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## **NATCA National Executive Board Meeting December 12-13, 2019 Indianapolis, Indiana**

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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  
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  
Brad Davidson, Region X Vice President (effective Jan. 1, 2020)

### **Old Business**

#### **1. Facility Staffing/NCEPT Class (Gilbert/LeBovidge/Santa/Devine—OPEN)**

NCEPT — The NCEPT group is preparing for the panel next Thursday. The group has worked as expected by finding many discrepancies prior to the panel which will hopefully reduce the amount of issues we have to rectify after the panel. The staffing number is rising at a faster rate than expected due to the temporary modifications running in parallel to the training initiative. We are at a one-year high in CPCs and a one-year low in employees in training. Since August 2019, we have grown in the AOB percentage each week to a new high of 82.0%. We are expecting 4-5 members from the NCEPT Committee to join us at the panel this quarter. Unfortunately, we still have eight facilities which haven't participated in NCEPT by either releasing or gaining employees.

CRWG — The Collaborative Resource Work Group (CRWG) is scheduled to meet on December 17 to restart discussions surrounding staffing models.

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

NVT — The National Validation Team met this week to review and process the facilities in the table below. We are available to answer any questions and investigate any concerns.

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Identifier	Facility	Upgrade/ Downgrade	Current Pay Level	New Pay Level	Effective Date
ARB	Ann Arbor ATCT	Upgrade	4	5	7/7/19
DVT	Deer Valley ATCT	Upgrade	8	9	8/4/19
FFZ	Falcon/Mesa ATCT	Upgrade	7	8	6/9/19
HSV	Huntsville Madison County ATCT	Upgrade	6	7	7/7/19
ORL	Orlando Executive ATCT	Upgrade	5	6	8/4/19
ALB	Albany County ATCT	Downgrade	7	6	3/1/20
M98	Minneapolis TRACON	Downgrade	11	10	3/1/20
STT	St. Thomas/H.S. Truman ATCT	Downgrade	5	4	3/1/20
TUS	Tucson ATCT	Downgrade	7	6	3/1/20
DAB	Daytona Beach ATCT	Defer	9		
DTW	Detroit Metro/Wayne County ATCT	Defer	11		
CRP	Corpus Christi ATCT	Remove from Consideration	9		
VRB	Vero Beach ATCT	Remove from Consideration	7		

ABACUS — The group is on schedule and the latest work focused on sustainment requirements and documentation.

### 3. ZHU Update (Santa—OPEN)

The out-brief from the ZHU validation included a recap of the variables and the negotiation strategies used before running the preliminary Traffic Count Indexes. The TCI charts include four different parameter settings. We recommend that the board extend the workgroup to allow for the validation of the newest aircraft captured. The team is standing by to brief the facility when desired.

### 4. Legislation (Rinaldi/Gilbert—OPEN)

FAA Funding (Appropriations) — The Senate passed, and the President signed, a continuing resolution (CR) that extends current government funding levels through Dec. 20, 2019. The CR gives Congress and the White House additional time for negotiations on a dozen appropriations bills that would provide funding for the Federal Aviation Administration (FAA) and the rest of the federal government through Sept. 30, 2020.

H.R. 1108/ S. 762 — NATCA continues to advocate and 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.

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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 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 RVP Ortiz & RVP Navarro to Hardships
- The NEB approved RVP Santa as the liaison to the Constitution Committee
- The NEB approved Bradley Wilcko (SCT) as the Pilot/Controller Liaison on the NSC
- The NEB approved ESA ERC Terminal- Brandon Miller (PCT)
- The NEB approved ESA ERC En Route - Anthony Hughes (ZDC)
- The NEB approved Judd Wallace (ZOB) as ATSAP Analysis Team (AAT)
- The NEB approved Michelle Trudeau (ZID) part-time AAT (8 hours per pay period)
- The NEB approved Bob Aitken to the National Training Committee (NTC)
- The NEB approved Bob Aitken and Curt Howe as the NRX ARVPs (effective 1/1/20)
- The NEB approved Felicia Reeves as the National AIR Representative (effective 1/1/20)

### **6. LR Negotiations/ Strategy Team (Gilbert—OPEN)**

NRX LR — NATCA & the FAA had a good meeting with Brad Davidson, Nicole Vitale and representatives from AHL to discuss the LR issues associated with Region X. We will be working with the Agency to reinstate the Multi-Unit collaboration meetings and work to resolve other LR issues in advance of a grievance and/or arbitration.

ATOMS/WMT — NATCA is scheduled to meet with the Agency next week to discuss the establishment of an ATOMS workgroup to determine the connectivity between ATOMS and WMT. We are still trying to determine the future of OPAS and where that fits in with the development and potential future deployment of ATOMS.

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Furlough List — NATCA received the furlough list from the Agency. The list has been compiled differently than in previous furlough list exchanges. We have been briefed that as a result of using a different electronic system to produce the list, all ATC employees are coded as excepted, meaning they are not subject to being furloughed. We will be evaluating the lists and sending them to the RVP's for distribution to facreps for review.

Voluntary Leave Bank (VLB) — the Agency is interested in establishing a VLB whereby employees would be required to contribute the amount of annual leave they accrue in a pay period (4/6/8 hours) to be eligible to receive leave from the bank. Leave approval is subject to sufficient medical documentation or other requirements. We will be receiving a briefing in the coming weeks on more of the specifics.

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

The National Training Committee has a meeting scheduled for December 17th and 18th in Washington DC. The subgroup working on the advanced class in grievance preparation and presentation will be meeting on December 16th to continue curriculum development. The Committee has recommended adding additional instructors to the cadre for Secretary Treasurer training and is seeking suggestions from the NEB. Further instructor discussion occurred in closed session.

### **8. Section 804 Process (MacQueen—OPEN)**

#### PART 2

Scenario 2 - Realign Grand Rapids (GRR) TRACON, Muskegon (MKG) TRACON, Lansing (LAN) TRACON, Flint (FNT) TRACON, and Saginaw (MBS) TRACON operations to Kalamazoo (AZO) Tower / TRACON

- Cutover complete –
  - STARS String 1 (MKG/GRR) – May 29, 2019
  - STARS String 2 (LAN/FNT/MBS) – June 12, 2019
- Upcoming activities –
  - Monitoring close-out activities
  - Facilitating lessons learned meeting on December 4

Scenario 3 - Realign Akron-Canton (CAK) TRACON and Mansfield (MFD) TRACON operations to Cleveland (CLE) Tower / TRACON

- Cutover complete – September 22, 2019
- Additional updates –
  - ATC cross training is in progress and continuing
  - Finalizing administrative checklist

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- Upcoming activities –
  - Monitoring close-out activities
  - Scheduling a lessons learned meeting for early 2020

### PART 3

Scenario 1 - Realign Peoria (PIA) TRACON and Springfield (SPI) TRACON operations to St. Louis (T75) TRACON

- Estimated cutover date – TBD
- Recurring items –
  - Project co-lead telcon
  - Monthly engineering review telcon
- Additional updates –
  - Coordination meetings in progress to determine optimum plan for enroute automation transition between ZKC and ZAU
  - ERAM testing in progress at WJHTC
  - Development of new RVMs, IDS requirements, LOAs and SOPs in progress

Scenario 2 - Realign Pasco (PSC) TRACON operations to Spokane (GEG) Tower/TRACON

- Estimated cutover date – TBD
- Recurring items –
  - Project co-lead telcon
- Additional updates –
  - Local workgroup developing plan for TRACON layout and IDS system
- Upcoming activities –
  - Conducting Engineering Services schedule review meeting in Spokane

### PART 4 and 5

They were transmitted to Congress on December 2, 2019. The estimated end of Congressional review is January 3, 2020, as calculated by AGC. Contained in the report are:

1. Realign Reading, PA (RDG) TRACON operations to Harrisburg, PA (MDT) TRACON
2. Realign Bakersfield, CA (BFL) TRACON operations to Fresno, CA (FAT) TRACON
3. Realign Waterloo, IA (ALO) TRACON operations to Des Moines, IA (DSM) TRACON
4. Realign Binghamton, NY (BGM) TRACON operations and Elmira, NY (ELM) TRACON operations to Wilkes-Barre/Scranton, PA (AVP) TRACON
5. Realign Terre Haute, IN (HUF) TRACON operations to Indianapolis, IN (IND) TRACON
6. Sustain/maintain Rochester, MN (RST) TRACON operations at current site

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7. Sustain/maintain Clarksburg, WV (CKB) TRACON operations at current site
8. Sustain/maintain Huntington, WV (HTS) TRACON operations at current site

CHS TRACON construction. Columbia, SC (CAE), Myrtle Beach, SC (MYR) and Florence, SC (FLO) were identified as potential transfer sites. Initial facility contact has been established, kickoff telcon is scheduled for January 30, 2020. On-site working session with site survey of each potential transfer site is scheduled for February 24-28, 2020.

ZSU: All data has been collected. Validation of staffing for added alternatives is ongoing. Preliminary recommendation discussions have begun. Expected conclusion of the analysis is by March 2020.

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

RVP Merrick provided a briefing on the rollout of the new NATCA website. The current plan is to launch the website officially on December 23, 2019. This means beginning to transfer the domain name servers and the website files to the new location on Friday evening December 20. This could cause an issue with the website not being up during the initial hours of a potential shutdown. We will advise Waldinger (website company) Friday morning if we do not have a final word on a shutdown and have them stand down on the transition if we do not have a final answer.

RVP Merrick also briefed on the NATCA Mission, Values and Vision statement page on the website and it was determined to add the Air Traffic Controller Code to the Mission, Values and Vision statement page.

UWR was presented with updates to include advanced filters, data refresh, enhanced search, and additional permissions functionality. Anyone in a leadership position has the ability to register for an account and login with a testing account. Development will continue.

Testing and implementation of Office 365 is going faster than anticipated. Many committees have been briefed and members set up with accounts. The process of disabling ShareFile accounts and emails has begun and several committees will be 100% TEAMS in the coming weeks. The NEB has started the process of migrating to TEAMS and will continue to enhance our usage to meet our needs.

### **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

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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—CLOSED)**

The NEB was provided a full report by the National Organizing Committee Chair, John Bratcher, on the national open season (NATCA Collective Campaign). Mr. Bratcher briefed that for the first time, NATCA's membership had exceeded 16,000. The open season had brought in 629 new members to NATCA. Mr. Bratcher expressed his amazement in how the activist in the field took ownership of the campaign, and the energy at the local level was really what made this campaign successful. He briefed the committee would be meeting the following week to discuss how to capitalize on the energy around organizing and how to move forward and continue to grow our union. President Rinaldi thanked the committee for all their work on this campaign and asked that they continue the work towards increasing membership in our union.

### **12. Election Procedures Oversight (Santa—OPEN)**

The Election Support Committee met with the National Election Committee in November to discuss procedures that will benefit facilities in ensuring accurate and valid elections. The team has also coordinated with the National Constitution Committee to brief them on the potential new work. We will begin testing our ideas in January to refine the process and intend for a widespread rollout by the summer of 2020.

### **13. NATCA Safety and Technology Leadership Council (NSTLC-LeBovidge/Merrick—OPEN)**

The NSTLC submitted the following proposals for policy statements which were unanimously adopted by the NEB:

*Weather on the Glass*

*Whereas, convective weather is the number one cause of injuries/fatalities in the National Airspace System and,*

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*Whereas, improved weather information would have an immediate and positive impact on the operations,*

*Therefore, be it resolved that NATCA fully supports improved weather information, beyond precipitation, on a controller's primary radar display in both the terminal and enroute environments.*

*Selected Altitude*

*Whereas, altitude deviations are the number one reported safety event by both pilots and air traffic controllers and,*

*Whereas, "selected altitude" information on the controller's radar display has proven effective in reducing altitude deviations when implemented by other Air Navigation Service Providers around the world and,*

*Whereas, this would be an added operational benefit from the ADS-B 2020 mandate,*

*Therefore, be it resolved that NATCA fully supports the implementation of "selected altitude" technology on a controller's radar display as a major safety enhancement in the National Airspace System.*

*Partnership for Safety*

*Whereas, a collaborative approach to addressing safety issues is in the best interest of the flying public and,*

*Whereas, such an approach will assist in the overall goal of identifying and mitigating risks before an incident or accident occurs,*

*Therefore, be it resolved that NATCA fully supports Local Safety Councils (LSC) and the monthly Safety Awareness For Excellence (SAFE) discussions through Partnership for Safety (PFS).*

Discussion ensure on the current events surrounding the "Tech Refresh 2" for En Route facilities and the challenges being faced at the key sites. NATCA has been very engaged in identifying issues and seeking mitigations.



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**14. ONEU Negotiations (Santa—OPEN)**

The NEB was updated on the schedule of contract negotiations with ONEU.

**15. OWCP/OSHA (Santa—OPEN)**

The 12 test facilities have been notified of the OSHA requirements of ECOMP by John Thomson and all of the facilities have decided to discontinue recommendations of use to the membership. We don't have any new information on the DOL/FAA reviewing the ECOMP requirements so we can begin testing again.

**New Business**

**1. Document Retention Policy (Lancaster/Ortiz—OPEN)**

RVPs Lancaster and Ortiz will look at the current policy to ensure it is workable for locals. This matter is something that is often brought up during audits.

**2. IT Committee Helpers (Santa—CLOSED)**

The NEB unanimously approved four committee helpers that will specialize in each program of MS Office and will be able to assist committee chairs if needed. They would also serve as IT support for regional meetings.

**3. New Employee Orientation (Santa—OPEN)**

The NEB reviewed a draft orientation packet for new hires. Plans are to continue to work with the organizing and reloaded committees to develop a guideline package that facreps can use to help with concise and valuable orientation.

**4. Untimely Internet Reimbursement (Santa—CLOSED)**

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

**5. 2020 Solidarity Golf Tournament (Gilbert—CLOSED)**

The NEB unanimously approved sponsoring the closing dinner for the tournament on 2/5/20.

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**6. Local Charters (Rinaldi—CLOSED)**

The NEB unanimously approved charter petitions for LWM and OWD Locals.

**7. NATCA National Legislative Committee (NLC) Charter (Gilbert—CLOSED)**

The NEB unanimously approved the following charter:

***NATCA National Legislative Committee Charter  
(approved 12/2019)***

1. *The NATCA National Legislative Committee (NLC) will seek to advance the status, professionalism, benefits, and working conditions of all NATCA bargaining unit members through political and legislative activism.*
2. *The NLC shall assist the National Executive Board in defining the roles and responsibilities of the Government Affairs Department.*
3. *The NLC shall be the focal point for all grassroots legislative activity.*
4. *The NLC shall identify the legislative training needs of the membership and take steps to address those needs.*
5. *The NLC shall promote the growth of NATCA PAC.*
6. *The NLC shall make recommendations to the PAC Advisory Board (PAB) on the distribution of PAC funds.*
7. *The NLC, through its Chairperson or his/her designee, shall brief the National Executive Board on NLC activities.*
8. *The NLC shall elect a Chairperson. The Chairperson shall serve a two-year term commencing January 1<sup>st</sup> succeeding the election. Nominations shall be submitted and the election will occur on odd calendar years during the fall meeting (e.g., Sep or Oct). In the event there is not a fall meeting, a special meeting and/or election shall occur prior to October 1<sup>st</sup> of the election year. There shall be no restriction on the number of terms that may be held.*
9. *The NLC may elect one member of the committee to serve as vice-chairperson. When a regional member of the NLC is elected to the vice-chair position, the Regional Vice President may select an additional committee member*

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*to fill the regional position vacated by the vice-chair. The election timing, procedure, and term of the vice-chair shall be the same as that of the Chairperson.*

10. *NLC members shall be allowed to participate in meetings electronically in the event they cannot physically attend. When necessary, additional meetings may be conducted wholly through electronic means. For the purposes of constituting a quorum, NLC members participating electronically shall be considered present and eligible to vote.*

### **Briefings**

#### **2020 Convention—Sandy Tighe**

- There are 289 convention registrations to date.
- We will not provide bus transportation to/from the airport in Houston. The approved convention subsidy will be amended to include a \$50 increase to offset for the facilities eligible for it.
- Evening events are set and are listed on the website.
- RVPs can expect an email requesting the convention committee be added to their pre-convention meeting agenda.
- RVPs will receive an email requesting the number of wristbands they will need for their regional dinners.
- The 2024 Convention Bid presentations at convention will give each city 5 minutes to present on stage. A comparison graph of the costs will be created so our members can see the differences.

#### **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. The NEB discussed the process by which newly represented facilities would be publicized.

#### **National Benefits Committee (NBC) Briefing—John Bratcher**

The National Benefits Committee (NBC) Chair, John Bratcher, briefed the NEB on the status of the Retirement Seminar program. He stated that the NEB would receive the results of the solicitation for locations and asked that they provide their selections by the 20th of December. There was also a

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discussion about the different programs the committee is working on and the usage of the programs by the membership.

**Employee Assistance Program (EAP)—Carrie Uphus and Martin Ramirez**

The NEB was given a general overview of EAP services including counseling services and WorkLife programs available to employees and their households. Carrie and Martin shared the challenges and goals for the committee. Primarily, they think it is important to educate our membership on the program and are developing ways to reach people.

**Collaboration Facilitators—Phil Hughes**

The NEB was briefed on the work Collaboration Facilitators have accomplished in FY19 and what is ahead for FY20. Phil also spoke on the role & responsibilities of the National Lead position.



Patricia Gilbert  
Executive Vice President