
NATCA National Executive Board Meeting

November 4-7, 2019

Washington, DC

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
Alex Navarro, 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

Old Business

1. Facility Staffing (Gilbert/LeBovidge/Santa/Devine—OPEN)

CRWG — The NATCA members of the Collaborative Resource Work Group (CRWG) met to discuss the recent data provided by the Agency in order to prepare for the next meeting. The data elicits additional questions and the team continues to pore over the information in order to ensure staffing calculations are empirically based on reliable and accurate information.

NCEPT — The NCEPT committee is up and running full steam ahead. We have transitioned from email to Microsoft Teams. The members are doing a great job of handling member questions and briefing facreps and trying to work issues at the local level before raising them to be handled. We submitted a budget proposal for 2020 which would allow us to host one training for the committee in DC, and allow funding for each member to attend one panel in 2020.

We came to an agreement on a first quarter panel of December 19th and published the associated dates. We agreed to roll over the temporary modifications for the next panel. We are working with the agency to change the “possible selections” column of the Facility Priority List from projected national average to 85% to coincide with the temporary changes. This caused confusion with our membership on the last panel.

In terms of staffing, the NCEPT continues to work in conjunction with the national training initiative. As of this meeting, we are at the highest number of CPCs since July 2018 with 10780 CPCs. We are also at

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the lowest number of trainees since August 2018 with 3508. Our CPC to target percentage is at its highest since the shutdown at 81.5%, which is up from 79.9% on August 7, 2019.

2. National Validation Team and ABACUS (Santa—OPEN)

NVT — The fourth quarter NVT meeting will be held the week of December 9. The NEB was provided the minutes from our last meeting, and will receive the proposed agenda for the next meeting soon.

ABACUS — The group continues to meet every other week to keep up with programming demands. In the near future it may be required to add resources to the group in order to remain on schedule. The team is regularly answering developer's questions to clarify details from the requirements document.

3. ZHU Update (Santa—OPEN)

The ZHU validation team met last week but was not able to finalize recommendations. A meeting is scheduled for the week of November 18th. We will hold at least four telcons before then to prepare for the meeting.

4. Legislation (Rinaldi/Gilbert—OPEN)

FAA Funding (Appropriations) — The House and Senate were in session through the end of October. The House is in recess for the first week of November, while the Senate remains in session. Lawmakers have until Nov. 21 to pass a funding bill and avoid a government shutdown. It is likely that another CR will be necessary to keep the government open past Nov. 21.

H.R. 1108/ S. 762 — NATCA continues to passionately advocate and strongly encourage co-sponsorship of H.R. 1108 and S. 762, the Aviation Funding Stability Act of 2019. As a reminder, both pieces of legislation are identical and would authorize the FAA to draw from the Airport and Airway Trust Fund ensuring the FAA can carry out its critical mission in the event of another government shutdown.

Federal Employee Pay Increase — There currently are different proposals regarding pay raises for 2020 for federal employees coming from the House, Senate, and Administration. Each year, the president is required to submit an alternative pay plan to Congress by the end of August, otherwise, significant automatic pay increases will take effect under the Federal Employee Pay Comparability Act. On Aug. 30, President Trump issued an alternative pay plan for 2020 in which he endorsed a 2.6% across the board pay increase for civilian federal employees, but no increase to locality pay, effectively ending the administration's push for a pay freeze next year.

Congress also has the ability to propose pay raises for federal employees. For FY 2020, the House-passed Financial Services and General Government (FSGG) appropriations bill includes a proposed 2.6% raise

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across the board, plus a 0.5% increase in locality pay, so with the House proposal, most could see a total increase of 3.1%. However, the Senate FSGG bill does not contain any pay raise proposal for federal employees.

5. Committee Review & NEB Liaison to Workgroups and Committees (Gilbert—OPEN)

- The NEB approved Nathan Vinson as a new instructor for the Safety Advocacy class.
- The NEB approved Mark Selleck as a new instructor for the OSHA/OWCP class.
- The NEB approved Rob Kindred to be the NAL Alternate to the National Legislative Committee

6. LR Negotiations/ Strategy Team & GM Restructuring, ATS Field Realignment (Gilbert—OPEN)

AHL Meeting — We are continuing our monthly meeting with AHL at the national level. The next meeting is scheduled for November 15th. On the agenda we intend to discuss the myriad of issues associated with NRX and to develop a process to address the issues prior to arbitration.

Furlough MOU and List — We made a request for the excepted/non-excepted list and have prepared yet another furlough MOU. This will also be discussed at the meeting on 11/15.

AVS ODA Office — We successfully concluded negotiations on a new AVS ODA office. The agency will solicit for volunteers to be temporarily and remotely assigned to this new office. There will be no change to bargaining unit status or pay in the interim.

AVS VSRP Matrix — We have been in ongoing discussion/negotiations with the agency to secure our participation in the AVS VSRP Matrix team. The team which was unilaterally implemented by AVS has several unions participating in a process that permits the agency to make unilateral determinations. We have stated that we will not participate under such procedures and have offered alternative solutions that will allow NATCA to participate in a non-binding manner. The discussions/negotiations are ongoing, but we believe we are close to resolution.

SERCO — We had a productive meeting with the SERCO VP and discussed mutual concerns. On October 30th we met with representatives of SERCO and discussed ground rules. Further meetings have been scheduled to conclude ground rules negotiations, then to begin the process of negotiating a successor agreement.

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BWS/Annual Leave MOU's — RVP's will be working with regional reps and leadership to ensure local negotiations are soon completed. 11/15 is the next check in for identifying locals that have not yet completed their negotiations.

7. Training Committee (LeBovidge/Marinitti/Lancaster/Devine—OPEN)

The National Training Committee (NTC) met on October 15. The Committee made recommendations to add one instructor for both the Safety Advocacy and OSHA/OWCP Training cadres. The Board approved Nathan Vinson and Mark Selleck, respectively, for these positions. The NTC also recommended adding three instructors for the Secretary-Treasurer Training cadre and will work to identify potential candidates for NEB consideration.

A NTC sub-group continues to work on the development of an advanced grievance advocacy training course. The basic framework has been established, but additional feedback is being solicited from LR advocates across the regions before fleshing out certain components.

The NTC is developing webinar-based content for regular online delivery. Multiple topics have been identified as being ripe for this type of training, and the NTC is always open for recommendations for additional content.

Efforts continue with Penn State University to finalize a “train-the-trainer” curriculum. The NTC is targeting a beta run of the class in early 2020.

Discussion ensued on ensuring connecting those who have received national training with local, regional and/or national representatives so the knowledge gained can be used as effectively as possible.

8. Section 804 Process (MacQueen—OPEN)

No major updates or issues with current S804/A76 projects.

- ERI to BUF: Completed
- GRR, MKG, LAN, FNT, MBS to AZO: Cutover complete. Lessons learned meeting December 4.
- CAK, MFD to CLE: Cutover complete. ATC cross training in progress. No major issues to report.
- PIA, SPI to T75: Cutover date TBD. Normal S804/A76 activities are continuing.
- PSC to GEG: Cutover date TBD. Normal S804/A76 activities are continuing.

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9. NATCA IT Update (Merrick/Santa—OPEN)

Dan Whall (NATCA Staff) and Thom Metzger (NATCA Staff) presented the most recent version of the new NATCA website to the board. The advanced search function, member side, home page and other new features were demonstrated. The web workgroup will submit the beta testing website to the NEB and work on making fixes to any issues or design flaws over the next month. The new website is set to be debuted after the NEB meeting in Indianapolis in December 2019.

10. Paid Parental Leave (Gilbert—OPEN)

NATCA signed onto a letter in support of parental leave provisions in the FY 2020 National Defense Authorization Act (NDAA). This letter advocates for the Federal Employee Paid Leave Act (H.R. 1534), which would grant 12 weeks of paid parental leave in connection with the birth, adoption or foster placement of a new child; up to 12 weeks of paid family leave to care for an immediate family member with a serious medical condition; 12 weeks of paid leave if they are unable to work due to a serious medical condition; and up to 12 weeks of paid leave for other purposes that qualify for unpaid leave under the Family and Medical Leave Act (FMLA), including for certain military, caregiving and leave purposes.

The letter encourages this language to be included in the FY 2020 NDAA, the annual defense policy bill. So far, this year's NDAA measure has been stalled. As a result, the Senate Armed Services chairman is preparing a backup measure in case the House and Senate are unable to reconcile their versions of the full bill. This would be a "clean" version of the NDAA and not include any substantive changes, such as the above proposal.

11. Open Season (Santa/Gilbert—OPEN)

The NEB was briefed by the National Organizing Committee Chair, John Bratcher, on the national open season (NATCA Collective Campaign). Mr. Bratcher briefed that we have 15,978 members in NATCA and are on track to break 16,000. There have been 358 new members join since the beginning of the campaign. He also briefed the NEB on the remaining parts of the campaign, regional activities, financial details, and the logistics of the campaign. Mr. Bratcher briefed that the energy in the field on organizing is growing with this campaign. There have been several locals achieve 100% status. Most notably, NATCA/ZDC being the largest local ever to achieve 100% members as well as being the first ARTCC to do so. President Rinaldi thanked the committee for all their work on this campaign and asked that they continue the work towards growing our union. He also asked for a full report to the NEB to be given at the conclusion of the campaign.

12. Election Procedures Oversight (Santa—OPEN)

The kickoff in-person meeting for the Election Support Committee will be held in DC on November 18-19. We intend to develop an election timeline checklist as our first task in helping locals with their

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elections. During our meeting we will discuss and identify a test facility for our strategy before presenting it to the NEB and rolling it out nationally.

13. NATCA Safety and Technology Leadership Council (LeBovidge/Merrick—OPEN)

The NSTLC presented the NEB with a revised listing of issues to adopt as focus items for the Union. The NEB approved the listing as presented, and made one recommended addition for tracking.

The NSTLC submitted two position statements (Partnership for Safety and Weather on the Glass) for NEB consideration. The NEB agreed with both, and requested the NSTLC prepare the associate “rationale” in order to formally adopt both as policy.

New Business

1. National OnBoarding Committee (Merrick—CLOSED)

Committee Make-up — Including a member that has specific Federal Contract Tower experience was deemed a priority. We will work to find a member that can join the committee.

Steering Committee Charter — The NEB unanimously approved the following charter:

The NATCA National Onboarding Steering Committee shall be chartered for the purpose of developing methods and materials to assist new facility representatives in transitioning to their new roles, and provide them with consistent direction and guidance.

The committee will provide feedback and recommendations to the NATCA National Executive Board on issues identified through the onboarding process.

The committee will be comprised of a designee from each region, one for Federal Contract Towers and two Regional Vice Presidents.

The committee will meet at least once annually or as necessary. Committee members shall be allowed to participate in meetings electronically in the event they cannot physically attend.

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2. Employee Assistance Program (EAP) Committee Charter (Gilbert—CLOSED)

The NEB unanimously approved the following charter:

The EAP committee collaborates with the Federal Aviation Administration to discuss and make recommendations for the promotion of the EAP program. Emphasis is placed on the wellbeing of the membership helping to balance work life and personal life.

The members of the committee and the chair shall be selected by the President and approved by the National Executive Board.

3. ONEU Negotiations (Santa—OPEN)

The ONEU contract team met and agreed on ground rules for future meetings. We intend to meet with the ONEU contract team for two weeks in early December.

4. OWCP/OSHA (Santa—OPEN)

A recommendation to suspend testing was sent to the twelve test facilities using ECOMP to file OWCP claims. The program requires BUEs to file an OWCP 301 before completing the OWCP claim, which is an additional requirement not present in the CBA. ECOMP is still usable and John Thompson (NEA OWCO Rep) is available to help any members in need of assistance.

5. NMI Annual Meeting (Rinaldi--CLOSED)

Meeting Minutes

*NATCA Membership Investments, Inc. Annual Membership
Meeting November 6, 2019 – Washington, DC*

The Annual Membership Meeting of NATCA Membership Investments, Inc. was called to order at 10:00 am with following individuals in attendance:

NATCA National Executive Board

- Paul Rinaldi, President*
- Patricia Gilbert, Executive Vice President*
- Clint Lancaster, Alaskan Region RVP*
- Aaron Merrick, Central Region RVP*
- Rich Santa, Eastern Region RVP*
- Drew MacQueen, Great Lakes Region RVP*

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- *Mick Devine, New England Region RVP*
- *Alex Navarro, Northwest Mountain Region RVP*
- *Jim Marinitti, Southern Region RVP*
- *Andrew LeBovidge, Southwest Region RVP*
- *Joel Ortiz, Western Pacific Region RVP*
- *Curt Howe, Region X RVP*

NATCA Membership Investments

- *Rick Thompson, NMI President*
- *Michael MacDonald, NMI Director*
- *Tim Smith, NMI Director*
- *Preet Virk, NMI Treasurer*
- *Rita Graf, NMI Secretary*
- *Magen Stevens, Counsel*
- *Cecilia Harley, Accounting*

I. Agenda & Overview

Mr. Rinaldi called the meeting to order. Mr. Thompson then began the meeting and discussed the meeting's agenda. He delivered information regarding the history of NMI and an overview of its structure. Mr. Thompson also introduced the members of the Board of Directors, NMI officers, and NMI staff.

II. Board Appointments

Mr. Thompson informed the NMI Membership that Kevin Peterson had been nominated for another term on the NMI board. The NMI Membership unanimously approved Mr. Peterson's nomination.

III. Overview of Financials, NMI Projects, and Tenants

Mr. Thompson provided the NMI Membership with an overview of NMI's financials, including repairs and upgrades conducted in 2019. The building was recently appraised at a value of \$15.9 million. The building mortgage currently has a balance of \$5.8 million, with a \$2.88 million balloon payment pending in 2026. The building is fully leased. One lease—held by the National LGBTQ Task Force—will expire in September 2020, and renewal negotiations are in progress, with a high likelihood that the tenant will re-sign after NMI installs soundproofing and other “nominal” changes. Mr. Thompson also noted that NMI had budgeted for and would soon be transferring a \$100,000 payment to NATCA for member benefits.

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Mr. Thompson described the recent repairs done to the building. The chillers and cooling tower were replaced in early 2019 at a cost of \$555,000. The 4th floor bathroom was renovated at a cost of \$59,000. Additionally, the loading area concrete pad was replaced and sealed, and the commercial hot water heater and 1st floor kitchen dishwasher were replaced.

Mr. Thompson also discussed pending renovations. The third floor bathrooms will be renovated in early 2020 at a cost of \$59,000. The front door will be replaced at a cost of \$16,500, with an estimated start date of late November. NMI will also work with Kastle to have upgraded security cameras installed at a cost of \$8,600. Additionally, Mr. Thompson informed the membership that Kastle has approached NMI with an upgraded system that would allow authorized users to log in using a mobile app and would allow administrators on the account to give one-time access to the building remotely. Mr. Thompson further stated that NMI will go forward with the updates should NATCA request them. The NEB agreed to discuss the matter and let NMI know its preference.

IV. Questions

Mr. Rinaldi asked why there had been issues with several of the recently upgraded systems, including the HVAC, elevator, and Kastle systems. NMI agreed to speak with Eddie Echard, the building engineers at Gaghan, Potomac Elevator, and Kastle to get to the root of the continuing issues.

Mr. Merrick inquired about NMI's ability to switch to LED lights and other green initiatives. Mr. Thompson noted that NMI is looking into switching to LED lights and into installing solar panels on the building roof, should that prove to be feasible and cost effective.

Untimely Business

1. Untimely Internet Reimbursement (Devine—CLOSED)

An untimely request for internet reimbursement for BGR was unanimously approved by the National Executive Board.

2. Untimely Reimbursement (Ortiz—CLOSED)

An untimely request for reimbursement for Gabriel Benjamin was unanimously approved by the National Executive Board.

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3. Local Charters (Rinaldi—CLOSED)

The NEB unanimously approved charter petitions for OSH and FOE Locals.

4. NATCA Charitable Foundation (Gilbert—CLOSED)

In accordance with Article IV, Section of The NATCA Charitable Foundation (NCF) By-laws, the NATCA National Executive Board and NCF Board of Directors elected members Jason Boyde, Kim Beckett, Elisa Muise, Bob Hill for a three-year term starting on January, 2020.

Briefings

Reloaded Committee—Dawn Johnson

The Reloaded Committee internally voted to change the name of the committee. Chair Dawn Johnson, requested permission from the NEB to change the current name and presented options for NEB approval. The NEB did not approve the selected names and requested that the committee go back and work on name selection for December's NEB meeting.

National Benefits Committee Briefing—John Bratcher

The National Benefits Committee (NBC) Chair, John Bratcher, briefed the NEB on the status of the Dynamic Travel program and the implementation of this program as NATCA's newest benefit program. Mr. Bratcher briefed about the progress of the Beacon Relocation Benefit and moving from the softer roll out in nine markets to the nationwide rollout of the program in the near future.

National Organizing Committee (NOC) Briefing—John Bratcher

The National Organizing Committee Chair, John Bratcher, briefed the NEB on the status of FCT organizing and those FCTs currently in different stages of organizing. Mr. Bratcher also briefed on the organizing efforts of certain DOD Air Traffic facilities.

Mr. Bratcher presented charter petitions for OSH and FOE Locals.

Human Performance—Aaron Katz

The NEB was briefed on the overall structure of the Human Performance (HP) office including recent and upcoming changes to the team. Aaron went over the projects he inherited and gave the status of those

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projects along with the status of on-going projects as well as ideas he has for future projects. The NEB was asked for any HP topics they want to see the office pursue.

CISM Briefing—Mike Napolitano and Sarah Grampp

The NEB should contact Mike or Sarah directly when they have CISM needs to ensure a fast, efficient response. Committee members should not be considered “regional” CISM reps. Each committee member has varying levels of experience.

The growing demand for CISM; including a 30% increase of usage this year (per Magellan). FACREPs and ATMs are requesting that we respond earlier than in the past and want CISM to stay for longer durations. There is a need to educate FACREPs and ATMs about the CISM process. We diffuse controllers over the phone early and prefer not to respond until Day 4 or 5 after the incident.

New member selection — CISM responds with a licensed clinician from Magellan therefore we do not need to worry if a member has previous experience or education in mental health, psychology, or therapy. We need confident personalities who can quickly win people over in a group setting.

Suicide prevention training — The CISM Team will have suicide prevention training from Magellan at the annual team training in Tampa, February 24-28. The goal is to prepare the team should a suicidal controller reach out. It is not the goal to become a suicide hotline. CISM should always get the caller on the line with a professional as soon as possible. Mike Napolitano will explore different online trainings – some free and some at low costs and decide which trainings are worth presenting to the NEB for consideration.

Expanding the tracking of CISM “encounters” on a spreadsheet to be used for future FAA budgetary considerations. A question was posed to the NEB regarding possible unintended negative consequences of revealing this information to the FAA.

Pending Committee Needs and Issues:

- Trish is inquiring with the FAA to get BFOT to ensure that all committee members have equal opportunities to contribute and keep their skills fresh in real-world scenarios. Several controllers simply cannot get released for CISM responses due to poor staffing.
- Legal guidance on SEAD3’s impact on confidentiality vs. duty to report.
- Issue with CISM hotline phone. Google Voice removed a feature that enables hotline calls to display on CISM coordinator cell phone’s as the hotline number itself; rather than the caller’s personal number. This creates confusion for all coordinators because they don’t know if an incoming call is personal, a telemarketer, or a hotline call. In some cases hotline calls have been flagged as spam.

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Constitution Amendments—Rita Graf

The NEB discussed proposed amendments to constitution to be presented at the 2020 Houston Convention.

A handwritten signature in cursive script that reads "Patricia Gilbert". The signature is written in black ink on a light gray rectangular background.

Patricia Gilbert
Executive Vice President