

Synergy Meeting Minutes

December 18-19

Opening discussion

Key, Adrienne, Lydia, Megan, Alex, Andrew, Josh, Maurice

New Hires: US Contact

- Magnet for them
- Pop socket/sticker/chotski
- Email address to send a reminder email
- Social media

How to contact us:

- Email

Process:

- Email
- We discuss
- Respond back with a solution

Training

- Articles
- Links to studies

Meet and Greet talking points:

- There is a place for you in this union
- Diversity in our workforce
- Training is a priority
- Discuss challenges
 - o Being singled out for any particular reason any feeling of bias
- Examples of differences
 - o Generational
 - o Gender
 - o Politics
 - o Background
 - Education
 - Work experience
 - Geographic
 - o Race
 - o Religion
 - o Type of facility
 - o Atc, pss, staff, mgmt., eng, ect

- Next academy meet and greet is 2/3/2020
- Change natca email address to us.natca.org

Began meeting with the NTC – 9am

- Try beginning with one topic and lead to a rolling messaging platform
- Reloaded briefing
- Social awareness **explore ideas and concepts
- Develop cadres to deliver bias training
- Get down to the anchor of why
- Communication on when a person feels a particular way on bias or being included
- Open our minds to anyone can be anything even if they don't look like someone we've seen before
- Level of fear to asking questions and seeking counsel
- A message we can all deliver
- How do we celebrate each other

Accountability board/ EEO briefing 10am

AB – role is oversight to ensure things aren't being ignored

- Review all allegations under boards scope regardless of origin
- Identify trends
- Evaluate the process
- Provide objectives and measures which are timely, consistent and appropriate
- Starts as a management inquiry done by that line of business
- Not an investigation until ASH is involved
 - o Make sure the information is thorough so AB can see if it falls within their scope

AB will not take or recommend disciplinary actions or override/change the EEO and/or grievance process

US – could be a natca version of AB

- Be the initial LER for if an issue falls under the AB
- An individual can call and ask if something can be reported and get the process started
- It is the managers obligation to report back on the movement of the process

No process to link EEO and AB. AB will withhold their investigation pending EEO findings

- Jeffery Vincent has access to all that AB data
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NBCFAE and Hispanic Coalition meeting – 12:00

- Communication - Develop some sort of open discussion between the two organizations (at the top)
- Education of both sides and their responsibilities
- Schedule bi quarterly meetings between the various colitions
- Could we facilitate a conversation at convention or cfs between the various groups
- Provide information about other employee associations for new hires
- Develop a process to handling specific issues
- Coordinated employee group career exposure discussions

Thursday, December 19

Began with TEAMS briefing from Jason Doss

- We are going to use us@natca.org for all emails that will crete an internal channel that we can use to answer and discuss questions

Convention 2020

- Side by side booth
- Two sided fidget spinner with respect and US on the other

Convention planning phone call 1/26 - 27 in Austin – Maurice and Alex

- Explain synergy and that we want to connect to some local schools
- Possible school choir
- Tours of local facilities
- Look for schools for that may not have access to aviation
- Let them know about our workshop

Logistics: Coordinate with Kelly Richardson, Sandy, Corey Soynet (Andrew)

- Booth space next to pro standards
- Polos Shirts
- Table skirt
- Handouts/cards
- Registration (individuals)
- Workshops (Title for the workshop, description) – Alex and Adrienne “What profession will you children walk in to?”
- Bias Training with DuShaw
- Send an intro email to convention committee

Train conflict resolution for next meeting - Josh and Lydia

Trish – contact GLOBE and PWC

Coordinate with Southern region for our may 2020 meeting

Message: Why diversity and inclusion are stronger and more productive when all of the skills of the members are used?

- Point to data, stats and articles
- Types of professions and facilities

Workshop:

- What the differences of diversity are
- Reach out to Alana

New committee members

- welcome note
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send a note to those who were not selected to join the committee