
NATCA National Executive Board Meeting
NATCA National Office, Washington, DC
November 7th- 8th

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
Mike Christine, Eastern Region Alternate Regional Vice President
Chris Keyes, Professional Standards Committee Chair, ZDC
Brett Lystad, Alaskan Region Alternate Regional Vice President
Neil Caputo, Southern Region LR Lead
Dan McCabe, Southern Region Alternate Regional Vice President
Jamaal Haltom, National Training Representative, NATCA Local LAS
Mark Schneider, Great Lakes Region Alternate Regional Vice President

President Santa called the meeting to start at 10:00 AM EST on November 7th.

Opening Remarks (Rich Santa, President)

President Santa provided opening remarks at the outset of the meeting and proposed to allow incoming Southern Regional Vice President Dan McCabe to remain present for any closed sessions which may occur during the meeting. The NEB unanimously approved this proposal.

President Santa Meeting Recap (Rich Santa, President)

President Santa provided the NEB with a synopsis of his recent testimony at the Senate Aviation Subcommittee hearing. President Santa also discussed his upcoming dinner with President Biden's team, the scheduled AFL-CIO Executive Committee meeting, and the recent ATCA Global Conference and associated Glenn Gilbert Award Dinner. President Santa provided an update on his recent facility visits in the Great Lakes region as well as the recent Solidarity meeting held in Portland, ME which was also attended by EVP LeBovidge.

FAA Administrator Mike Whittaker (Rich Santa, President)

President Santa summarized his discussions with recently confirmed FAA Administrator Mike Whittaker. President Santa has centered these conversations on the future of aviation and how to make it safer and more effective, specifically highlighting staffing (with a particular focus on N90), funding, and the throughput at the FAA Academy in Oklahoma City.

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Oklahoma City (OKC) Meet and Greet (Rich Santa, President)

President Santa raised the topic of revising the format and agenda for meetings with newly hired employees at the FAA Academy. The NEB will have further discussions in order to ensure that these meetings remain effective.

NextGen Advisory Committee (Rich Santa, President)

President Santa provided an update from the NextGen Advisory Committee (NAC) meeting and the efforts being made to re-energize its activities.

Government Shutdown (Rich Santa, President)

The NEB discussed the possibility of a government shutdown on November 17th if there is a lapse in appropriations and what the legislative landscape looks like as the date gets closer. President Santa provided the NEB with an update on various conversations he has had with members of the Senate. The NEB discussed the strategy developed by the National Legislative Committee and Government Affairs staff to utilize in the days leading up to, and after, a lapse in appropriations.

Logo Design Request Approvals (Rich Santa, President)

The NEB unanimously approved logo design requests from NATCA Local D21, NATCA Local ZLC, NATCA Local ATL (2x), NATCA Local BUR (2x), NATCA Local C90, NATCA Region X- Alaska (5 versions), NATCA Local DEN (5 versions), and NATCA Local RIC.

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved a logo design request from NATCA Local IAH.

Member Presentation to NEB (Rich Santa, President)

The NEB continued the discussion from the last NEB meeting regarding the concerns that Jamaal Haltom, NATCA Local LAS, brought to the NEB. Dean Iacopelli, NATCA Chief of Staff, provided the NEB with the results of his investigation. RVP Devine also provided a written statement from his discussions on this matter.

After initial discussion, President Santa proposed, and the NEB unanimously approved, to enter a closed session.

New England Alternate Regional Vice President (Rich Santa, President)

The NEB unanimously approved the removal of Scott Robillard as the New England Alternate Regional Vice President.

National Information Technology Committee Member (Rich Santa, President)

The NEB unanimously approved the removal of Jason Michaud (A90) from the NATCA Information Technology Committee.

Deputy Director of Public Affairs for Events (Rich Santa, President)

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The NEB unanimously approved hiring Jill Blimline as the Deputy Director of Public Affairs for Events.

Deputy Director of Safety and Technology (Rich Santa, President)

The NEB unanimously approved hiring Phil Hargarten as the Deputy Director of Safety and Technology.

NATCA Membership Investments (NMI) Annual Meeting (Rich Santa, President)

The NMI Board of Directors and the NMI Officers joined the NEB to hold its annual membership meeting. The agenda included a review of the current building occupancy, the NMI budget, and a discussion on the projects planned for the building in the future. The NEB, as the membership of NMI, unanimously voted to reelect Mike McDonald to the NMI Board for another three-year term.

Priority Release Memorandum of Understanding (MOU) (Rich Santa, President)

President Santa provided the NEB with an update on the new Priority Release MOU for Oakland ARTCC, MIA ATCT, and Atlanta TRACON.

Aviation Industry Meet and Greet (Rich Santa, President)

The NEB discussed the primary objectives for the Aviation “Meet and Greet” that was being held later that evening.

ATSAP Analysis Team Representative and Western Service Area Event Review Committee Analyst (Rich Santa, President)

The NEB unanimously approved David Skarphol (P50) as the ATSAP Analysis Team Representative. The NEB also unanimously approved Dan Carrico (ORD) as the Western Service Area Event Review Committee analyst.

Child Care A114 Representative (Drew MacQueen, NGL RVP)

The NEB unanimously approved Christina Munroe Wilcko (SCT) as the Child Care Article 114 rep. Sarah Wilmouth (ZTL) was unanimously approved as the alternate, if necessary.

Southern Region Alternate Regional Vice President Proposal (Jim Marinitti, NSO RVP)

The NEB unanimously approved Neil Caputo (ZTL) as Alternate Regional Vice President as of December 1st, 2023.

National Training Committee (NTC) Chair Selection (Rich Santa, President)

RVP Devine was nominated to serve as the NTC Chair once RVP Marinitti retires on 12/1. The NEB voted to not approve this appointment, with RVPs MacQueen, Shallenberger and Merrick voting in favor. RVP Devine abstained from this vote. RVP Daniels was then nominated to serve as the NTC chair. The NEB approved this appointment, with RVP Shallenberger and EVP LeBovidge voting in opposition. RVPs Daniels and Devine abstained.

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San Francisco 2025 Convention Committee (Joel Ortiz, NWP RVP)

The NEB unanimously approved Miguel Lluch (SFO), Jamie Nuss (SFO), and Kristin Simms (OAK) as additional members of the 2025 Convention Committee.

2024 NEB Meeting Date Update (Rich Santa, President)

Due to new scheduling conflicts, the NEB reconsidered the dates for two of the NEB meetings in 2024. The NEB unanimously approved changing the dates for the Bangor, ME meeting to Aug 6-7, 2024 and changing the San Francisco, CA meeting to March 26-27, 2024.

National Election Protests (Rich Santa, President)

President Santa recused himself from the chair for this portion of the agenda. EVP LeBovidge took on the role of the chair.

In accordance with Article VII, Section 8, the NEB reviewed an election protest submitted by a member at NATCA Local FS2 and the recommendations made by the National Election Committee (NEC) after its investigation. The NEB unanimously approved the adoption of the NEC recommendation and dismissed the protest.

The NEB then reviewed two other protests filed on behalf of two members regarding the upcoming national election for President and Executive Vice President regarding allegations of improper utilization of Union resources for campaigning purposes. The NEB agreed to bifurcate the report submitted by the NEC and address the protests for each race independently. Joe Lolio, NEC Chair, and Marguerite Graf, NATCA General Council, joined the NEB for the discussion on the protests.

The NEB moved to table consideration of these protests until the next day, with RVPs Shallenberger and Devine voting in opposition.

On November 8, the NEB continued discussions on these protests. The NEB unanimously approved a proposal to have President Santa present additional information to RVP Marinitti and RVP Merrick who would then report back to the NEB as a whole. Upon the report by RVPs Marinitti and Merrick, the NEB voted to dismiss the election protests against Rich Santa, with President Santa abstaining. The NEB unanimously approved a proposal to accept a report of an ex parte conversation between RVP Devine and RVP Davidson that occurred earlier in the day in a manner similar to the report to the NEB by RVPs Marinitti and Merrick for the protest involving President Santa. Upon the report by RVP Davidson, the NEB voted to dismiss the election protest against Mick Devine, with RVP Devine and President Santa abstaining.

Financial Issues (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge informed the NEB that efforts to develop a Concur module to allow budget managers to view charges pending against their respective cost centers have not been successful. Budget managers will need to continue to manually track expenses to maintain full clarity of the status of their budgets. EVP LeBovidge also asked the NEB to assist in reminding Concur users to ensure that the “to” and “from” sections within taxi expense lines are filled in with specificity to meet Department of

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Labor requirements. Generic references to “hotel” or remarks that indicate “see receipt” are not sufficient.

IFATCA Update (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided the NEB with a synopsis from the IFATCA Americas Region meeting held in the Bahamas. Sarah Gramp, CISM chair and Tom Flanary, Disaster Response Committee Chair, were in attendance to provide briefing on those respective topics. Jaymi Steinberg (ZDC) provided a briefing as the IFATCA Technical and Operations Committee chair and EVP LeBovidge provided a briefing on the state of mental health issues for ATCO’s worldwide. Jaymi Steinberg submitted a comprehensive written summary of the meeting which EVP LeBovidge forwarded to the NEB for their information.

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

RVP Merrick and RVP Daniels informed that the newly revamped seniority page for the NATCA website had been reviewed by General Counsel and the NATCA Chief of Staff. The NEB unanimously approved the page to be available on the members-only side of the website.

Additionally, RVPs Merrick and Daniels provided an update on the status of the myGrievance module being developed for the myNATCA suite. This module may be ready for implementation by January 2024.

Lastly, an update was provided on the work being done to migrate from a live chat web support to a new platform that should result in more expeditious resolution of technical issues.

Budget Overview (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided the NEB with an overview of what the NEB would expect from the National Finance Committee when the groups convene on Wednesday afternoon. The NEB had preliminary discussion on some of the finer details of various cost centers in preparation for the full budget discussion.

President Santa adjourned the meeting for the day at 4:00 PM on November 7th, 2023.

President Santa called the meeting to order at 8:00 AM on November 8th, 2023. Marc Schneider, Great Lakes Alternate Regional Vice President, joined the meeting.

National Safety and Technology Leadership Council (NSTLC) Update (Aaron Merrick, NCE RVP and Clint Lancaster, NAL RVP)

RVP Merrick and RVP Lancaster provided the NEB with an update from the NSTLC. During the last NSTLC meeting, National Airspace Representative Josh Haviland (S46) mentioned that several airspace issues had been brought up at the national level and, upon investigation, there had been little or no NATCA involvement at the facility and/or regional level. The NEB discussed methods to ensure collaboration was occurring at all levels.

Center FacRep Meeting (Joel Ortiz, NWP RVP)

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The NEB discussed the recent Center FacRep meeting and how to ensure that the discussions and engagement at these meetings remain open, honest, and productive.

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

RVP Davidson provided the NEB with further information regarding the incorporation of the OSF and FFAST membership into Region X organizational structure. The NEB unanimously approved this restructuring. President Santa and Chief of Staff Iacopelli will work on the mechanism to effectuate this change.

Region X Alternate Regional Vice President (Brad Davidson, NRX RVP)

The NEB unanimously approved Mark Rausch (ENM) as a Region X Alternate Regional Vice President.

ABQ Balloon Fiesta (Brad Davidson, NRX RVP)

RVP Davidson and RVP Daniels provided the NEB with a synopsis of NATCA's participation in the Albuquerque Balloon Fiesta and recommended to the NEB that NATCA continue participation in the future.

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

EVP LeBovidge presented two untimely requests for reimbursement, one from Brittan Smith (ESW) and one from David Fuentes (SJU), for expenses incurred for NATCA business. The NEB unanimously approved both requests.

Employee Annual Leave Requests (Andrew LeBovidge, Executive Vice President)

In accordance with SRN-12, EVP LeBovidge requested approval to carry over more than 240 hours of annual leave into 2024. The NEB unanimously approved this request.

In accordance with SRN-13, Chief of Staff Iacopelli requested to cash-out the amount of annual leave that he will have accrued, in excess of 240 hours, at the end of 2023. The NEB unanimously approved this request.

The NEB voted unanimously to hear this untimely agenda item. In accordance with SRN-12, President Santa requested approval to carry over more than 240 hours of annual leave into 2024. The NEB unanimously approved this request.

Occupational Safety and Health (OSHA) (Brad Davidson, NRX RVP)

Karena Marinas (NATCA OSHA Committee Chair) and Geoff Bacci joined the NEB to provide an update on facility heating and cooling issues. The NEB discussed the relevant policies, procedures, and standards. The NEB will continue to work on suitable strategies to ensure members are not subjected to adverse heat or cold while on position.

AIR Collaborative Workgroup (Brad Davidson, NRX RVP)

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RVP Davidson provided the NEB with an update on the status of a collaborative initiative in the AIR bargaining unit.

Articles 114 Selection Proposal (Alex Navarro, NNM RVP)

RVP Navarro submitted a proposal to the NEB to modify the process by which Article 114 representatives are reviewed and selected. After discussion of the existing process and the submitted proposal, RVP Navarro withdrew his proposal.

Member Presentation to the NEB (Joel Ortiz, NWP RVP)

Casey Carnes (P50) joined the NEB via teams to provide her perspective on the recent NEB determination to replace her as the Central Service Area ATOMS representative.

National Finance Committee (NFC) and Budget Discussion (Andrew LeBovidge, Executive Vice President)

NFC Committee Chair Devin Carlisto (ZSE), NFC vice-chair Rachel Gilmore (ZID) and the NFC joined the NEB to present a proposal for the 2024 NATCA budget. Each 2024 budget line was reviewed and discussed by the joint group and some modifications to the initial proposal were made.

The NFC, NATCA President, and the Regional Vice Presidents, as per Article 5, Section 8 of the NATCA National Constitution, approved the proposed 2024 budget, with RVP Davidson voting in opposition.

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

The NEB voted unanimously to hear this untimely agenda item. The NEB voted unanimously to approve Brian White (ZOB) and Dean Von Almen (C90) as an Alternate Regional Vice Presidents for the Great Lakes Region.

NNM Seniority Issue (Alex Navarro, NNM RVP)

RVP Navarro raised an untimely agenda item regarding a seniority issue arising in the Northwest Mount Region. RVP Navarro proposed, and the NEB unanimously approved, holding a telcon to discuss this matter.

A114 Selection Process - Continuation (Clint Lancaster, NAL RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved moving to closed session to have additional discussion regarding the A114 selection process.

Previous Business Conducted Electronically

Terminal Automation Modernization and Replacement (TAMR) Standard Terminal Automation Replacement Systems (STARS) Subject Matter Experts (Rich Santa, President)

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The NEB unanimously approved Hanan Wiseman (A80), Eric Nault (JAX), William Kirby (PIT), and Tyler Wilke (MCI) for as SME's for this activity. The NEB unanimously approved Milan Dudley (SCT) and George Lloyd (D21) to serve as alternates, if necessary. (via email, November 6, 2023)

Virtual NextGen Weather Processor SME (Rich Santa, President)

The NEB unanimously approved Tanya Blais (ZHU), Luther Smith (ZNY), Ivan Rodriguez (I90), Nicholas Stolarczyk (C90), and Susan Olivar (DCC) as SME's for this activity. (via email, November 6, 2023)

President Santa adjourned the meeting at 6:00pm on November 8th.



Andrew LeBovidge
Executive Vice President