
NATCA National Executive Board Meeting
Hilton Austin Hotel, Austin, TX.
December 12th, 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
Dan McCabe, 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
John Bratcher, Southwest Region Alternate Regional Vice President
Kenneth Rodal, NATCA AUS Facility Representative

President Santa called the meeting to start at 8:00 AM CST.

Opening Remarks (Rich Santa, President)

Warner Charitable Contribution (Andrew LeBovidge, Executive Vice President)

In accordance with SRF-19, the NEB unanimously approved a \$500 donation to the charity “Feeding the Children of DC” to support Virginia Senator Mark Warner’s effort to assist the local community.

2024 NEB Meeting Date Update (Rich Santa, President)

The NEB unanimously approved two changes to the previously adopted 2024 NEB meeting calendar. The meeting planned for early May in Boston will now be held in Washington D.C. to coincide with the NATCA in Washington event. Additionally, the June meeting schedule for Eugene, OR will now be held virtually.

Federal Contract Tower Charter Approval (Rich Santa, President)

The NEB unanimously approved the charter for Manhattan, KS (MHK) federal contract tower.

Professional Standards District Chairs (Rich Santa, President)

The NEB unanimously approved RJ Ball (PIT) as the Pittsburgh District Professional Standards chair and Dean Wandersee (ROC) as the Syracuse District Professional Standards mentee.

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The NEB unanimously approved the removal of retiring member Greg Baker (ZTL) as the Atlanta District Professional Standards chair and approved Scott Taylor (ZTL) as his replacement. The NEB also approved Amber Miller (ZTL) as the Atlanta District Professional Standards mentee.

Seniority Team Members (Mick Devine, NNE RVP)

The NEB unanimously approved Dave Provencher (MHT), Aaron Wilt (ZDC), and Megan Nowak (ZDV) as members of the team working with RVP Devine, Information Technology Committee Chair Jason Doss and members of NATCA National Office staff to deal with questions regarding seniority calculations.

Rolling Lobby Week Update (Clint Lancaster, NAL RVP)

President Santa provided the NEB with an overview of the activities during the recent “rolling lobby week” conducted by the National Legislative Committee and targeted legislative activists.

ZOA, A80, and MIA Priority Release MOU (Clint Lancaster, NAL RVP)

The NEB had additional discussions regarding the development and effectuation of the ZOA/A80/MIA priority release MOU.

Southwest Region On-boarding Representative (Nick Daniels, NSW RVP)

The NEB unanimously approved Scott Martinez (MSY) as the Southwest Region On-boarding Representative.

National Northwest Mountain Region National Charitable Foundation Contribution (Alex Navarro, NNM RVP)

In accordance with SRF-19, the NEB unanimously approved a \$240 contribution from the Northwest Mountain Region to the NATCA Charitable Foundation.

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

In accordance with SRF-20, the NEB unanimously approved untimely expense reimbursement requests from Cory David (ZNY) for expenses incurred during the ASI Training and for Catherine Davis (PCT) for expenses incurred at ATX in 2022.

Election Protests (Rich Santa, President)

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

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

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 of the upcoming national election for President and Executive Vice President regarding allegations of improper utilization of Union resources for campaigning purposes by the Daniels/Haltom campaign and the recommendations made by the National Election Committee after its investigation. RVP Lancaster made a motion to dismiss the protest. The motion did not receive a second. RVP MacQueen made a motion to uphold the protest. This motion also did not receive a second.

After further deliberations, the NEB voted to uphold the protest and, as remedy, made NATCA's General Counsel available to provide the four current candidates for national office with a briefing on the regulations involving the utilization of NATCA assets during a campaign and similarly the regulations covering campaign materials should the candidates so desire such a briefing. RVP Devine abstained from the vote.

Committee Chair Meeting (Clint Lancaster, NAL RVP)

RVP Lancaster updated the NEB regarding the upcoming Committee Chair meeting to be held in Chicago on January 30th and 31st.

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

RVP Lancaster updated the NEB on potential dates for the 2024 "Meet and Greet" sessions with students at the FAA Academy in Oklahoma City. After discussion, the NEB determined to move forward with six sessions in 2024.

Financial Update (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided the NEB with an update on the preparation for end-of-year financial reports and the forthcoming annual audit. EVP LeBovidge emphasized that all expense reports need to be submitted by January 1st to allow the Accounting Department to properly prepare for the audit.

NEB Committee Liaison Assignments (Rich Santa, President)

The NEB unanimously approved RVP Navarro as the liaison to the EAP committee and RVP McCabe as the liaison to the A114 Representatives. The NEB unanimously approved RVP McCabe to replace RVP Devine as the liaison for the seniority calculation team. The current liaison to the National Election Committee (NEC), RVP Navarro, indicated his decision to step down from this role as he was actively

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participating in the national NATCA elections. The NEB unanimously approved removing RVP Navarro as the NEC liaison.

2024 NATCA Scholarship Topic (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge initiated a discussion regarding the development of a topic for the 2024 NATCA scholarship. So as to allow ample time for submissions as per the timelines contained in SRB-3, the NEB will finalize a topic no later than the end of December.

New York Times Article (Clint Lancaster, NAL RVP)

The NEB discussed the chronology associated with the recent New York Times (NYT) articles regarding air traffic controllers and the advance engagement that occurred with the reporter and editors, especially to prevent the release of any controller names. While NATCA provided information to the NYT, the paper chose not to utilize any of the material.

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

RVP Merrick and RVP Daniels discussed the composition of the ITC and the desire to streamline the committee from 19 members/staff to 16 members/staff.

The NEB unanimously approved the removal of David Towell (CVG) due to transfer, Gersan Urraca (PDK) due to transfer, Ryan Durbin (ZAN) per his request, Meagan Roper (NATCA Senior Social Media Representative), Bill Holtzman (Ret. ZDC), and Galen Munroe (Deputy Director of Public Affairs) from the NATCA Information Technology Committee.

The NEB unanimously approved Timothy Todd (ZTL), Cameron Haley (ZMA), Patrick Stewart (ZMP), William Henneck (C90), and John McAlduff (Deputy Director of Public Affairs) as members of the NATCA ITC

Additionally, RVPs Merrick and Daniels described a current issue with certain FacRep list-serves. The ITC is working on fixing the problem.

Web URL Address Audit for Committees (Aaron Merrick, NCE RVP and Nick Daniels, NSW RVP)

RVP Merrick and RVP Daniels provided the NEB with an update on removing obsolete committee URLs. The NEB unanimously approved the removal of the recommended addresses.

President Santa Meeting Recap (Rich Santa, President)

President Santa provided the NEB an overview of his upcoming meeting with Representative Bean and Van Drew.

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2024 CFS Planning Committee (Rich Santa, President)

The NEB discussed the formation of the 2024 CFS planning committee as per the existing committee charter. John Murdock (National Safety Committee chair) and Mark McKelligan (Director of Safety and Technology) will serve as the co-chairs committee and the NEB unanimously approved Thom Metzger (Director of Public Affairs) Jill Blimline (Deputy Director of Public Affairs), Chrissy Padgett (ZDC), Mindy Soranno (NATCA Meeting Planning and Events Representative), Cher Oxenburg (ZTL), Dawn Johnson (ZTL), Richard Kennington (PDX), and Erin Murdock (PHL) to serve on the CFS planning committee. Two additional members will be added at a later date.

Campaign 2024 Update (Alex Navarro, NNM RVP)

The NEB discussed the status of NATCA's Campaign 2024 efforts. David Skarphol (National Legislative Committee Chair) and Allison Schwaegel (National Legislative Committee Vice Chair) continue to lead the development of the logistical and strategical details for these efforts. Tom Thompson (RNAV Committee Chair and "Boots on the Ground" Program Manager) will be working with the AFL-CIO to coordinate NATCA efforts in union member-to-union member outreach efforts.

Priority Placement Program Training (PPT) Changes Briefing (Mick Devine, NNE RVP)

RVP Devine and Jake Detweiler (NNE NCEPT Representative) presented proposed changes to the data sets to be incorporated into the PPT in order to improve the accuracy of projected staffing calculations. Changes sought would be incorporating distinct categories for "training success" versus "staffing success", a facility-by-facility based training time that is updated more frequently to reflect current training dynamics (potentially three/six/twelve-month projections), and improving the inbound/outbound data. After discussion, the NEB unanimously approved tasking the NCEPT team with pursuing these changes with the FAA. The NCEPT team will provide an update on their efforts at the January NEB meeting.

Reloaded Committee Charter (Joel Ortiz, NWP RVP)

The NEB reviewed the proposed changes to its charter submitted by the Reloaded Committee. After discussion, the NEB determined to send the document back to the Committee with suggestions for further edits.

Member Presentation to the NEB (Brad Davidson, NRX, RVP)

Ryan Feil (EAL) joined the NEB via teams to provide his perspective on Region X issues as the newly elected NATCA Local EAL President.

Logo Design Request Approvals (Rich Santa, President)

The NEB unanimously approved logo design requests from NATCA Local ZSU, NATCA Local ZJX, NATCA Local STL, and NATCA Local LAS.

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CBA Negotiations (Alex Navarro, NNM RVP)

The NEB discussed the landscape for any upcoming negotiations of term agreements. A strategy group is being constructed, with one individual per region, to review articles for possible future bargaining.

Air Safety Investigations (ASI) Renewal (Aaron Merrick, NCE, RVP)

The NEB unanimously approved the renewal of Brandon Johnson (SLC), Allison Matioli (CLT) and Seth Myers (ZBW) as members of the NATCA Air Safety Investigators.

Internal Grievance WP-23-01 (Rich Santa, President)

Pursuant to Article XIII, Section 4 of the NATCA Constitution, the NEB considered NATCA Internal Grievance File No. WP-23-01 (Simko et. al. v. Chu) and unanimously voted to dismiss the grievance.

En Route Radar Controller Training First Course Conduct (FCC) Ghost Pilots (Rich Santa, President)

The NEB unanimously approved Kelly Roos (ZKC), Casey Curtis (ZID), Jason Rodriguez (ZSE), Nolan Anthony (ZDC), and Kobi Mayfield (ZTL) to participate in this activity. Jye Lanphere (ZLA) and David Orth (ZHU) were unanimously approved to serve as alternates, if necessary.

En Route Radar Controller Training First Course Conduct (FCC) (Rich Santa, President)

The NEB unanimously approved Brittany Anderson (ZAB), Adrian Flaco (ZAB), Cameron Sobleski (ZDC), Vincenzo Capozzi (ZDC), Spencer Meche (ZFW), Jacob Diener (ZMP), Steven Pennison (ZMP), Benjamin Yuen (ZOA), Si Ming Li (ZOA), and Matthew Kurtz (ZOB) to participate in this activity.

Additionally, the NEB unanimously approved Michelle Fonseca (ZAB), Dallas Kik (ZAB), Patrick Miller (ZAB), Caleb Holifield (ZAB), and Kelly Kohler (ZMP) to serve as alternates, if necessary:

E-IDS Subject Matter Expert (SME) Solicitation (Mick Devine, NNE RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved Tim Roig (Y90) to serve as an alternate E-IDS SME, if needed.

Collaborative Oversight Group (COG) Update (Drew MacQueen NGL RVP and Joel Ortiz NWP RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB discussed the most recent COG meeting and what has been occurring with challenges in collaboration across the service areas. The COG agreed to reinforce and remind both sides of the expectation to collaborate.

Closed Session Discussion (Rich Santa, President)

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The NEB unanimously approved moving to close session to discuss personnel matters.

Previous Business Conducted Electronically

Southern Region Labor Relations Lead/Grievance Review Team Member (Jim Marinitti, NSO RVP)
The NEB unanimously approved Chris Perdue (ZME) as the NSO Labor Relation Team Lead and Grievance Review Team Member (via telcon, 11/10/2023)

Northwest Mountain Seniority Calculation (Alex Navarro, NNM RVP)

The NEB considered a seniority calculation question that arose at ZDV. The NEB unanimously approved retaining the employees dates as originally calculated. (via telcon, 11/10/2023)

Logo Design Request Approval (Rich Santa, President)

The NEB unanimously approved a logo design request from NATCA Local ZDC. (via telcon, 11/10/2023)

Deputy Director of Public Affairs – Technology (Rich Santa, President)

The NEB unanimously approved the hiring of John McAlduff for the position of Deputy Director of Public Affairs – Technology (via telcon, 11/17/2023)

President Santa adjourned the meeting at 5:07 PM CST.



Andrew LeBovidge
Executive Vice President