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NATCA National Executive Board Meeting  
NATCA National Office, Washington, DC  
October 3<sup>rd</sup>

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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  
Mike Christine, Eastern Region Alternate Regional Vice President  
Chris Keyes, Professional Standard Committee Chair, ZDC

President Santa called the meeting to start at 9:00 AM EST on October 3<sup>rd</sup>.

**Opening Remarks** (Rich Santa, President)

**Communicating for Safety (CFS) Review** (Rich Santa, President)

The NEB had a brief discussion about initial feedback from the recent CFS. President Santa indicated that he will be having a more in-depth debriefing with John Murdock, NATCA National Safety Committee Chair in the coming weeks. The NEB also mourned the recent loss of NATCA's Oberstar Sentinel of Safety winner, Richard McSpadden. President Santa indicated that NATCA will hold any public comments on this tragedy until after the family has released any formal statement.

**Government Shutdown** (Rich Santa, President)

The NEB had a discussion about the recent activities involving preparations for a possible government shutdown due to lapses in appropriations and FAA authorization. While the shutdown has been forestalled until November 17, and FAA Reauthorization has been extended until December 31, NATCA continues to prepare and will be ready to enact strategies to deal with both legislative urgencies. The NEB commended all who were involved in the preparation for the shutdown, with specific references to the National Legislative Committee and NATCA staff.

**Legislative Activism Training Instructors (LAT)** (Jim Marinitti, NSO RVP)

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RVP Marinitti provided the NEB with an overview of the current instructors for LAT and Advanced Legislative Activism Training (ALAT). The NEB unanimously approved Allison Schwaegel (STL) and Corey Soignet (IAH) as ALAT instructors.

**Regional Meetings 2024 and NBC Support/Outreach Opportunities** (Brad Davidson, NRX RVP)

RVP Davidson indicated that the National Benefits Committee wanted to coordinate with RVPs to arrange for NATCA Benefits Partners to be present at scheduled regional meetings to help inform members of the various benefits available. The NEB discussed best practices for constructing regional meeting agendas. RVP Ortiz and RVP Shallenberger were tasked with identifying a portfolio of potential agenda items (e.g. training, safety, A114 briefings, benefits) for regional meetings to help maximize member education.

**2024 NEB Location Update** (Rich Santa, President)

President Santa advised the NEB that the locations for the 2024 NEB meetings may need to be adjusted in order to give each region an equal number.

**National Benefits Committee Updates** (Brad Davidson, NRX RVP)

RVP Davidson advised that the National Benefits Committee wanted the national office to conduct a survey of all Locals to determine the availability of high-speed internet connectivity in order to inform an attempt to secure a member-benefit internet provider. The NEB discussed the nuances of any activity on this topic given the existing negotiated agreements covering Local internet access. RVP Davidson will work with Chief of Staff Iacopelli and the Information Technology Committee to develop a draft survey to bring to the NEB for further consideration.

**Logo Design Request Approvals** (Rich Santa, President)

The NEB unanimously approved logo design requests from NATCA Local RNO (2x), NATCA Local S46 and NATCA Local ZDC.

**Core 30 Charter** (Mick Devine, NNE RVP)

RVP Devine presented proposed changes to the Core 30 large group charter. The NEB approved the following charter, with a determination to revisit the definition included for “membership” at a later date, with RVP Lancaster voting in opposition:

*CHARTER of the NATCA Core 30 FACREP GROUP*

*1. Purpose*

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*The NATCA Core 30 FACREP Group, hereafter referred to as the “Core 30 Group,” represents the unique interests of the membership in stand-alone and up/down Tower/TRACON Facilities identified as a Core30 facility.*

**2. Background**

*The Core 30 was formed in order to allow a clear channel of communications among member FACREPS in order to compare, discuss and evaluate items specific to similar type facilities. The Core 30 shall also allow for a united position to present to NATCA leadership on issues affecting each facility’s NATCA members.*

**3. Membership**

*The composition of the Core 30 shall consist of FACREP’s from the identified Core 30 facilities, which include stand-alone and up/down Tower/TRACONS.*

**4. Communications**

*A listserv/TEAMS Channel shall be maintained for the purpose of member communications. Only FACREPS from member facilities and other NATCA officers as deemed appropriate by the Core 30 or the NATCA President or Executive Vice President shall have access to the listserv/TEAMS Channel. Forwarding of any internal Core 30 communication that is placed on the listserv/TEAMS Channel shall require the authorization of the author of the communication.*

**5. Telcons/Meetings**

*Telcons/Meetings will be scheduled by the group as needed. The phone number and pass code for the telecom shall be posted on the listserv. A quorum shall consist of the group member FACREPs present. Only Core 30 members or their designee can participate in discussions by the group unless otherwise invited. A closed session can be called at any time by any Core 30 member. Agenda items for future telcons/meetings shall be discussed on the group listserv.*

**6. Voting**

*Any issue requiring a vote of the group members shall require a majority of the votes cast. Only group member FACREPs or Designees may cast a vote and only one vote per facility will be counted.*

**7. Spokesperson**

*The Core 30 shall designate a spokesperson and an alternate for the group. The responsibilities of the group spokesperson and/or alternate shall be to address any issues, as determined by the group, with senior NATCA leadership.*

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**8. Record Keeping**

*The Core 30 shall designate a record keeper for the group. The responsibilities of the record keeper shall be to keep meeting minutes, maintain documents, and any other record keeping duties as assigned by the group.*

**9. Finances**

*Dues for membership in the CORE30 are one hundred fifty dollars (\$150) per calendar year. Dues are to be paid no later than March 1st of each year.*

*Checks for dues are to be made payable to NATCA and sent to the CORE30 Spokesperson. The CORE30 spokesperson will submit the CORE30 dues to the NATCA National office to be held in escrow for reimbursement of CORE30 expenses per the National Expense Reimbursement Policy. Member Locals are expected to make timely payments.*

*The CORE30 Spokesperson will advise the CORE30 Record Keeper when dues for member Locals have been paid, and a receipt of payment will be sent to the Local.*

*The CORE30 member responsible for organizing the event will voucher all associated expenses for the event to the NATCA National Office for reimbursement. After each meeting/event, a record of the associated expenses will be distributed to the CORE30 listserv. The meeting/event records will include the starting and the ending financial balance of the CORE30.*

**ATCA /NATCA Partnership Agreement (Rich Santa, President)**

President Santa and RVP Ortiz updated the NEB on the newly drafted ATCA /NATCA Partnership Agreement. The NEB reviewed the different aspects of the agreement and unanimously approved the agreement.

**OSHA (Brad Davidson, NRX RVP)**

RVP Davidson provided an update to the NEB on the efforts of the OSHA Committee, in conjunction with NATCA's Certified Industrial Hygienist, for developing guidance for facilities to use when addressing HVAC issues in the facilities. The Committee is currently focusing on establishing a matrix based on temperature and humidity that would be used to inform responses to heat issues.

**Corporate Membership Event (Brad Davidson, NRX RVP)**

RVP Davidson provided the NEB with an update on planning the Corporate Membership Event that will be held on December 4, 2023. The NEB discussed the benefits of hosting this event, and the opportunities

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that result from premium level members meeting with the NATCA President and Executive Vice President during the day prior to the evening event.

**Financial Items** (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided the NEB with an overview of recent Concur updates, including a new user interface, and how they affect the users. EVP LeBovidge discussed the budgetary and financial outlook for the remainder of the year. Additionally, EVP LeBovidge provided a refresher on the manner in which advanced deposits are applied to expenses, the applications of sponsored event and business meal categorization of expenses, and the limitation of deviations from the NATCA expense policy for committee budgets.

**Covid Policy Bulletins** (Jim Marinitti, NSO RVP)

RVP Marinitti requested an update on the current status of the COVID-19 Policy Bulletins. These policy bulletins are still in effect and the Parties are awaiting action from the Safer Federal Workforce Taskforce prior to any additional bargaining.

**Operational Support Facility (OSF) Bargaining Unit** (Brad Davidson, NRX RVP)

RVP Davidson provided the NEB with an overview of the OSF bargaining unit and a potential disconnect between the OSF unit's organizational and representational incorporation into NATCA. RVP Davidson proposed fully integrating the OSF and, similarly, the FFAST unit, wholly under Regional X. The NEB agreed that additional research was required before moving forward. President Santa took the action items to further investigate the logistics of this request.

**NAL Election Issues** (Clint Lancaster, NAL RVP)

RVP Lancaster made a motion to go into closed session to discuss NATCA election issues. The NEB unanimously approved this motion.

**NATCA Local BDL Untimely Internet Reimbursement Request** (Mick Devine, NNE RVP)

NATCA Local BDL had submitted, in accordance with SRF-20, an untimely request for reimbursement for internet expenses incurred in 2022. RVP Devine provided the NEB with a synopsis of why the expense report was late and the rationale behind the request. After discussion, RVP Devine withdrew the request and the NEB unanimously determined not to process this untimely reimbursement.

**Member Presentation to NEB** (Jamaal Haltom, NATCA Local LAS)

Jamaal Haltom, NATCA Local LAS, in accordance with SRI-5, addressed the NEB regarding his concerns with the distribution of information related to his work history on social media platforms that appear to be derived from Union resources and the context in which it was utilized.

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After initial discussion, RVP Lancaster moved, and the NEB unanimously approved, going into closed session.

**Internal Grievance X-23-03** (Rich Santa, President)

Pursuant to Article XIII, Section 4 of the NATCA Constitution, the NEB considered NATCA Internal Grievance File No. X-23-03 (Dilley v. MacDonald) and unanimously voted to dismiss the grievance.

**ITC Update to Seniority Web Page** (Aaron Merrick, NCE RVP)

RVP Merrick provided the NEB with an overview of a proposed modification to the seniority page on the NATCA website. The NEB will review the page and revisit at a subsequent meeting.

**Critical Incident Stress Management (CISM) Solicitation** (Jim Marinitti, NSO RVP)

The NEB unanimously approved Greg Craven (ZDC) as a CISM peer counselor.

**Local Finance Policy Template** (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge presented a revised draft of a Local Finance Policy template that has been developed by the National Finance Committee for NEB approval. This template could be provided to Locals as a recommendation in the event they needed assistance in adopting a governing document. The NEB voted unanimously to adopt the template.

**No Officer/Member Locals** (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge updated the NEB on the status of those Locals which currently have either no members or no officers, and the efforts underway to try to rectify such situations.

**Article 114 Liaison** (Clint Lancaster, NAL RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB discussed the pros and cons of creating such a liaison role.

**RT-1 “Group-Me” Channel** (Drew MacQueen, NGL RVP)

The NEB voted unanimously to hear this untimely agenda item. RVP MacQueen raised a concern that individuals who have attended RT-1 may be relying on the RT-1 Group-Me channel if they have questions or issues rather than going to their RVP or FacReps. RVP Daniels took the action item to ensure instructors reinforce that substantive issues should be directed to local or regional leadership, not addressed in these channels.

**Logo Design Request** (Nick Daniels, NSW RVP)

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The NEB voted unanimously to hear this untimely agenda item. RVP Daniels presented a request for two logos from NATCA Local ZHU for approval. The NEB tabled consideration of this request pending further investigation into copyright concerns.

**Strategic Leadership Meeting (SLM)** (Jim Marinitti, NSO RVP)

RVP Marinitti informed the NEB that the next SLM is tentatively set for January 10<sup>th</sup> and 11<sup>th</sup> in Los Angeles, CA.

**Status of Local BWS/AL Negotiations** (Rich Santa, President)

Each RVP provided an update on the current status of negotiations in their respective regions. There are many Locals where bargaining has not been completed so the NEB will continue to work to ensure negotiations are completed in a timely fashion or elevated, as necessary.

**A114 Child Care Representative Update** (Rich Santa, President)

Jen Malloy provided the NEB with an update as the outgoing A114 Child Care Representative. There are numerous activities which will require attention during a transitional period. The NEB determined to issue a national solicitation for a replacement representative. In the interim, RVP MacQueen will take any action items that are necessary.

**NATCA National Election Issues** (Rich Santa, President)

President Santa made a motion to go to closed session to discuss election issues. The NEB unanimously approved this motion.

**Previous Business Conducted Electronically**

**Great Lakes Region National Communications Committee Member** (Drew MacQueen, NGL RVP)

The NEB unanimously approved Sarah Simek (GFK) as the Great Lakes Region National Communications Committee member (via telcon, 9/8/2023)

**ATOMS Collaborative Workgroup** (Rich Santa, President)

The NEB unanimously approved Tiffany McBride (SCT) as a member of the ATOMS Collaborative Workgroup to replace Jason Michaud who is retiring. (via telcon, 9/8/2023)

**ATOMS National Training Cadre** (Rich Santa, President)

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The NEB unanimously approved Jayson Harris (ZLC) as a member of the ATOMS National Training Cadre, to replace Tiffany McBride who will be serving on the ATMOS Collaborative Workgroup. (via telcon, 9/8/2023)

**Multi-Factor Authorization Test Cadre** (Aaron Merrick, NCE RVP)

The NEB unanimously approved Joseph Allen (ZBW), John Tornatore-Pili (SFO), Eric Mauro (MRI), Josh Storey (ZTL) and Brandon Esquer (P50) to participate in this activity. (via telcon, 9/8/2023)

**NATCA Disaster Response Committee Additional Member** (Alex Navarro, NNM RVP)

The NEB unanimously approved Zach Ploch (DEN) as a member of the NATCA Disaster Response Committee. (via telcon, 9/8/2023)

**Logo Design Request Approval** (Rich Santa, President)

The NEB unanimously approved a logo design request from NATCA Local PWM. (via telcon, 9/8/2023)

**Traffic Flow Management System (TFMS) Article 114 Representative** (Rich Santa, President)

The NEB unanimously approved Anthony Snow (DCC) to serve as the NATCA Traffic Flow Management System Article 114 Representative. (via telcon, 9/8/2023)

**Oakland Professional Standards District Chair** (Joel Ortiz, NWP RVP)

The NEB unanimously approved Patricia Rodriguez (ZOA) as the Oakland Professional Standards District chair. (via telcon, 9/8/2023)

**NATCA Southern Regional Vice President Appointment** (Rich Santa, President)

In accordance with Article IV, Section 7 of the national constitution, President Santa appointed, and the NEB unanimously approved, Dan McCabe (ZTL) to serve as the NATCA Southern Regional Vice President upon the retirement of current Southern Regional Vice President Jim Marinitti. (via telcon, 9/8/2023)

**NATCA Local EWP Trusteeship** (Rich Santa, President)

The NEB unanimously approved removing NATCA Local EWP from trusteeship concurrent with the beginning of the term of office for the Local's newly elected officers (October 1, 2023). (via telcon, 9/15/2023)

**NATCA Next Up Event** (Clint Lancaster, NAL RVP)

The NEB approved adding Jamaal Haltom (National Training Representative), Karena Marinas (National OSHA Committee and National Air Safety Investigations Committee Chair), David Skarphol (National



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Legislative Committee Chair), Allison Schwaegel (National Legislative Committee Vice-Chair), John Murdoch (National Safety Committee Chair) and Bridget Singrantanakul (National Runway Safety Representative) as invitees to the Next Up event being held during the Communicating for Safety conference, with RVPs MacQueen, Merrick, Devine, and Shallenberger voting in opposition. (via telcon, 9/15/2023)

President Santa adjourned the meeting at 5:00pm

A handwritten signature in black ink, appearing to read 'A. LeBovidge', with a large, stylized flourish at the end.

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Andrew LeBovidge  
Executive Vice President