
NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

Attendees

Rich Santa, President
Andrew LeBovidge, Executive Vice President
Clint Lancaster, Alaskan 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 McCabe, Southern Region Alternate Regional Vice President
Stephanie Winder, NATCA ZLC Facility Representative
Rich Watson, NATCA ZLC Vice President
Colin Harris, NATCA S56 Facility Representative
Stuart Harman, NATCA ZLC Area Representative

President Santa called the meeting to start at 9:00 AM MDT on Tuesday July 11th.

Opening Remarks (Rich Santa, President)

President Santa Meeting Review (Rich Santa, President)

President Santa provided an update from the June Management Advisory Committee (MAC) meeting where the focus remains on ATC staffing. President Santa also provided information from the NextGen Advisory Committee (NAC) meeting. The NAC has been somewhat stagnant, but efforts are underway to revitalize their activities. President Santa recapped other recent items including NATCA's press release generated as a consequence of the Department of Transportation's Inspector General's report on air traffic controller staffing, the status of FAA funding for 2024, and his and NSO RVP Marinitti's attendance at membership meeting in Raleigh-Durham

ABACUS (Rich Santa, President)

President Santa provided the NEB with an update regarding the status of ABACUS. Despite significance funding limitations, the group has developed a program that can count en route traffic. President Santa observed the initial program demonstration at Atlanta ARTCC which went exceptional well. The program will be tested at other en route facilities to validate its accuracy. The NEB discussed strategies as this software continues to be developed in order to address the ongoing concerns about pay settings for en route facilities.

FAA Administrator Meeting (Rich Santa, President)

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

President Santa and NATCA Chief of Staff, Dean Iacopelli, recently met with Acting FAA Administrator Polly Trottenberg and Deputy Administrator Katie Thompson. The main topics for discussion were staffing, air traffic controller hiring for the next five years, and N90.

Tarkio Airshow (Rich Santa, President)

President Santa attended the Tarkio Air Show, hosted by Representative Sam Graves (R-MO), along with NCE RVP Merrick and other legislative activists from the Central Region. President Santa had the opportunity to meet with Chairman Graves and discussed the issues of importance to NATCA and how best to find resolutions.

FAA Reauthorization (Rich Santa, President)

The House of Representatives has passed its version of the FAA Reauthorization legislation. The language contained in the House version is supported by NATCA as it addresses NATCA issues in a positive manner. The Senate continues to work to finalize the language for its version of the FAA Reauthorization but is being delayed due to disputes regarding topics affecting other entities than NATCA. NATCA will be employing “rolling lobby weeks” and bringing legislative activists to Washington to speak to targeting elected representatives to maintain support for our issues.

Convention Review (Rich Santa, President)

The NEB discussed the 2023 Biennial Convention – reviewing both the substance of the business conducted, and the framework of the logistics for the event. The consensus was that the first day of regional breakouts and classes was a success and smoothly transitioned to the parliamentary proceedings.

RNAV Inclusion (Rich Santa, President)

Continuing the discussion from previous NEB meetings and the Convention, the NEB discussed opportunities to improve engagement with retired members. The NEB agreed that the level of RNAV inclusion with meetings and telcons would be determined by the RVP of each region.

Federal Contract Tower Charter Approvals (Rich Santa, President)

The NEB unanimously approved the charters for Westheimer ATCT, Norman, OK (OUN), Woodring ATCT, Enid, OK (WDG) and Appleton ATCT, Appleton, WI (ATW) Federal Contract Towers.

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

RVP Merrick and Daniels provided the NEB with an update from ITC on the progress of the GATS module, which will soon be ready for field implementation. Additionally, RVPs Daniels and Merrick reviewed issues that have surfaced with NATCA listservs and briefed the NEB on the methods to resolve those issues. NATCA’s acquisition of the BidATC software is proceeding and there will be no interruption in service.

Onboarding Committee (Brian Shallenberger, NEA RVP)

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

The NEB unanimously approved James Lovett (EWR) to replace Joe Segretto (N90) as the Eastern Region Onboarding Committee Member.

2024 NEB Meeting Schedule (Clint Lancaster, NAL RVP)

The NEB discussed potential locations for the 2024 NEB meetings. Dates will be determined after further coordination with existing scheduled events. The NEB agreed to move the November budget meeting to a different week to avoid conflict with the 2024 United States elections.

Great Lakes Alternate Regional Vice President (Drew MacQueen, NGL RVP)

NGL ARVP Marc Schneider (ZID) will be retiring in December 2023. RVP MacQueen advised the NEB that Brian White (ZOB) will be shadowing Marc during the next few months to learn more about the position.

Election Discussion (Rich Santa, President)

President Santa addressed the upcoming NATCA national election season and the positive tone and tenor that has been set at the outset.

NEB Minutes and Closed Session (Andrew LeBovidge, Executive Vice President and Clint Lancaster, NAL RVP)

A concern had been raised regarding the manner in which votes which occurred during “closed sessions” of NEB meetings were being recorded in the NEB minutes, and, as a corollary, how issues discussed during such sessions were handled. EVP LeBovidge provided the NEB with the constitutional citation from SRI-6 which states, in relevant part, “The National Executive Board and all National committees shall publish minutes, including a record of how each member of the Committee or Board voted (in other than unanimous decisions)”, and described how he has maintained a record of all such votes in previous minutes.

A discussion occurred about recording the outcome of the votes during a closed session without attaching names. President Santa ruled that such an approach is in violation of the constitution and would be out of order. President Santa made the determination that closed sessions will only occur by majority vote of the NEB.

RVP Lancaster suggested adopting an approval mechanism different from voting for future award recipients. President Santa will make selections in the future by presenting the names to the board and asking if there are any objections. Should an objection occur, the name will be withdrawn without requiring a vote.

After these discussions, the NEB unanimously approved the minutes from the May meeting.

Eastern Region OWCP Committee Member (Brian Shallenberger, NEA RVP)

The NEB unanimously approved Michael Cseri (ZNY) the new Eastern Region OWCP Committee Member, replacing Aaron Wilt (ZDC), who is leaving the committee to focus on other work.

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

National Benefits Committee (NBC) (Brad Davidson, NRX RVP)

Committee Chair Jen Rivera (ZID) and George Petrovich (RNAV) joined the NEB via Teams to provide a proposal for a member new benefit - Minute Suites. Minute Suites provides private rooms inside the security zone at select airports that travelers could use if they have long layovers or delays. Partnership with Minute Suites would consist of a thirty percent discount of the hourly rates for these suites. The NEB unanimously approved partnering with Minute Suites as a NATCA benefit to obtain the discounted services.

Corporate Membership (Brad Davidson, NRX RVP)

Committee Chair Jen Rivera provided the NEB with additional information regarding existing and proposed benefits for both standard and premium corporate memberships. The NEB continued its review of the corporate membership program and will continue discussion at the meeting in August.

NSO RVP Discussion (Jim Marinitti, NSO RVP)

RVP Marinitti proposed ARVP Dan McCabe to replace him when he retires in November. President Santa ruled it was his responsibility to make a selection under Article IV, Section 7 of the National Constitution. President Santa informed the NEB that he will be interviewing seven possible candidates and that he will also be speaking to facility representatives in the Southern Region for insight into possible replacement for NSO RVP.

RVP Navarro made a motion to move the discussion into closed session, and that motion failed, with RVPs MacQueen, Lancaster, Devine, Shallenberger, Marinitti, Davidson and EVP LeBovidge and President Santa voting in opposition.

National University and Union Plus Member Benefits (Brad Davidson, NRX RVP)

The NEB unanimously approved partnering with the National University as a NATCA benefit. Additionally, the NEB unanimously approved opting into the Union Plus educational benefit for members.

Retirement Seminar Location for 2024 (Brad Davidson, NRX RVP)

The NEB selected the following locations for the 2024 retirement seminars provided by 4square Financial Literacy:

NGL: Detroit, MI and Indianapolis, ID

NNE: Nashua, NH

NAL: Fairbanks, AK and Juneau, AK

NSW: San Antonio, TX and Lafayette, LA

NSO: Jacksonville, FL and Birmingham, AL

NEA: Long Island, NY and Washington, DC

NCE: Kansas City, MO and Des Moines, IA

NNM: Salt Lake City, UT and Portland, OR

NWP: Oakland, CA, San Diego, CA, and Phoenix, AZ

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

NRX: Atlanta, GA and New York, NY

National Finance Committee Charter Amendment (Andrew LeBovidge, Executive Vice President)

The NEB unanimously approved the following amended charter for the National Finance Committee:

The NATCA National Finance Committee (NFC), hereafter referred to as the Committee, shall assist the President, Executive Vice President, and Regional Vice Presidents in protecting the assets of the Association, and its members while ensuring that the fiduciary responsibilities of NATCA are upheld.

Composition:

1. *The Committee shall be comprised of one (1) active member in good standing from each Region in addition to a Chairperson and a Vice-Chairperson.*
2. *Each Committee member shall be selected in accordance with the NATCA National Constitution / Standing Rules / Policy & Position Statements effective at the time of the selection.*
3. *The committee shall have the ability to accept up to one (1) alternate per region. A regional alternate must be nominated by the respective RVP and is subject to approval by the National Executive Board. Alternates shall not be a voting member within the Committee, but should be present at all meetings of the Committee.*

Committee Leadership:

1. *The members of the Committee shall elect a Chairperson.*
2. *The members of the Committee shall elect a Vice-Chairperson.*
3. *The members of the Committee shall elect a Secretary.*
4. *The Chairperson, the Vice-Chairperson and Secretary shall be elected at the Committee Meeting during the Biennial Convention.*
5. *The length of term for the Chairperson, the Vice-Chairperson and Secretary shall be “Biennial Convention to Biennial Convention”.*
6. *There is no limit on the number of terms that the Chairperson, the Vice-Chairperson or Secretary may serve.*
7. *When a member of the NFC is elected to the Chairperson or the Vice-Chairperson position, the affected Regional Vice President may select an additional committee member to fill the regional position.*
8. *If the Chair is vacated, the Chairperson shall be replaced in accordance with the NATCA National Constitution / Standing Rules / Policy & Position Statements effective at the time of the vacancy.*
9. *If the Vice-Chairperson or Secretary position is vacated, the Chairperson shall conduct an election among the remaining Committee members to replace the vacated position at the next regularly scheduled meeting.*

Meetings:

1. *The Committee shall meet at least once per year. The annual meeting shall coincide with the November National Executive Board meeting.*
2. *In addition, the Committee shall meet at each Biennial NATCA Convention.*
3. *Additional meetings may be held when deemed necessary by the Chairperson and approved by the Executive Vice President.*
4. *NFC 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*

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

electronic means. For the purposes of constituting a quorum, NFC members participating electronically shall be considered present and eligible to vote.

Roles and Responsibilities:

- 1. Review all financial reports of the Association.*
- 2. Review the submitted annual budget and submit recommended changes to the National Executive Board for consideration.*
- 3. Conduct audits and submit reports within 30 days of the audit to the Facility Representative, Regional Vice President, Executive Vice President, NATCA Comptroller, NATCA General Counsel, Finance Committee Chairperson, and National Office for electronic storage.*
- 4. Assist Locals with audits and the filing of required DOL, IRS, and NATCA financial documents.*
- 5. Assist the National Training Committee with training material for any pertinent NATCA Academy classes.*
- 6. Recommend Financial Policy changes to the National Executive Board.*
- 7. Assist the National On-Boarding Committee with educating new facility reps and treasurers.*

UAS Traffic Management Reference Chart (Dean Iacopelli, Chief of Staff)

The NEB unanimously approved the chart developed by the NATCA Safety and Technology department and Article 114 UAS/UTM reps, in conjunction with a focus group comprised of field representatives, which establishes a clear framework for NATCA's approach to UAS-UTM-UAM initiatives.

Untimely Request for Reimbursement (Andrew LeBovidge, Executive Vice President)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved three untimely requests for reimbursement by John Thompson, chair of the national OWCP Committee.

Communicating for Safety "Next Up" Event (Nick Daniels, NSW RVP)

The NEB voted unanimously to hear this untimely agenda item. RVP Daniels provided the NEB with an update on the planning for the "Next Up" event to be held at Communicating For Safety. Each NEB member will submit names for participants no later than July 31. Dinner will be held on-site to minimize potential time constraints.

Logo Design Request Approvals (Rich Santa, President)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved logo design requests from NATCA DAL, NATCA MDW, NATCA ABI and NATCA HUF.

New England OWCP Committee Member (Mick Devine, NNE RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved Kevin Curtis (ZBW) to replace Stephen Spiller (BOS) who is stepping down as the NNE OWCP Committee member.

New England National Constitutional Committee Member (Mick Devine, NNE RVP)

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

The NEB voted unanimously to hear this untimely agenda item. With Elisa Muise becoming the chair of the National Constitution Committee, a vacancy existed for a committee member from NNE. The NEB unanimously approved Tim Roig (Y90) to be the NNE member of the National Constitution Committee

Professionalism Award Selections (Rich Santa, President)

After discussion with the NEB, President Santa provided the names of recipients for the 2024 Professionalism award to be presented at CFS.

Leadership Expectations for National Elections (Alex Navarro, NNM RVP)

The NEB voted unanimously to hear this untimely agenda item. RVP Navarro made a motion to move the discussion into closed session. The NEB unanimously approved this motion.

Previous Business Conducted Electronically

National Constitution Committee Interpretation (Andrew LeBovidge, Executive Vice President)

The National Constitution Committee (NCC) received a request for interpretation from a member of NATCA Local EWP. The NCC published its interpretation on June 14, 2023 and, in accordance with Article XIV, Section 4, is incorporated herein:

DATE: June 14, 2023

RE: Local Officer Authority After Expired Term of Office – Mike Martin

Per Article XIV Section 4 & 6 of the NATCA National Constitution, the committee was asked to determine the authority and responsibilities of elected officers in our union that remain beyond their term of office.

Mr. Martin asked the committee two questions:

1) Specifically, could you explain what powers an unelected-undemocratic officer would have under these documents and any legal or other constraints on their authority. (These documents refer to the Labor-Management Reporting and Disclosure Act of 1959, as amended; the NATCA Bylaws, and EWP Local Bylaws.

2) Does not holding a timely election functionally place a local in some “de facto trusteeship”?

The NATCA Constitution establishes procedures for interpretations of Local Constitutions in Article XIV Section 6 - ...Interpretations to local constitutions shall be made by the Local President. Any challenges to interpretations of local constitutions shall be accomplished utilizing the provisions of Section 4 above.

The request for interpretation was received by the NATCA EVP on June 8th 2023 and forwarded to the National Constitution Committee on June 9th. EWP Local Bylaws (dated June 2, 2016) contains the following:

ARTICLE VI. Terms of Local Executive Board Members

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

Section 1. The President, Vice President, Secretary, Treasurer, or Principal Representative(s) shall hold office for a two (2) year period commencing, the second Sunday of May of odd numbered calendar years. There shall be no restriction on the number of terms that may be held.

NATCA EWP Local has avoided conducting an election this year 2023. The two-year terms of office of the entire Local Executive Board elected in 2021 have expired. Article VI Section 2 of their local constitution provides procedures to fill Local Executive Board vacancies; Unfortunately, only Local Executive Board members can fulfill and appoint members to fill vacancies until the next regular election. EWP's negligence has placed a burden on its members, the Region X Regional Vice-President, the National Office, other NATCA National Committees to remedy. NATCA Local EWP is currently a local without officers. A local constrained with the inability to negotiate with the agency. NATCA needs to determine whether to assign the Region X RVP as the Principle [sic] Facility Representative in accordance with Article IV Section 6 of the NATCA Constitution, or invoke Article XI and place the Local in Trusteeship for failing to uphold the Constitution of the Association.

Since EWP Local doesn't have a Local President Mr. Martin is incapable of acquiring a local interpretation. Therefore, the NCC accepts the request for interpreting the Local EWP Constitution. Our committee concludes EWP Local's failure to conduct an election has rendered their Local powerless. The local is incapable of conducting any internal business until NATCA National appoints a Principle [sic] Facility Representative to establish command and control.

The NCC answers Mr. Martin's questions accordingly:

1) A unelected-undemocratic officer [or officer with expired term] would not have any additional authority, responsibility, or powers beyond any other member in good standing in the respective Local.

2) Putting a Local in trusteeship or "de facto trusteeship" is strictly for the NATCA President with the approval of the National Executive Board to decide in accordance with Article XI. The NCC doesn't have the authority to proclaim. In addition, the Committee identifies a deficiency in the NATCA Constitution that does not address specific procedures for dealing with expired terms of office and/or failing to conduct elections. The NCC recommends proposing language at a future convention that define procedures our union will utilize in the event of future occurrences.

Mr. Martin is currently a member of the Constitution Committee. When he submitted this interpretation request to the NATCA EVP he recused himself from any discussion and all decision-making processes concerning this interpretation. The National Constitution Committee, with the exclusion of Mr. Martin, unanimously agrees with this interpretation.

Respectfully submitted,

NATCA Local EWP Trusteeship (Rich Santa, President)

RVP Davidson provided the NEB with a chronology of events associated with the elections that were to have been held at NATCA Local EWP earlier this spring. As of this date, no elections have been held. Given the current situation at that Local, and with the recent constitutional interpretation provided on the same issue (see above), President Santa moved to place Local EWP in trusteeship. The NEB unanimously approved this action, with RVP Lancaster absent from the vote. (via telcon, June 16, 2023)

NATCA National Executive Board Meeting
Sheraton Salt Lake City Hotel, Salt Lake City, UT
July 11th, 2023

Director of Government Affairs Department (Rich Santa, President)

The NEB approved the hiring of Joshua Nassar as the Director of the Government Affairs Department, with RVP Lancaster absent from the vote. (via telcon, June 16, 2023)

NATCA Local EWP Trustee (Rich Santa, President)

The NEB approved Ed Szcuka (ECE) as the trustee for NATCA Local EWP, with RVP Lancaster absent from the vote. (via telcon, June 16, 2023)

Operational Analysis Reporting System (OARs) Subject Matter Expert (SME) (Rich Santa, President)

The NEB unanimously approved Alec Wiseman (ZHU) and Michelle Salcedo (ATL) for this activity. (via email, 7/7/2023)

Logo Design Request Approvals (Rich Santa, President)

The NEB unanimously approved logo design requests for NATCA Local GEG Everest Challenge (via Teams, July 5, 2023), NATCA Local TRI (via Teams, July 5, 2023), two designs from NATCA Local MCI (via Teams, June 28, 2023), NATCA Local PWK (via Teams, June 28, 2023), and the NATCA 2023 Convention shirt (via Teams, June 8, 2023).

President Santa adjourned the meeting at 4:30 PM MDT on July 11th, 2023.



Andrew LeBovidge
Executive Vice President