

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
 - August 6th-7th
 - December 14th-15th
 - February 18th - February 19th
- Plans for Southern Region interaction
 - Amanda, Alex and Adrienne will teach
 - Will create notes for others to teach in the future
 - 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