
NATCA National Executive Board Meeting
Virtual Meeting
January 17th, 18th and 19th, 2024

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
Dean Von Almen, NATCA C90 Facility Representative
Todd Mariani, Central Region Alternate Regional Vice President
Neil Caputo, Southern Region Alternate Regional Vice President
Jamaal Haltom, National Training Representative, NATCA Local LAS
Nicholas Marangos, NATCA A90 Facility Representative
Trevor Thompson, NATCA ZLX Facility Representative
Daniel Garcia-Barbon, NATCA ZMA Facility Representative

This meeting was originally scheduled to be held in Nashville, TN. Due to severe weather, the NEB meeting was held virtually.

President Santa called the meeting to start at 10:00am on January 17th.

Opening Remarks (Rich Santa, President)

Committee Chair Meeting Agenda (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. The agenda is under development and the NEB discussed additional topics for inclusion.

NATCA Central Region (NCE) Pay Committee Mentee (Aaron Merrick, NCE RVP)

The NEB unanimously approved Scott Muzzy (ICT) as the NCE Pay Committee mentee.

NATCA Southern Region (NSO) Pay Committee Representative (Dan McCabe, NSO RVP)

The NEB unanimously approved Ryan Berger (A80) as the NSO Pay Committee Representative.

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NATCA Western Pacific (NWP) Communications Committee Member (Joel Ortiz, NWP RVP)

The NEB unanimously approved Ariana Seimas (FAT) as the NWP Communications Committee member.

Senatorial Letter Regarding Official Time (Rich Santa, President)

President Santa updated the NEB on a recent letter co-signed by several United States Senators reference the manner in which official time granted to federal employees is tracked. The NEB discussed the expected assaults on official time as the 2024 election nears.

Joint NATCA-FAA Strategic Leadership Meeting (Rich Santa, President)

The NEB took the opportunity to recap the January 10, 2024, Strategic Leadership Meeting. No items of concern were raised.

Political Action Committee (PAC) Reimbursement (Rich Santa, President)

The NEB discussed an administrative error that occurred during the processing of a few recently submitted PAC forms. The issue has been identified and corrected, with any overpayments having been reimbursed to the effected members.

Communicating For Safety (CFS) Planning Committee (Rich Santa, President)

The NEB unanimously approved Homer Benavides (EGL) and Sam Navarro (SEA) as new members of the CFS Planning Committee

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

RVP Lancaster provided the NEB with an update on the schedule for the 2024 “Meet and Greet” events with students at the Mike Monroney Center in Oklahoma City. Barring any last-minute logistical hurdles, the events will be scheduled on April 24, May 29, June 12, July 17, August 28, and October 9, 2024

The NEB discussed the primary goals of the event and how to improve its flow and curriculum. RVPs Davidson, Ortiz, and Lancaster will work with John Bratcher, National Organizing Committee chair and Dawn Johnson, Reloaded Committee chair, to develop a proposal for consideration by the NEB at the February 2024 meeting.

Center FacRep Group Charter (Rich Santa, President)

The NEB discussed the Center FacRep Group (CFG) charter that was adopted by the NEB in May 2023. The CFG has had subsequent discussion and want to adopt certain changes to the charter. President Santa ruled that any changes to the charter would require NEB approval. The NEB reaffirmed the previously adopted language specifically precluding the exclusion of the NEB from any closed session during a CFG meeting, with RVP Daniels in opposition.

NATCA Benefits Committee (Brad Davidson, NRX RVP)

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Jen Rivera (ZID) and Evan Gabler (PCT) from the NATCA Benefits Committee (NBC) joined the NEB via Teams to discuss a proposal to partner with the corporation producing the Sonu Sleep Mattress to obtain a discount on this product as a new benefit for the membership. The NEB unanimously approved this proposal.

Potential Government Shutdown (Rich Santa, President)

President Santa provided the NEB with an update regarding the potential Government shutdown including the current preparations underway and a timeline for any actions. A message for the membership from the NEB is being drafted for dissemination. During the course of the meeting, a continuing resolution was passed extending the funding for the FAA until March 1.

Right from the Start (Joel Ortiz, NWP RVP)

RVP Ortiz provided the NEB with a Right From The Start (RFTS) program update. Based on further discussions with Chris Stephenson, RFTS program lead, there is no current necessity for additional personnel.

Locals Without Officers (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge provided the NEB with an update on those Locals that currently do not have any officers. For these Locals, access to all union accounts have been transferred to national signatories, and Local dues rebates have been held. EVP LeBovidge encouraged the RVPs to actively work with their leadership teams and the National Organizing Committee to engage at these Locals to obtain local officers so accounts can be reinstated to the Local.

NEST Placement Group (Rich Santa, President)

The NEB discussed the historical evolution of the way placement opportunities for those individuals who are retained through the NEST process are determined. In order to ensure that the existing mechanism reflects the current needs of the field, President Santa proposed establishing a workgroup of NATCA members to review the process and provide recommendations to the NEB for possible renegotiation.

The NEB unanimously approved Steven Brown (PWM), Dean Von Almen (C90), Andrew Santorelli (DCA), Todd Mariani (ZKC), Danny Watson (ZAB), Mike Driscoll (DAB), Eric Mauro (MRI), and Johnny Albanez (NCT) to serve on this group.

NCEPT Team Update (Rich Santa, President)

RVP Devine provided the NEB with an update on the status of three pending adjustments to the manner in which data is calculated and presented on the Priority Placement Tool. The NCEPT team will continue to work with the Agency to ensure that a true training success percentage is calculated on a facility basis as well as moving the window for calculating training success percentages from a rolling five year period to a fixed time period of longer, and more current, duration.

2025 Biennial Convention (Joel Ortiz, NWP RVP)

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RVP Ortiz provided the NEB with an update of the activities of the 2025 Convention Committee. The NEB unanimously approved Hector Garcia (ZOA) as the chair of the 2025 Convention Credential Committee.

The NEB also discussed the rooming policy for the Convention as established under SRF-27. The NEB unanimously agreed that reimbursement under this provision only applies to those nights spent at the Convention hotel. The NEB agreed to ensure their regions understand this policy and the need to stay at the official convention hotel.

The NEB discussed the upcoming NEB meeting scheduled for San Francisco in March. The agenda for that meeting will include additional information regarding the Convention and RVPs should anticipate using the time to research venues for Convention activities.

FAA Academy Bypass Briefing (Alex Navarro, NNM RVP)

The NEB discussed the recent recommendation by the independent Safety Review Team to establish a hiring pathway from Collegiate Training Initiative (CTI) programs directly to FAA facilities, by-passing the FAA Academy in Oklahoma City. The NEB discussed concerns regarding this approach and reaffirmed its expectation that there would be standards enforced to ensure there was no degradation in quality of training from what currently exists with the Academy.

President Santa adjourned the meeting at 2:30pm on January 17th.

President Santa called the meeting to start at 11:45am on January 18th.

Tuition Reimbursements (Rich Santa, President)

The NEB reviewed and discussed the tuition reimbursements requests from 2023. The NEB approved requests from Eric Yates (ZID), Bryan Pelkey (PVD), Christopher Stephenson (ZME), Patricia Rodriguez (ZOA), and Jeff Little (NSO), with RVP Davidson voting in opposition. The NEB unanimously approved the tuition reimbursement request for Ricky Martinez (MIA).

Campaign Coordinator Election 2024 (Rich Santa, President)

The NEB unanimously approved Noel Kingston (PRC, retired) as the Campaign 2024 Coordinator.

Finances (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided the NEB with an update on the end-of-year fiscal status. Preliminary projections have revenue coming in above budgeted amounts, and expenses overall are projected to be in line with budgeted totals. In anticipation of expenses to be incurred at the end of the fiscal year, EVP LeBovidge presented, and the NEB unanimously approved, the following budget reallocations for NEB approval, in accordance with SRF-3:

National Headquarters: \$397,269

Alaskan: \$1563

Central: \$4864

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Eastern: (\$3421)
Great Lakes: \$31,807
New England: (\$41)
Northwest Mountain: \$369
Southern: \$50,490
Southwest: \$5904
Western Pacific: \$33,093
Safety and Technology: (\$13,481)
Political and Legislative: (\$40,177)
Communications: (\$695)
Negotiations: (\$19,683)
Arbitrations: (\$32,841)
Membership: \$6282
Onboarding: (\$2508)
Oshkosh: (\$9246)
OKC Meet and Greet: \$19,273
National Finance Committee: (\$16,401)
National Constitution Committee: (\$7103)
Region X: \$12,823
Trial Committee: (\$3294)
Environmental Protection: (\$838)
Legal Research: (\$33,592)
Affiliation Fees: (\$31,447)
Payments to Locals: (\$6512)
IFATCA: (\$936)
NEB: \$73,002
Election Expenses: (\$891)
Convention: \$205,091
NATCA Academy: \$100,770
Contract Expenses: (\$246,195)
Reloaded: (\$19,902)
NTSB Representation: (\$10,834)
Policy/Research: (\$1417)
NATCA in Washington: (\$14,167)
National Legislative Committee: (\$47,364)
National Safety Committee: (\$53,805)
Information Technology: (\$91,555)
IT Committee: (\$3765)
Outreach: (\$66,260)
OSHA Committee: (\$6414)
Benefits to Members: (\$39,480)
Advocacy Project: \$11,347
OWCP Committee: (\$4421)
Air Safety Committee: (\$16,428)
NATCA Benefits Committee: (\$1889)
Communicating For Safety: \$972,454
Organizing Committee: \$11,772

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GRT Workgroup: (\$3607)
Retired NATCA Active Volunteers: (\$2952)
Professional Standards: \$145
Drug and Alcohol Committee: \$17,095
Airspace Committee: \$7554
NCF-NATCA: (\$3000)
IFATSEA: (\$3637)
CISM: \$207
Right From the Start: \$5514
Disaster Response Committee: \$731
NSTLC: (\$5045)
Training Committee: (\$6831)
Union Synergy Committee: (#3820)
Operation Support Facility: (\$20)
Field Automation Support Team: (\$69)
Election Support Committee: (\$1949)
National Historical Committee: (\$3848)
Training Conference: \$3381
Communications Committee: (\$536)
Convention Set-Aside: (\$179,845)

Additionally, EVP LeBovidge reminded the NEB that all locals will need to file the appropriate LM forms with the Department of Labor by March 30th. The National Finance Committee is presenting “End-of-Year Forms” training and is readily available to assist Locals with their submissions.

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

The NEB unanimously approved the addition of the FENS/FTI project to the organizational priority list maintained by the NSTLC.

Logo Design Request Approvals (Rich Santa, President)

The NEB unanimously approved logo design requests from the Local at the Command Center (DCC) and NATCA Local MSP.

President Santa adjourned the meeting at 1:30pm Eastern, January 18th.

President Santa called the meeting to order at 5:30pm Eastern, on January 19th.

Five Center Upgrades Briefing (Alex Navarro, NNM RVP)

The NEB had a lengthy discussion regarding status of the development of the ABACUS traffic counting program, the ongoing inability to properly calculate traffic complexity indices for the en route facilities, and the possible exploration of alternatives to possibly address pay disparities for those five en route facilities that continue to work significantly elevated traffic volumes (ZAB, ZDV, ZHU, ZJX, and ZMA).

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The NEB expressed their support for President Santa having the flexibility to engage with the FAA Administrator and pursue an improvement in pay and working conditions for any and all of our members.

Region X Collective Bargaining Agreements (CBA) (Brad Davidson, NRX, RVP)

RVP Davidson provided the NEB with a background and a status update on efforts to prepare for the possible renegotiations of the “light blue book” and “purple book” CBAs, both which expire in July 2024.

Corey Glaze, Nicole Wysong, Felicia Reeves, Lisen Minetti, Allen Casey, and Mark Rausch joined the telcon to present data regarding Region X pay issues across their respective bargaining units. RVP Davidson also briefed the NEB on other areas of potential concern contained within the existing contractual language.

President Santa indicated that a decision on how to proceed will be made prior to the first week in February.

President Santa adjourned the meeting at 8:30pm Eastern, January 18th.

President Santa called the meeting to order at 10:00am, January 19th.

A114 Representative Review (Rich Santa, President)

The NEB unanimously approved the renewal of the following A114 Representatives

Josh Haviland (S46) - Airspace/Metroplex

Matt Trimble (CAE) - Aeronautical Information Service (AIS)

Mark Ostronic (S46) - Strategy

Christian Manglona (DFW) - Digital Information Project (DIP)

Paul Behan (ZJX) - Commercial Space

Bennie Hutto (PCT) - Performance Based Navigation (PBN) Criteria

Jimmy Smith (SCT) - Unmanned Air Space (UAS)

Will Hutson (DEN) - Unmanned Traffic Management (UTM)/Urban Air Mobility (UAM)

Joey Tinsley (ZTL) - Eastern Service Area Operations Support Group (OSG) Modernization

Adam Searcy (ZDC) - Eastern Service Center (ESC) Performance Based Navigation (PBN) Co-Lead

Christopher Thomas (S56) - Western Service Area Operations Support Group (OSG) Modernization

Eric Johnson (ZFW) - Central Service Area Operations Support Group (OSG) Modernization

Joel Hays (ZFW) - Central Service Center (CSC) Performance Based Navigation (PBN) Co-Lead

Jeff Plendl (ZLA) - Western Service Center (WSC) Performance Based Navigation (PBN) Co-Lead

Kevin Wright (D01) - Operational Readiness/Contingency Operations - Air Traffic Operations

Contingency (ATOC)

Ray Berndt (ZJX) - Data Comm

Thayer Davis (MSP) - Tower Data Link Service (TDLS)

Amanda Richardson (ZOA) - Enterprise Information Display System (E-IDS)

Rob Friedel (ZLC) - En Route Automation Modernization (ERAM) Implementation A114 Representative and En Route Automation Workgroup (ERAW) Co-lead

Scott Roach (ZME) - En Route Automation Modernization (ERAM) Technical Representative

George Herbert (ZOB) - En Route Automation Modernization (ERAM) Computer Human Interface

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Jessica Anaya (ZMA) - Offshore Automation (OA)
Steven Brown (PWM) - Integrated Display System - Replacement (IDS-R)
Corey Soignet (IAH) - Flight Data Input/Output (FDIO, Electronic Flight Strip Transfer System (EFSTS), and Flight and Interfacility Data Interface (FIDI)
Jon Shedden (ZFW) - Voice over IP Communication Enterprise (VoICE)
Brent Luna (ZFW)– Surveillance (SBS) Group
Tom Zarick (ZDV) - Surveillance - Enroute
Chris Aymond (MSY) - Interval Management (IM)
Jamie Sanders (APA) - Runway Incursion Device (RID)
Chris Corapi (CVG) – Surface Surveillance

The NEB unanimously approved Scott Fineron (NCT) to transition back to the ABACUS program, at his request. The Safety and Technology Department is preparing a national solicitation to fill the resulting vacancy in the Standards and Procedures Representative position.

Internal Grievances X-23-01 and X-23-02 (Rich Santa, President)

After initial discussion, Southern Regional Vice President Dan McCabe proposed, and the NEB unanimously approved, entering a closed session.

Pursuant to Article XIII, Section 5 of the NATCA Constitution, the NEB considered the Trial Committee's report through which it sustained NATCA Internal Grievance File No. X-23-01 (Martin v. Samad) and Grievance File No. X-23-02 (Lee v. Samad). As remedy, the NEB unanimously approved permanently barring Sam Samad from holding any elected or appointed NATCA position.

Election Protest (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 of the upcoming national election for President and Executive Vice President filed by a member of NATCA Local ZBW regarding facility visits by Nick Daniels and Jamaal Haltom and the recommendations made by the National Election Committee (NEC) after its investigation. After discussion, the NEB voted to accept the recommendation of the NEC and dismiss the protest, with President Santa, RVP Devine, and RVP Daniels abstaining.

EVP LeBovidge returned the chair to President Santa.

Terminal Flight Data Manager Tower Subject Matter Experts (Rich Santa, President)

The NEB unanimously approved Jen McCoy (TPA), Hans Krach (CLE), and Vladimir Vallego (HPN) for this activity. The NEB unanimously approved Michael Citrolo (SAT) to serve as an alternate, if necessary.

Terminal Flight Data Manager Traffic Management Coordinator Subject Matter Experts (Rich Santa, President)

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The NEB unanimously approved James Lovett (EWR), Allison Palmer (MSP), and Ryan Law (DFW) for this activity. The NEB unanimously approved Gary Beal (DEN) as an alternate, if necessary.

Slate Book CBA Exploratory Team (Rich Santa, President)

President Santa requested each RVP to provide the name of an activist to serve on an exploratory team to analyze the Slate Book as the initial step in preparing for potential negotiations. President Santa requested that names be submitted by January 22nd. RVP Lancaster requested that Alaskan Flight Service members be included in the selection pool.

Drug and Alcohol Committee Instructor (DAC) (Alex Navarro, NNM RVP)

RVP Navarro proposed Brian Roth (C90) as a DAC instructor. The NEB agreed to table consideration of this proposal pending National Training Committee discussion.

Previous Business Conducted Electronically

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

EVP LeBovidge presented three untimely requests for reimbursement, one from Jim Marinitti (NSO RVP), one from Evan Gabler (PCT), and one from Dan McCabe (NSO RVP) for expenses incurred for NATCA business. The NEB unanimously approved all three requests, with RVP McCabe abstaining from the vote regarding his submission. (via telcon, 1/5/2024)

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

The NEB discussed suggested topics for the 2024 NATCA scholarship to be administered under SRB-3. The NEB unanimously approved the following as the topic:

The evolution of artificial intelligence (AI) is rapidly changing the way we live. Unions across a broad spectrum of occupations are preparing to address the effects of an increased utilization of AI on their membership. As a student who will soon be entering this changing workplace, discuss how you see AI affecting the careers in which you are interested and what you believe unions should do to offer job protections as new AI processes continue to be implemented. (via email, 12/27/2023)

President Santa adjourned the meeting at 5:00 PM EST on January 19th.



Andrew LeBovidge
Executive Vice President