriculum and start there.
  - The Agency will not be able to meet its FY2019 hiring goals.
  - Bargaining unit members would be rescheduled for the entire class they were enrolled in and would be scheduled into classes as soon as possible.

RTF Schedule:

Class #	Start Date	End Date	Class Size
118409	02/22/19	03/28/19	24
118411	03/20/19	04/23/19	24
118413	04/16/19	05/20/19	24
118415	05/09/19	06/13/19	24
	05/09/19	06/13/19	24

\*See meeting materials

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118417	06/05/19	07/10/19	24
118419	07/02/19	08/06/19	24
118421	07/26/19	08/29/19	24
	07/26/19	08/29/19	24
118423	08/21/19	09/25/19	24
118425	09/17/19	10/22/19	24

#### **5. Pay—NATCA Chief of Staff, Dean Iacopelli**

The FAA is working with the Department of Interior (DOI) in order to get all employees paid as quickly as possible. Unfortunately, both organizations are simply overwhelmed in trying to get payments processed in a timely manner. The FAA is not negotiating with NATCA over how the payments are processed, and it is our understanding that much of it is beyond the FAA's control as DOI is making the payment processing determinations.

The lawsuit NATCA filed addresses the deprivation of wages under the 5th Amendment, as well as the delay in payment by requesting liquidated damages for failure to timely pay employees the minimum wage and overtime for time worked during the shutdown. It is important that members that worked during the shutdown [opt-into the case in order to be eligible for the liquidated damages remedy](#).

We contacted the law firm pursuing the suit and shared with them the lack of accurate and timely pay and information. We have also informed them of the DOI's failure to provide Earnings and Leave Statements. We have reiterated our position that we want our members paid quickly and accurately for the period covering the shutdown. We have also asked the FAA to advise us when they will be able to meet their contractual obligation to collect dues for the same period of time. We will continue to work with the Agency to ensure compliance with the contract.

#### **6. Safety & Tech Briefing— Dir. of S & T, Jim Ullmann & NATCA Safety Committee Chair, Hansen**

##### Ullmann

Even before the shutdown occurred the FAA lacked an overall integration plan. The shutdown stopped all programs so NATCA is pushing that an overall integration plan be followed in starting them up. During the shutdown a message was sent to Article 114 reps. to track issues and negative effects of the shutdown.

##### 5 Core Issues

- Legacy systems
- ERAM tech refresh
- TAMR refresh
- ADSB
- ATOP

Additionally, NATCA reached out to ALPA to determine their priorities as the system begins to start up after the shutdown.

\*See meeting materials

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ATO & NATCA will work together to determine the program start up priorities.

#### Hansen

Briefed on the importance of getting out the message regarding ATSAP reports early on if there is another government shutdown. The NEB message that went out during the 35-day shutdown drove a large increase in reporting of safety issues.

Well over 100 potential safety issues went unaddressed during the shutdown. It looks like it will take ERCs and other safety organizations/reps months to catch up.

#### **7. Government Affairs— Dir. of GA, Jose Ceballos**

There is a Transportation and Infrastructure (T&I) hearing tentatively scheduled for February 13<sup>th</sup> where NATCA will likely testify.

On January 24, EVP Gilbert along with Dean Iacopelli, Jim Ullmann and Eugene Freedman gave a briefing to approximately 60 Senate staffers.

NATCA brought in over 100 activists to visit every office on the hill. The handwritten letters were very powerful along with the zero paystubs.

#### **8. Public Affairs— Dir. and Deputy Dir. Public Affairs, Thom Metzger & Doug Church**

PA team during the shutdown. Metzger said that every PA team member has engaged on shutdown activities, and their efforts have been impressive. He and Church gave a number of examples. Public Affairs organized the calling and emailing campaigns to members of Congress for the NLC, and generated nearly 5,000 calls and more than 42,000 emails to Congress. Public Affairs helped organize the logistics for the NATCA rally on the Hill. Public Affairs worked with the RVPs to help organize the leafleting effort at 68 airports, including distributing shirts and printing and shipping 300,000 leaflets. NATCA's social media program broke all of its previous records during the shutdown. On NATCA's social media channels, impressions (posts showing up in newsfeeds) increased by 8 times compared to the same period in 2018 and 2017, engagements (likes and shares) increased by more than 9 times, link clicks increased by nearly 12 times, our followers increased by more than 10 percent during the period, and messages and comments on our posts increased by more than 37 times from the same period in recent years. Church talked about our media outreach efforts during the shutdown. He said that our combined pickups with national news, network news, regional newspapers and television stations, political media, and aviation industry press has been unprecedented. Our Union saw more media coverage in a month than we probably have in the entire combined history of NATCA. Church described a Google document with links to clips that is almost 45 pages long. This media coverage wouldn't have been possible without a lot of members participating in interviews locally around leafleting and other activities. Doug finished by saying that we have built great relationships with a lot of media outlets that we think we can utilize in the future.

#### **9. NATCA Internal Priorities/Finances/Schedule**

As expected, NATCA did not receive normal dues revenue from the FAA for two pay periods of the shutdown. We will continue to work with the FAA on the issue with the priority to first be on paying the

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workforce.

NATCA is reviewing all classes and projects as we are not operating as business as usual. Regional meetings with FacReps is a high priority, but smaller programs and projects do not necessarily need to meet and/or return to regular business.

RVP Devine canceled his FacRep meeting and is looking to have a combined meeting with NSO. NSW and NWP are still having their meeting on Feb 27-March 1. NNM and NAL will have joint meeting on March 26.

The NEB unanimously approved Eric Avila (ZHU) for the National Weather representative position.

#### **10. FLSA Lawsuit: Special Counsel and General Counsel, Eugene Freedman & Rita Graf**

Even though FAA should be paying the workforce this week for the past two pay periods, we are moving forward with our lawsuit. We continue to seek liquidated damages for violations of the Fair Labor Standards Act (FLSA), specifically, failure to timely pay overtime wages for overtime worked and failure to pay at least the statutory minimum wage to employees for work performed during the shutdown.

NATCA will seek to recover liquidated damages on behalf of the lawsuit participants who fill out and return the double-sided form. Only NATCA dues-paying members who are FLSA non-exempt and who worked during the shutdown without pay, are eligible to participate in the FLSA claims. Members can only choose to opt-in to one of the cases regarding overtime and minimum wage payments, so if they join another case seeking damages for missed wages, they cannot participate in NATCA's case. Our case will likely move faster because we know the eligible plaintiffs and we are sending our own notices to eligible plaintiffs. The other cases require information from the government and action by the court in order to proceed.

NATCA submitted a notice of voluntary withdrawal of its motion for preliminary injunction without prejudice. Since the FAA is in the process of paying NATCA members for their missed wages, we no longer need the court to intercede and order payment. We intend to move forward with that claim again if the government shuts down again on February 15.

#### **11. Disaster Response Committee/Fundraising/T-shirt design/ Thank You's**

The DRC will work to create a database of resources that will be beneficial to members that can be used for future hardship scenarios.

RVP's Lancaster and DeLisle will work together to develop a proposal for consideration by the NEB to thank the many groups that supported NATCA during the shutdown. Locals should be directly thanking those who donated food, etc. EVP Gilbert said RVP's should cover locals who did not receive food or donations. Kelly Richardson is working on a t-shirt design that can be used as a fundraiser and thank you item.

Financial contributions that were made and have not yet been used in support of the shutdown should be directed to the disaster relief fund.

\*See meeting materials

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**12. CFS Lodging**

The CFS planning committee will review CFS historic lodging usage and make cost saving recommendations to the NEB no later than the March meeting.

**13. NCEPT/NEST**

The first quarter is delayed and may have to be canceled. Offer letters for the 4<sup>th</sup> quarter should be completed by the first week of February. Local staffing workbooks need to be updated prior to the development of the next priority placement tool.

The next NEST will take place as scheduled –March 6<sup>th</sup>.

**14. Pay Calculator**

Jason Doss, NATCA ITC is working on the development of a pay calculator to assist members in determining the accuracy of their pay for pay periods that will not have a LES.

**15. NEB Meetings**

The next NEB meeting will take place in Oakland, CA on March 19-20 instead of Puerto Rico. This change is due to the financial obligation in Oakland for the NEB meeting change immediately following the shutdown.



Patricia Gilbert  
Executive Vice President