
NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

Attendees

Rich Santa, President
Andrew LeBovidge, Executive Vice President
Clint Lancaster, Alaska Regional Vice President
Aaron Merrick, Central Regional Vice President
Brian Shallenberger, 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
Nick Daniels, Southwest Regional Vice President
Joel Ortiz, Western Pacific Regional Vice President
Brad Davidson, Region X Vice President
Dean Iacopelli, NATCA Chief of Staff
Olivia Hughes, Executive Administrative Assistant
Dan Carrico, Great Lakes Region Alternate Regional Vice President
Todd Mariani, Central Region Alternate Regional Vice President
Allison Schwaegel, National Legislative Committee Vice Chair
David Skarphol, National Legislative Committee Chair

President Santa called the meeting to start at 9:00 AM CST on February 21st, 2023.

Opening Remarks (Rich Santa, President)

Management Advisory Committee (MAC) Meeting Review (Rich Santa, President)

President Santa provided the NEB with an update on the February MAC meeting. President Santa explained that staffing and the FAA budget were the central topics of discussion. Several industry groups will be seeking additional funding for FAA through the upcoming appropriations process.

FAA Hiring (Rich Santa, President)

The Agency has committed to increased hiring for the next four years. This will result in 6900 new employees being brought on-board: 1500 in 2023, and 1800 per year for the subsequent three years. The revised CRWG target numbers will be instrumental in ensuring these new hires are properly distributed through the system.

Training (Rich Santa, President)

The NEB discussed challenges in initial qualification training that are prevalent in the field and strategies to address those issues. The NEB will further discuss at the meeting in April.

CRWG Brief (Rich Santa, President)

NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

President Santa provided the NEB with an update on the ongoing CRWG endeavors. President Santa and Acting Administrator Billy Nolan received a briefing on the CRWG outcomes and another briefing is being scheduled with the Department of Transportation for either later this week or the next.

FAA Reauthorization Priorities (Rich Santa, President)

The NEB discussed the status of FAA Reauthorization and reviewed the list of priorities that NATCA has transmitted to key legislators in the reauthorization process. Controller staffing, FAA funding, and issues associated with new entrants remain as the top tier of NATCA issues for the legislation.

Brad Davidson and Region X Meeting (Rich Santa, President)

President Santa and EVP LeBovidge provided the NEB with a synopsis for their recent discussion with RVP Davidson regarding strategies in advance of possible entry into term bargaining for the Light Blue and Purple Books, which become amendable in 2024. RVP Davidson highlighted the positive momentum that the meeting caused. Additional updates will be provided as circumstances warrant.

NATCA in Washington Briefing (Rich Santa, President)

David Skarphol, Legislative Committee Chair, and Allison Schwaegel, Legislative Committee Vice Chair provided the NEB with a presentation on the plans for the upcoming NATCA in Washington event. The agenda, registration process, Congressional receptions, and other logistics were reviewed and discussed. The NEB reviewed the speaker list and best practices for maximizing the Hill visits.

Historical Committee Charter (Clint Lancaster, NAL RVP)

RVP Lancaster provided the NEB with the Historical Committee's proposed amendment to the charter. After review, the NEB agreed to table the discussion until the April meeting pending clarification of the intent for certain proposed changes.

Communications Committee Update (Aaron Merrick, NCE RVP)

RVP Merrick updated the NEB on the Communications Committee meeting at NATCA National in February. RVP Merrick highlighted the main topic of discussion and the plan for upcoming meetings. RVP Merrick reminded the NEB about the requirement under Standing Rule SRI-6 for committee meeting minutes to be posted on the members-only section of the NATCA website.

NEB Committee Liaisons (Rich Santa, President)

The NEB discussed the efficacy of having an NEB liaison for committee where an NEB member already serves as a Chair or co-chair.

Air Safety Investigations SOP (Aaron Merrick, NCE RVP)

RVP Merrick presented the NEB with proposed changes to the Air Safety Investigations Committee SOP. Discussion of the proposed changes were tabled pending further discussions with Karena Marinas, ASI

NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

Committee Chair regarding travel expense reimbursement issues.

Activism and Training Exposition (ATX) Follow up Email (Aaron Merrick, NCE RVP and Nick Daniels, NSW RVP)

RVP Merrick and Daniels presented to the NEB a proposal for a follow-up email to all attendees of ATX. The emails would provide a continuation of class information and upcoming events. The NEB discussed the best way to create the emails and how they would be delivered. The NEB agreed that more information was needed, and a mockup of the email is required.

Information Technology Committee (ITC) Update (Aaron Merrick, NCE RVP and Nick Daniels, NSW RVP)

RVP Merrick and Daniels gave the NEB an ITC update, emphasizing the currently open projects including MyNATCA document uploading and the establishment of different permission levels. The Committee is still working on a GATS replacement software and progress has been made toward finishing that project.

Terminal Automation Modernization and Replacement (TAMR) ATPPrepare First Course Conduct (Rich Santa, President)

Some individuals previously selected for this activity were unable to participate. The NEB unanimously approved Frank Ruiz (MLI), Kenneth Matthews (DFW) and Joe Garcia (SCTS) to serve as replacement participants.

Terminal Flight Data Manager (TFDM) Traffic Management Coordinator (TMC) SMEs (Rich Santa, President)

The NEB unanimously approved Harry Gaydosz (PIT), Dawn McMullen (SFO), Nellie Kerez (SFO), and Mike Everson (PHX) for this activity. Ryan Bloom (SJC) and Marc Martinez (SAT) were approved as alternates, if needed.

Terminal Flight Data Manager (TFDM) Tower SMEs (Rich Santa, President)

The NEB unanimously approved Jason Stewart (BOS), Chris Bakke (SLC), Randal Anderson (ORD) and Jasmine Scott (HOU) for this activity. Austin Leclerc (CLT) and Serrylyn Ramirez (LAX) were approved as alternates, if needed.

Meeting Planner and Events Representative (Rich Santa, President)

The NEB unanimously approved hiring Mindy Soranno for the position of Meeting Planner and Events Representative.

Alaskan Region Reloaded Representative (Clint Lancaster, NAL RVP)

The NEB unanimously approved John Eisenmayer (FAI) for the position of Alaskan Region Reloaded Representative.

NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

OSHA Committee Charter and OSHA Representatives (Clint Lancaster, NAL RVP, Aaron Merrick, NCE RVP, and Brad Davidson, NRX RVP)

RVP Davidson provided the NEB with an update from the OSHA committee. In order to more fully align with OSHA activities, the OSHA committee proposed amending its charter to add a representative from the Flight Service bargaining unit and to also revise its annual meeting requirement. After reviewing and discussing the proposed amendments to the OSHA charter, the NEB unanimously approved the revised charter, as follows:

National OSHA Committee Charter (09/2020) (updated 02/2023)

The NATCA National OSHA Committee shall be an ad hoc committee chartered for the purpose of assisting the President, Executive Vice President, Regional Vice Presidents and Facility Representatives in protecting all NATCA Bargaining Unit Members from any conditions that may put them in an unhealthy or unsafe working environment.

Composition:

The Committee shall be comprised of one (1) active member in good standing from each Region as well as one (1) active member in good standing who is an air traffic control specialist assigned to the Flight Service option. The National Executive Board shall appoint one member as Vice Chair and one member as Committee Chair. The Committee Chairperson will serve as the National OSHA Representative and the NEB shall review the appointments of the Vice Chair and National OSHA Representative at least once biennially, normally concurrent with the NATCA biennial Convention. In accordance with standard budgetary and financial requirements, the NATCA National Office shall reimburse committee members for normal and typical reimbursement of expenses for committee activities.

Meetings:

The Committee shall meet at least once per year. This annual meeting shall, to the maximum extent practicable, coincide with the annual NATCA Communicating for Safety Conference or the NATCA National Convention. Additional meetings may be held when deemed necessary by the Chair and approved by the Executive Vice President.

Roles and Responsibilities:

- 1. Monitor the FAA's Occupational Safety and Health program.*
- 2. Assist the National Office, Regional Vice Presidents, and Facility Representatives with any issues that may place any Bargaining Unit Member into an unsafe or unhealthy working environment.*
- 3. Ensure that all OSHA regulations are adhered to and ensure compliance with all applicable Collective Bargaining Agreements.*
- 4. The Committee, through the Committee Chair, shall submit an annual report to the NEB in January of each year highlighting the Committee's activities over the previous twelve months. The annual report shall also include the Committee's planned actions for the upcoming year, plus any recommendations and justification necessary for NEB consideration and action.*

NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

Additionally, the NEB unanimously approved Pete Alvarez (FS2) and Brett Hansen (ZKC) to serve on the NATCA OSHA Committee.

Financial Update (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided the NEB with an amended update on the end-of-year fiscal status. While the overall revenue projections remain unchanged, further analysis of projected expenses invoiced by at the end of the fiscal year may stress two previously adjusted cost centers. EVP LeBovidge presented, and the NEB unanimously approved, the following budget reallocations in accordance with SRF-3:

Political and Legislative: (\$32,000)
NATCA Academy: \$32,000
OSHA Committee: (\$10,000)
OWCP Committee: (\$11,000)
National Safety and Technology Council: (\$13,500)
Union Synergy Committee: (\$16,000)
Field Automation Support Team: (\$4000)
Training Conference: \$54,500

EVP LeBovidge also emphasized that Locals need to ensure that their end-of-year financial reports will be coming due soon. RVPS are asked to help the National Finance Committee ensure that all Locals file their LM 3, LM4 and IRS forms on time. Additionally, EVP LeBovidge reviewed the Concur vouchering process in order to ensure timely submissions of reimbursement requests.

Oklahoma City Meet and Greet (Clint Lancaster, NAL RVP)

RVP Lancaster provided the NEB with a proposal from the workgroup tasked with evaluating and refining the Meet and Greet events held in Oklahoma City for newly hired FAA employees. The NEB discussed the proposal and adopted a standardized attendance and agenda. For future events, the NATCA President and/or Executive Vice President will be joined by a Regional Vice President, the NATCA National Training Representative, and a representative from each of the following groups: Organizing Committee, Professional Standards Committee, and the Union Synergy Committee. RVP Lancaster will work on setting dates for the remainder of 2023.

Pre-Arbitration Review (PAR) Training (Rich Santa, President)

A new PAR Training module is under development to ensure regional Labor Relations teams are properly equipped to be effective in any PAR hearings. A workgroup consisting of RVP MacQueen (NGL), RVP Ortiz (NWP), NATCA Chief of Staff Dean Iacopelli, ARVP Marc Schneider (NGL) and ARVP Martin Ramirez (NWP) has constructed an initial draft and will be working closely with the National Training Committee to finalize the product.

Oakland and Los Angeles ARTCCs (Rich Santa, President)

President Santa and RVP Ortiz briefed the NEB on recurring issues pertaining to these two facilities. RVP Ortiz will continue to provide updates to the NEB as progress is made to address those issues.

NATCA National Executive Board Meeting
Marriot St Louis Grand, St Louis, MO
February 21st & 22nd, 2023

Federal Contract Tower Issues Update (Rich Santa, President)

The NEB continued the discussion on the Federal Contract Towers (FCTs) staffing issues and the volume of traffic being worked by several of these FCTs. The NEB is working to identify potential pathways to remove the busiest of these facilities, such as Hollywood-Pierce, Mesa Gateway from the FCT program and into the FAA structure.

Union Synergy Committee (Alex Navarro, NNM RVP)

The NEB unanimously approved moving both Britain Smith (NRX) and Amy Sayers (FLL) from mentee position to full committee members.

Great Lakes Region Alternate National Legislative Committee Member (Drew MacQueen, NGL RVP)

The NEB unanimously approved Toby Hauk (ZAU) at the NGL Alternate National Legislative Committee member.

National Election Committee Member (Rich Santa, President)

The NEB unanimously approved Charles Usrey (SCT) as a member of the National Election Committee.

President Santa adjourned the meeting at 5:30PM CST.

President Santa called the meeting to order at 9:00AM CST.

Industry Meet and Greet Proposal (Rich Santa, President)

The NEB had a preliminary discussion on the concept of hosting meet and greet event for the aerospace industry. Further conversation will be required to properly develop an approach to such an event.

NEB Meet and Greet Events (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge provided the NEB with a review of the guidelines for the NEB Meet and Greets, highlighting the planning process, finances and protocols.

PAC and Solidarity Events (Joel Ortiz, NWP, RVP)

RVP Ortiz gave the NEB an update on the new electronic format for planning a PAC or Solidarity event. In addition to describing the process, RVP Ortiz highlighted utilization of the “notes” section of the form. This section could be used for event notes and any relevant historical information that could be helpful during the event. RVP Ortiz will continue to work with the subgroup to further refine this product and will provide another update at a subsequent NEB meeting.

National Election Committee (NEC) Charter Revision (Alex Navarro, NNM RVP)

NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

RVP Navarro presented the NEB with proposed changes to the NEC Charter. After reviewing and discussing the proposed amendments, the NEB unanimously approved the revised charter, as follows:

NATCA National Election Committee Charter (Revised Feb 2023)

The NATCA National Election Committee shall be a five member committee with its members appointed by the President. The members of the National Election Committee shall be active members in good standing. No candidate for national or regional office may serve as a member of the National Election Committee. The President shall designate one of the five committee members as Chairperson of the National Election Committee.

The President may rescind the appointment of any member of the National Election Committee. In the event of a vacancy, the President shall name a member to the National Election Committee within sixty days.

Under the direction and supervision of the NATCA General Counsel, the National Election Committee shall conduct the National and Regional Officer Elections once every three years. The National Election Committee shall assist the NATCA General Counsel in promulgating applicable election rules.

In accordance with the NATCA National Constitution, Article VII, Sections 3 and 4, the National Election committee shall be responsible for (i) designating the dates for nominations, acceptance of nominations and the distribution and tabulation of ballots; (ii) notifying the membership of these dates in a timely manner; (iii) overseeing the tabulation of all valid ballots; and (iv) announcing the winning candidates of the election to the membership.

The NEC shall ensure compliance of all Department of Labor regulations and NATCA polices.

Under the direction and supervision of the NATCA General Counsel, the National Election Committee shall act in accordance with the NATCA National Constitution, Article VII, Section 7 in the resolution of all election protests.

The NATCA General Counsel has exclusive budgetary authority and expense approval over all funds allocated to the National Election Committee by the NATCA National Executive Board.

The NATCA General Counsel shall call an annual meeting of the National Election Committee. Additional meetings and teleconferences shall be held as required based on the determination of the NATCA General Counsel. Meeting minutes for the annual National Election Committee meeting will be recorded and published in accordance with SRI-6.

Core 30 Liaison (Jim Marinitti, NSO RVP)

Mick Devine, NNE RVP, will be transitioning into the role of liaison to the Core30 group, replacing RVP Marinitti prior to RVP Marinitti's retirement.

Disaster Response Committee (DRC) Charter (Alex Navarro, NNM RVP)

NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

RVP Navarro presented the NEB with a request from the DRC to update its charter to add a vice chair position and expand the committee to six members. After reviewing and discussing the proposed amendments, the NEB unanimously approved the revised charter, as follows:

NATCA Disaster Response Committee Charter

The NATCA Disaster Response Committee (DRC) will assist NATCA members and their families in preparation for, and recovery from, natural disasters or man-made events that significantly affect their lives. The DRC will work with federal, regional, and non-profit entities to ensure a more effective response using an all-hazards approach to emergency management. The DRC will actively engage in fundraising for the NATCA Disaster Relief Fund.

Members of the DRC and the Chairperson of the committee will be appointed by the President and confirmed by the National Executive Board (NEB) and will consist of one (1) committee chairperson, one (1) committee vice-chairperson and at a minimum six (6) committee members.

During a disaster event, the Chairperson or their designee will serve as an Incident Commander. The Incident Commander will report to the Chairperson and will be responsible for coordinating all aspects of the committee's event response.

The DRC Chairperson or their designee shall brief the NEB on committee activities in the aftermath of a major event, or as otherwise deemed necessary.

The DRC will meet at least once annually. Members of the committee will be allowed to participate in meetings electronically in the event they cannot physically attend. When necessary, meetings may be conducted through electronic means. A quorum will be defined as those committee members participating in the meeting. Any issue requiring a vote of the committee shall require a majority of the votes cast in order to be adopted.

Convention 2023 Update (Jim Marinitti, NSO, RVP)

RVP Marinitti provided the NEB with an update on the status of the upcoming NATCA Biennial Convention in Fort Lauderdale, FL. The NEB discussed the schedule and possible classes available during the week. The NEB discussed pre-convention meetings.

NATCA Awards (Rich Santa, President)

The NEB discussed the presentation of recognition at the upcoming Biennial Convention. President Santa asked for each NEB member to submit two names for consideration, along with a rationale for why recognition would be warranted.

Operational Analysis and Reporting System (OARS) Article 114 Representative (Rich Santa, President)

The NEB unanimously approved Megan Holst (ZLA) to replace Neil Caputo (ZME) as the OARS Article 114 Representative.

NATCA National Executive Board Meeting
Marriot St Louis Grand, St Louis, MO
February 21st & 22nd, 2023

Previous Business Conducted Electronically

Labor Relations Staff Attorney (Rich Santa, President)

The NEB unanimously approved hiring Gabrielle Ulbig for the position of Labor Relations Staff Attorney. (via telcon, 1/20/2023)

Data Comm Air Traffic National Training Cadres (Rich Santa, President)

The NEB unanimously approved Eddie Hall (ZTL), Sean Cannon (ZHU), and Jonathan Lytton (ZID) as replacements to this activity. (via telcon, 1/20/2023)

Convention Criteria for Host Cities (Rich Santa, President)

The NEB unanimously approved the following criteria for use by prospective host Locals in making a bid for future biennial conventions. (via telcon, 2/16/2023)

Article VIII, Section 1 of the National Constitution states, in relevant part, "In order to be considered as a host city for a National Convention, each proposed city must meet reasonable logistical and financial criteria to be established by the National Executive Board."

The NEB has established the following criteria for the Conventions to be held after 2027. These criteria may be amended to address future concerns, and, if amended, the timelines described in Article VIII, Section 1 would be governing. For the proposals for the 2027 Convention, these criteria are recommended.

- *Union hotel, and, if used, union convention center.*
- *Convention room of at least 30,000 square feet.*
- *At least 15 breakout rooms with availability for such rooms beginning at least five days out.*
- *800 hotel rooms for peak nights (the night before convention starts along with the first and second nights, if applicable) and 650 rooms on the last night.*
- *Room rates shall not exceed \$275/night, exclusive of applicable taxes and fees.*
- *Host cities must have at least three venues suitable for evening events to be held during the Convention dates. All proposals by host Locals shall include the time and distance to of each venue from the Convention hotel by associated mode of transportation.*

PAC and Political Coordinator (Rich Santa, President)

The NEB unanimously approved hiring Joanna Satterley for the position of PAC and Political Coordinator (via telcon, 1/27/2023)

Performance-Based Navigation (PBN) Eastern Service Center Co-Lead (Rich Santa, President)

The NEB unanimously approved Robert "Adam" Searcy (ZDC) for this position. Alejandro Ronquillo (ZMA) was approved as the alternate, if necessary. (via telcon, 2/10/2023)

NATCA National Executive Board Meeting

Marriot St Louis Grand, St Louis, MO

February 21st & 22nd, 2023

Terminal Automation Modernization and Replacement (TAMR) ATP Prepare First Course Conduct (Rich Santa, President)

The NEB approved Justin Whetstone (D21), Brian LaFleur (MSY), Jose Joga (PCT), and Michael Farrington (TPA) to participate in this activity. Dion Johnson (MBS) and Drew Garland (M03) were approved as alternates, if necessary. (via telcon, 2/10/2023)

Technology Representatives (Rich Santa, President)

The NEB unanimously approved the hiring of Melvin Davis and Kevin Maney for the positions of Technology Representatives in NATCA's Safety and Technology Department. (via telcon, 2/10/2023)

Logo Design Request Approvals (Rich Santa, President)

The NEB unanimously approved logo design requests for NNM Convention (three versions), NATCA F11, NATCA ZLC (four versions), NATCA LGA, NEA OSF, NATCA BOI, NATCA ZKC, NATCA MFD, and NATCA ILM (three versions). (via Microsoft Teams, 2/10/2023)

National Constitution Committee Interpretation (Rich Santa, President)

The National Constitution Committee (NCC) received a request for interpretation of Article V, Section 2 of the National Constitution from a member at Hawthorne, CA FCT (HHR). The NCC published its interpretation on January 31, 2023, and, in accordance with Article XIV, Section 4, are incorporated herein:

DATE: January 31, 2023

RE: FCT Re-employed annuitants

The NATCA National Constitution committee received an interpretation request from Joseph Parampathu FACREP Hawthorne, CA (HHR) SERCO Inc., concerning the calculation of seniority in accordance with Article XV Section 2 of the NATCA National Constitution. "Is a NATCA Bargaining Unit Employee who is retired from the FAA, and now works at an FCT, represented by NATCA, a "re-employed annuitant", whose initial seniority date is reset to when they joined the FCT bargaining unit?"

Unanimously, the committee believes Article XV Section 2 is specific only to FAA NATCA bargaining unit employees and therefore the language in Section 2 is not applicable to FCT bargaining unit employees. A NATCA Bargaining Unit Employee who is retired from the FAA, and now works at an FCT, represented by NATCA, would not be considered a re-employed annuitant.

Rationalization:

2012 Interpretation Attachment: Attached to this interpretation is another interpretation AnnuitantRehiresSeniority-2012.pdf that was accepted by the NATCA President Paul Rinaldi in 2012. This interpretation of Article XV Section 2 asked the question "what is a re-employed annuitant" and subsequently defines "Re-employed" and "annuitant".

NATCA National Executive Board Meeting
Marriot St Louis Grand, St Louis, MO
February 21st & 22nd, 2023

MIA Transcripts: The transcripts from the Miami 2008 NATCA Convention are explicit in their intent to target employees that retired from the FAA/agency and returned/rehired into the same agency. These employees are now re-employed by the FAA. FCT's are private companies and separate from the FAA. Therefore, a controller coming from the FAA into a FCT would be considered employed by the FCT, not re-employed.

FCT Facilities: NATCA has collective bargaining relationships with three contractors who operate NATCA represented facilities in the Federal Contract Tower Program. The collective bargaining agreements with these contractors differ from the agreements with the FAA in that the contractors will not agree to seniority provisions that allow NATCA to unilaterally determine the seniority policy for the employees at the contract facilities. Federal labor law requires NATCA to bargain in good faith with these contractors in reaching an agreement; NATCA, therefore, cannot fail to bargain over seniority provisions for these agreements even though the NATCA Constitution establishes a national seniority policy. The policy in the NATCA Constitution is only applicable for units where the determination of seniority has been left by agreement to the unilateral determination of NATCA.

President Santa adjourned the meeting at 11:00AM CST on February 22nd, 2023. Meeting adjourned early to allow for travel back to Washington, DC to attend an industry sponsored event.



Andrew LeBovidge
Executive Vice President