Union Synergy Meeting Minutes  
February 5 – 6, 2020

**Wednesday, February 5**

**New Committee members Meet and Greet - 9:00 – 9:45**

- Welcome Amanda and Jay in attendance

**Convention Workshop Discussion** Structure discussion

- 2 or 3 presentations -30-40 minutes presentation, 10-15 minutes questions-minute presentation
- Describe the process of selecting the “synergy” name
- Show support from National (quotes or video)
- Want to gain data points
  - Coalitions have some data, new Unionware has some, we need to manually create some
  - Historical data (first female, first Hispanic RVP, etc.)
  - Research existing studies that describe an increase in effectiveness of teams directly related to an increase in diversity
- Andrew-Do we have the ability to expand the convention presentation to a full presentation 1-1.5 hours for regional meeting and then distill it for convention.
- Jay- What if we focused on internal conflict first – for example, have you ever felt misunderstood?
- Josh – We all do the same things – We do something with our day, we have family and friends, we celebrate – we all do it in different ways
- Lydia – Set up **ground rules at beginning** and explain the idea of discomfort and encouraging group to hand in until the end -- its uncomfortable for us too, let’s go through this together
- Andrew – What is focus of our message? What will take away be?
- Adrienne – We don’t want to be off putting, but we also don’t want to avoid the message we are here to deliver, what unites/divides? **How do we get better together?**
- What message/idea do we want people to walk away with– No limits. This is for YOU. Everybody has a piece. You are valued. We need YOU. YOU make us stronger.
- Outreach – includes educating people on opportunities available. Remembering not everyone understands fundamentals of NATCA
- Alex – acknowledge NATCA shortcomings

**Convention Booth**

- Discuss booth cover design and the cost
- $465.00
- Amanda will work with Image Point on design
  - Logo
  - Collage of faces
- Foam boards – order from union printer
- Posters and convention question prizes
  - Raffle ticket wheel
- Booth attendance sheet
- Photo Booth Idea
  - Possibly create frame, offer raffle ticket for photo
  - Have participant take their own selfie and tag with our label
- Photos to add to US NATCA page and possibly the Twitters
- Question discussion selection
  - Define diversity with a statement at top of questionnaire
    - Use examples
  - How important is synergy to you?
  - Do you feel your contributions are valued in the union?
- Survey monkey or QR code use
  - Create printed notepad for people that might otherwise wait in line for ear buds
- Advertise
  - Signage
  - Newsletter
  - Regional newsletters
  - Facts (women in air traffic has decreased over 20 years)
- Hashtags
  - #NATCAISUS
  - #NATCASYNERGY
  - #UNIONSYNERGY
  - #WEARENATCA
  - #NATCASTRONGERTOGETHER
- Social Media
  - Adrienne to create/manage page

**Conflict Resolution Brief**

- Josh and Lydia presented on Conflict Mitigation to provide group with additional tools to consider when receiving feedback on the committee.
- Presentation has been uploaded to

**Houston Community Service**

- Southwest hangar at HOU
- Chick fil-a sponsored lunch
• Big brothers Big Sisters of Greater Houston or students from Kipp East end High School and Kipp Sunnyside High School
• Emergency Airport services visit
• HOU tower visit and possible simulation run

**Materials and Messaging** – 3:35 – 4:00

**Thursday, February 6**

**OKC Meet and Greet** Discuss Mondays meet and greet

• Lessons learned
• Make suggestions for future meet and greets
• Plan future attendees for the next two
• ***Future idea: Union Synergy Dashboard -- Create an intake form that wouldn’t release any private information but would capture the amount of cases we help individuals work through, what regions/facilities they are coming from, how we helped, etc.

**Black History Month**

• Create FB frame Andrew and Jay
• Key, Adrienne, Maurice working with NATCA Comm – Insider Article and Social Media
• Coordinate a post with NATCA Comm using US logo, email, hashtag
• *Trish will create a calendar for the entire year to recognize/honor/feature other groups

**Inclusion Use Discussion**

• Jamal not here to discuss, follow up with Jamal
• Anna uploaded document “Diversity Inclusion...” Document to Files in General Channel
• We want to make sure that our actions show what we are doing and not just our voice

**Working Lunch**

• Plans for our next meetings
  o August 6th-7th
  o December 14th-15th
  o February 18th - February 19th
• Plans for Southern Region interaction
  o Amanda, Alex and Adrienne will teach
    • Will create notes for others to teach in the future
  o Lunch with region on April 22nd, Lunch on our own on April 23rd (pre-convention over)
• Swag for disbursement?
Post-Convention and Loose Ends

- Focus after convention (General members or Local Reps)
- Continued interaction with Union
  - FacReps first, then membership
- Social media presence
- NATCA in Washington and CFS presence
- Unfinished business or outstanding items