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NATCA National Executive Board Meeting  
San Francisco Marriott Marquis, San Francisco, CA  
March 26<sup>th</sup> and 27<sup>th</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  
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  
John Bratcher, Southwest Region Alternate Regional Vice President  
Erik Mandt, NATCA Local ZOA Vice President  
Eddie Delisle, NATCA Local P80 President  
Nick Marangos, NATCA Local A90 President  
Kristin Simms, NATCA Local OAK President  
Michael Flores, NATCA Local LAX President  
Miguel Lluch, NATCA Local SFO President

President Santa called the meeting to start at 9:00am PDT on March 26<sup>th</sup>.

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

**Finances** (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided the NEB with an update from the recently concluded independent audit. The auditors issued an unqualified opinion, their highest level of assurance. Financial statements are being finalized and will be distributed in accordance with Article IX, Section 2 of the NATCA Constitution. Additionally, EVP LeBovidge also reviewed the completion of NATCA's LM2, which was filed on March 15, as well as the status of the submissions of Locals' LM3 or LM4 forms. The deadline for LM submissions is March 30, as March 26, there remained 76 Local's remaining to file.

The NEB discussed the status of the organized Federal Contract Towers with zero membership and the best practices to ensure revitalizing these Locals. As a corollary issue, the NEB discussed the recent voluntary recognition agreement with Serco, a Federal Contract Tower company, and the positive effects it will have on this topic.

**ATOMS** (Aaron Merrick, NCE RVP)

RVP Merrick provided the NEB with an ATOMS update highlighting the recent keysite testing that occurred at ROA. While the FAA is still targeting a June 2024 implementation, that target date remains questionable given the number of extant issues with the system.

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

Mark McKelligan (Director, NATCA Safety and Technology Department), John Murdock (Chair, National Safety Committee), and Dawn Johnson (ZTL) joined the NEB via Teams to provide the NEB with a CFS Planning update. The event will take place in Las Vegas from September 16th to 18th. The planning committee has developed general themes for each day of the event and is currently working to develop a more granular agenda within that context.

Dawn Johnson discussed the Next Up event to be held at CFS and made recommendations on behalf of the planning committee for a slightly modified format for the event. After discussion, the NEB tabled this issue and will provide further direction soon.

John Murdock reviewed the current financial projections for CFS. John emphasized that the Planning Committee is trying to stay within their budget and was seeking guidance from the NEB on how to reduce expenditures. The NEB requested a copy of the anticipated CFS cost breakdown to review before reaching any conclusions.

**Activism and Training Expo (ATX) Budget and Expense Coverage** (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge provided the NEB with an overview and update regarding the budget and anticipated expenses for the 2024 ATX. The NEB discussed which cost centers would be saddled with the financial responsibility. EVP LeBovidge stressed that the ATX planning committee is diligently working to stay under budget and has already identified areas for cost savings. RVP Daniels provided additional details regarding the event that fleshed out the logistical discussion.

**OKC Meet and Greet Curriculum** (Clint Lancaster, NAL RVP)

RVP Lancaster, RVP Davidson, RVP Ortiz, John Bratcher (Chair, National Organizing Committee) and Dawn Johnson (Chair, NATCA Reloaded Committee) have met to review the existing agenda for the Oklahoma City Meet and Greet events with students at the FAA Academy. Based on their discussions, the group submitted a recommendation to limit the number of presenters for the event to the President and/or Executive Vice President, the National Training Representative, and member of the National Benefits Committee (NBC), and a current Facility Representative, from different regions on a rotating basis, who would be able to provide a current field perspective. After discussion, the NEB determined to replace the NBC member with a representative who could provide a historical perspective of NATCA's accomplishments. Additionally, material from the NBC, the Professional Standards Committee, and the Reloaded Committee will be available in the informational packet distributed at the event.

**Corporate Membership Application – Adacel** (Rich Santa, President)

The NEB unanimously approved the application from Adacel to become a Standard-level Corporate Member.

**Region X- Office of Chief Counsel** (Brad Davidson, NRX RVP)

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Due to internal FAA reorganization, there are no longer any positions contained within this bargaining unit. Based on this restructuring, the NEB unanimously approved seeking disinterest in the Office of Chief Counsel bargaining unit with the Federal Labor Relations Authority.

**Slate Book Collective Bargaining Agreement (CBA) (Rich Santa, President)**

The NEB continued the discussions from the Houston NEB meeting regarding Slate Book negotiations. President Santa provided a synopsis of his meetings with FAA Administrator Michael Whittaker. President Santa informed the NEB that he had inquired with the FAA about a limited reopener of the Slate Book CBA and was told that a reopener would not be an option due to the Agency's lack of resources to enter additional bargaining at this time. President Santa stated that the Agency was willing to execute an extension of the Slate Book CBA until 2029, with the possibility to reopen the Slate Book CBA in 2026 by mutual agreement of the parties. President Santa then requested direction from the NEB on how they wanted him to proceed. President Santa indicated that during his next call with the Administrator on the subject he would need to communicate NATCA's decision regarding a potential CBA extension. The NEB debated the various strategies to employ regarding the CBA and the timing of potential negotiations.

RVP Ortiz moved to seek an extension of the Slate Book CBA until 2029 with a union option to reopen negotiations in 2026 if the political landscape is favorable. Rich indicated that the union-only option was improbable and therefore wasn't an option. The motion was subsequently amended by the author to seek an extension of the Slate Book CBA until 2029 with the option to, by mutual agreement, reopen negotiations in 2026 if the political landscape is favorable. After lengthy discussion, the NEB approved, without objection, a motion by RVP Ortiz to table this motion pending a discussion on the political outlook in 2024. RVP Ortiz then moved to delay a decision on the Slate Book negotiations until such time as the NEB has received a detailed political briefing from the relevant NATCA staff and NATCA political consultants regarding the landscape for the 2024 elections. The NEB approved this motion, with RVP Lancaster, RVP Shallenberger, and RVP Davidson voting in opposition.

RVP Daniels then moved that, absent the ability to delay a decision, that the NATCA President will seek to extend the Slate Book until 2029, with the ability to reopen the CBA in 2026 by mutual agreement, with RVP MacQueen, RVP Shallenberger, RVP Devine, and EVP LeBovidge voting in opposition.

**Light Blue Book and Purple Book CBA Negotiations Update (Andrew LeBovidge, Executive Vice President)**

EVP LeBovidge briefed the NEB that ground rules negotiations for the Light Blue and Purple Book term negotiations are set to commence on April 2.

**FAA Mental Health and Aviation Medical Clearance Aviation Rulemaking Committee (Andrew LeBovidge, Executive Vice President)**

EVP LeBovidge briefed the NEB that the final report of the FAA Mental Health and Medical Clearances Aviation Rulemaking Committee (Arc) will be released at the end of March. NATCA has been a voting member of this ARC and, while details of the final recommendations cannot be released at this juncture due to ARC protocols, the ARC has been addressing many of the issues of importance to NATCA members.

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**NEST Workgroup** (Mick Devine, NNE RVP)

RVP Devine supplied the NEB with an update from the NEST workgroup. The NEB reviewed the workgroup's proposals for potential changes to the NEST placement process and, after discussion, tabled the conversation until a subsequent meeting.

**Collegiate Training Initiative (CTI) Program** (Alex Navarro, NNM RVP)

The NEB discussed the FAA's recently announced plans to establish a cadre of CTI schools whereby graduates from these programs could potentially bypass the FAA Academy in Oklahoma City. No additional information on scope or timelines for implementation are available at this point.

**Center Rep Items** (Aaron Merrick, NCE RVP and Brian Shallenberger, NEA RVP)

RVP Merrick and Shallenberger provided the NEB with an update regarding the recent Center Reps meeting. A primary concern from the Center reps remains TMU staffing. Additionally, the group is working on a proposal for further revisions to its charter which will be forthcoming soon.

**Communicating For Safety Logo Design Request** (Rich Santa, President)

The NEB approved a revision to the Communicating for Safety logo proposed by the planning committee, with RVPs Shallenberger, Merrick, Devine, and MacQueen voting in opposition.

**Alaskan Region OWCP Committee Member** (Clint Lancaster, NAL RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved Pete Alvarez (FS2) as the Alaskan Region member of the National OWCP Committee.

**Western Pacific National Finance Committee Member** (Joel Ortiz, NWP RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved Nellie Kerez (SFO) at the Western Pacific National Finance Committee member, to replace Carmen Martinez (ZLA), who will be stepping down.

**Global Air Traffic Controllers Association** (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge provided the NEB with an update from the Global Air Traffic Controller Association (GATCA) meeting held at Airspace World the previous week. GATCA will be taking advantage of an opportunity to become an associate member of CANSO, and industry group of Air Navigation Service Providers, which will allow GATCA to participate in shaping CANSO position papers which are submitted to ICAO for consideration.

**Northwest Mountain OSHA Committee Mentee** (Brad Davidson, NRX RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved Natalie Glore (SEA) to replace Patrick Long (ZSE) as the Northwest Mountain National OSHA Committee member.

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**Southwest Region National Legislative Committee Alternate** (Nick Daniels, NSW RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved Cory Hajicek (ZFW) as the Southwest Region National Legislative Committee Alternate, replacing Berkley Atkins (TUL), who is stepping down.

President Santa adjourned the meeting at 4:00pm PDT on March 26<sup>th</sup>.

President Santa called the meeting to start at 8:15am PDT on March 27<sup>th</sup>.

**SFO Convention 2025 Planning Committee Update** (Rich Santa, President)

Charles Howell (ZOA), Kristen Simms (OAK), Miguel Lluch (SFO), and Jill Blimline (NATCA Deputy Director of Public Affairs) from the SFO Convention Planning Committee provided the NEB with an update on NATCA Convention 2025. The committee presented options for different venues for the opening ceremony, closing ceremony, and other events during the week. The NEB spent time visiting the several of the venues in order to weigh these options. The Committee also presented an preliminary estimate of expenses and discussed options to keep costs down. The committee will keep providing updates as the event gets closer.

**Previous Business Conducted Electronically**

**Communicating For Safety Sponsorship Levels** (Rich Santa, President)

The NEB unanimously approved a proposal from the Communicating For Safety Planning Committee to revise the types and levels of sponsorship available for purchase at the 2024 conference (via telcon, March 8, 2024).

**2024 Washington D.C. Pride Parade** (Rich Santa, President)

The NEB approved a budget of \$6700 for expenses associated with participation in the annual Washington D.C. Pride Parade to be held on June 8, 2024, with RVP Lancaster absent from the vote. (via telcon, March 15, 2024).

**Region X Historical Committee Representative** (Rich Santa, President)

The NEB approved Don Schmeichal (ENM) as the Region X member of the National Historical Committee, with RVP Lancaster absent from the vote (via telcon, March 15, 2024).

**Internal Grievance File No. NE-24-01** (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.

Pursuant to Article XIII, Section 4 of the NATCA Constitution, the NEB considered NATCA Internal

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Grievance File No. NE-24-01 (Dailey v. Santa and Devine) and voted to dismiss the grievance. RVP Lancaster was absent from the vote. President Santa and RVP Devine abstained. (via telcon, March 15, 2024).

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

The NEB approved logo design requests from NATCA Local BNA, NATCA Local LGA, NATCA Local C90, and NATCA Central Region, with RVP Lancaster absent from the vote. (via telcon, March 15, 2024). Additionally, the NEB unanimously approved logo design requests from NATCA Local ZTL and NATCA Local MFD (via telcon, March 22, 2024).

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

The NEB unanimously approved the temporary appointment of Nicole Wysong (ENM) and Troy Swanberg (EGL) to serve as Region X Alternate Regional Vice Presidents to replace Mark Rausch (ENM) and Ed Szczuka (ECE) while they participate in NRX term negotiations. ARVP Rausch and ARVP Szczuka will return to the ARVP roles once bargaining has concluded. (via telcon, March 22, 2024)

**Region X Grievance Review Team Member** (Brad Davidson, NRX RVP)

The NEB unanimously approved Allen Casey (ESW) to replace Ed Szczuka (ECE) as the NRX member of the Grievance Review Team (via telcon, March 22, 2024).

**New England National Legislative Committee Representative Alternate** (Mick Devine, NNE RVP)

The NEB unanimously approved Matt Morgan (Bos) to replace Nick Monahan (BED) as the New England Regional National Legislative Committee alternate (via telcon, March 22, 2024).

**Central Region National Finance Committee Representatives** (Aaron Merrick, NCE RVP)

The NEB unanimously approved Nate Kloepfel (MCI) to serve as the Central Region National Finance Committee member and Zach Perkins (MKC) to serve as the Central Region National Finance Committee alternate (via telcon, March 22, 2024).

**NATCA Charitable Foundation Donation** (Andrew LeBovidge, Executive Vice President)

In accordance with SRF-19, the NEB unanimously approved the donation of one game of NATCA's Washington Nationals tickets to the NATCA Charitable Foundation for their silent auction at NATCA in Washington (via telcon, March 22, 2024).

**Digital Integration Platform (DIP) Article 114 Representative** (Rich Santa, President)

The NEB unanimously approved Zebulon Snyder (ZHU) to serve as the Digital Integration Platform Article 114 representative (via telcon, March 22, 2024).

**National Procedures Article 114 Representative** (Rich Santa, President)

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The NEB unanimously approved Jen McCoy (TPA) to serve as the National Procedures Article 114 Representative. John Thompson (ZDC) was unanimously approved to serve as the alternate, if needed (via telcon, March 22, 2024).

President Santa adjourned the meeting at 4:00pm PDT on March 27<sup>th</sup>.



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Andrew LeBovidge  
Executive Vice President