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NATCA National Executive Board Meeting  
The Woodlands Waterway Marriott, Houston, TX  
February 27<sup>th</sup> and 28<sup>th</sup>, 2024

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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- Virtual  
Dean Iacopelli, NATCA Chief of Staff  
Olivia Hughes, Executive Administrative Assistant  
John Bratcher, Southwest Region Alternate Regional Vice President  
Bryan Krampovitis, New England Region Alternate Regional Vice President

President Santa called the meeting to start at 9:00am CST on February 27th.

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

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

President Santa provided the NEB with an update regarding the potential Government shutdown on March 1st. The NEB discussed the timelines involved with a shutdown, the ramifications of any lapse in appropriations, and the actions currently planned in the event that the shutdown occurs.

The NEB assessed the status of three events that were scheduled to occur in the days immediately following the onset of a government shutdown: RT-1, LEAP, and the Center FacRep meeting. After debate, the NEB determined to keep the scheduled training for the moment and, should the shut occur and not be resolved by Saturday, March 2, cancel both RT-1 and LEAP and also cancel national representatives travel to the scheduled Center FacRep meeting.

**FAA Reauthorization** (Rich Santa, President)

President Santa updated the NEB on the status of FAA Reauthorization. The expectation is that another short-term extension will be approved to extend FAA Reauthorization until May 10. The NEB again reviewed the topics of contention for this legislation – most of which involve issues not related to NATCA.

**Great Lakes Region (NGL) National Legislative Committee Alternate** (Drew MacQueen, NGL RVP)

The NEB approved Randall Anderson (ORD) as the NGL National Legislative Committee Alternate, with RVP Davidson abstaining.

**OWCP Instructor** (Nick Daniels, NSW RVP)

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The NEB approved Greg Shraven (ZMA) as an instructor for NATCA's OWCP training course, with RVP Davidson abstaining.

**Secretary-Treasurer Instructor** (Nick Daniels, NSW RVP)

The NEB approved Rachel Gilmore (ZID) as an instructor for NATCA's Secretary-Treasurer training course, with RVP Davidson abstaining.

**NSW Constitution Committee Member** (Nick Daniels, NSW RVP)

The NEB approved Andrew Karkiewicz (TUL) as the NSW Constitution Committee member, replacing David Salapata (ZHU) who is stepping down, with RVP Davidson abstaining.

**Eastern Region (NEA) National Legislative Committee Alternate** (Brian Shallenberger, NEA RVP)

The NEB approved Natalie Chappell (PCT) as the Eastern Region National Legislative Committee Alternate, with RVP Davidson abstaining.

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

Executive Vice President LeBovidge provided the NEB with an update on the budgets and additional adjustments that need to be made in accordance with certain Federal Election Committee regulations. The NEB approved reallocating \$38,000 to the Government Affairs budget, with RVP Davidson abstaining. Additionally, EVP LeBovidge provided an update on the current status of the LM2, LM3 and LM4 filings that are underway and also on the current status of NATCA's investment portfolios. Finally, EVP LeBovidge once again reiterated the need to ensure all budget managers have been included when processing vouchers that involve multiple cost centers.

**Regional Wellness Briefings on DAC/EAP/CISM** (Alex Navarro, NNM RVP)

Martin Ramirez (ZLA) and Sarah Grampp (ZKC) joined the NEB via Microsoft Teams to discuss a proposal to better disseminate information from the Drug and Alcohol Committee, Employee Assistance Program Committee, and the Critical Incident Stress Management team. These groups have jointly developed a presentation that had been tested in two different regions and the committees encouraged other regions to incorporate this presentation in any future meetings (in person or virtual).

**Communicating for Safety (CFS) Lodging Policy** (Rich Santa, President)

The NEB approved the following lodging policy for CFS 2024, with RVP Davidson abstaining:

*The NATCA National budget will cover the lodging costs as described above for up to eight [8] NATCA members per local. Lodging costs for NATCA members in excess of eight [8] per local will be calculated under the current policy, but instead of being paid for by the NATCA National budget, the local will be responsible for paying for the additional members.*

**2024 Communicating for Safety (CFS) Sponsorship** (Andrew LeBovidge, Executive Vice President)

The NEB reviewed a proposal from the CFS Planning Committee regarding new sponsorship levels for the 2024 CFS Conference. The NEB agreed to table the discussion pending further information.

**Slate Book CBA Exploratory Team** (Andrew LeBovidge, Executive Vice President)

The NEB approved, with RVP Davidson abstaining, the following members to serve as an exploratory team to initiate preparations for bargaining a successor agreement to the Slate Book. The team would be responsible for surveying the membership to identify challenges faced in the field, discuss preliminary

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ideas for possible bargaining, research options for inclusion in proposals, and function as the intermediary between the membership and the NEB: Scott Robillard (A90), Aaron Wilt (ZDC), Chris Purdue (ZME), Dan Carrico (ORD), Daniel Witt (R90), John Bratcher (FSM), Bobby Scurlock (FSS), Josh Waggener (ZDV), and Nate Pair (ZLA)

**Staff Support CBA Exploratory Group** (Andrew LeBovidge, Executive Vice President)

The NEB approved, with RVP Davidson abstaining, the following members from the field facility Staff Support bargaining unit to serve as an exploratory team to identify issues under the Purple Book that need to be addressed in the upcoming focused negotiations, complementing the exploratory work that had already been conducted by Region X members: Nicholas Sonntag (A90), Jordan Klein (N90), Jorge Rivera (ZMA), Socrates Passialis (C90), Clinton Long (ZKC), Troy Thompson (ZFW), Aaron Novak (A11), Jake Zakrzewski (ZDV), and Jimmy Lake (HCF)

**2024 NATCA Calendar** (Andrew LeBovidge, Executive Vice President)

The NEB discussed a proposal from the Public Affairs Department on a more cost-effective way to distribute the annual NATCA calendars. The NEB approved the proposal with RVP Davidson not present.

**Committee and Large Group Charters** (Aaron Merrick, NCE RVP)

The NEB discussed the process to follow to secure NEB approval for new or revised charters. If a committee/group wants to amend their charter, they should first develop proposed changes and submit to the NEB for approval. If the NEB has issue with any proposed language, it will return the draft to the originating committee/group with recommendations for changes. The committee/group should consider any NEB recommendations and then resubmit for approval. The NEB retains the right for final approval to ensure that any charter is in compliance with the organizations governing documents or policies.

**National Training Committee (NTC) Update and Class Contract Process** (Nick Daniels, NSW RVP)

RVP Daniels provided the NEB with an overview and update from the NTC. The NTC has been working with EVP LeBovidge and General Counsel to refine the process for the development and execution of contracts for future NATCA Academy classes. Additionally, the NTC has reviewed the existing pool of NATCA Academy instructors pool to identify any need for adding personnel and to improve connectivity between the instructors and the NTC.

**Activism and Training Expo (ATX) Planning** (Nick Daniels, NSW RVP)

RVP Daniels (NSW), RVP Lancaster (NAL), Aaron Katz (P50), Bob Aiken (NRX), Mindy Soranno (NAT), Thom Metzger (NAT), Jill Blimline (NAT), Chrissy Padgett (ZDC), John Murdock (PHL), and Dawn Johnson (ZTL) have been meeting as the ATX Planning Committee.

Based on the data from the 2022 ATX event, the Committee proposed, and the NEB approved, holding ATX for four full days (Monday, December 9, through Thursday, December 12, 2024), with RVP Davidson not present.

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

The NEB approved two logo design requests from NATCA Local ALB, with RVP Davidson not present. A third request from NATCA Local ALB was determined not to require NEB approval.

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

In accordance with SRF-20, EVP LeBovidge presented an untimely request for reimbursement from John McCormick (EEA). The NEB approved the request, with RVP Davidson not present.

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**MyNATCA and BidATC Update** (Aaron Merrick, NCE RVP and Nick Daniels, NSW RVP)

RVP Merrick and Daniels provided the NEB with an update on MyNATCA and BidATC and the issues previously discussed on the 2/16/2024 telcon. Work to restore the system is still ongoing and the ITC will develop a message to the membership to provide an update.

**Information Technology Committee (ITC)** (Aaron Merrick, NCE RVP)

The NEB approved to remove Cameron Haley (ZMA) from the Committee, in accordance with Article 6, Section 7 of the National Constitution, with RVP Davidson abstaining. The NEB approved Jason Brown (P31) to serve on the ITC, with RVP Davidson abstaining.

**Region X RT-1 Instructor** (Brad Davidson, NRX, RVP)

With the planned retirement of Denise Nappi (NRX), the NEB unanimously approved removing her as an instructor for RT-1.

**National Office - 6th floor Opportunities** (Brad Davidson, NRX, RVP)

RVP Davidson indicated that he recently had the opportunity to speak with NMI Trustee Mike MacDonald who indicated there still may be an opportunity for NATCA to secure additional space in the Krasner Building. The NEB revisited previous discussions regarding the expenses involved with attaining additional space and the renovations that may be required. EVP LeBovidge, Chief of Staff Iacopelli, and General Counsel Rita Graf will work to determine what possible lease opportunities may exist and develop a better estimate of cost and report back to the NEB at a future date.

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

RVP Davidson and John Bratcher, Chair of the National Organizing Committee (NOC), provided a proposal to update the benefits provided for corporate members. The NEB unanimously approved the following:

*A **Standard** member receives:*

- *Welcome packet*
  - *Welcome Letter from President and EVP, Wall calendar, Corporate Partner lapel pin, Pen, NATCA water bottle Dynamic Travel and Cruise flyer, The NATCA Difference lanyard*
- *Company logo with hyperlink displayed on the NATCA Difference website ([www.thenatcadifference.com](http://www.thenatcadifference.com))*
- *NATCA press releases, print publications and the organization's weekly e-newsletter, The NATCA Insider*
- *Annual wall calendar*
- *Annual Reception with NATCA leadership*

*A **Premium** member receives all standard-level benefits, plus the following:*

- *Receive a 5% discount on sponsorship at NATCA's Communicating for Safety*
- *Early selection of sponsorship level at Communicating for Safety*
- *Two semi-annual in-person meeting with NATCA leadership at the National Office.*
- *Opportunities for our Premium Corporate Partners to advertise job vacancies to our NATCA Retired Members.*
- *Company spotlighted in NATCA communications.*

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**Benefits Briefing For New Hires** (Aaron Merrick, NCE RVP)

The NEB discussed the manner and methods in which NATCA member benefits are explained to newly hired individuals. One avenue would be to incorporate such information into the sixty-minute orientation provided by facility representatives to new employees. RVPs Merrick and Davidson will reconvene the group which previously revamped the template orientation and seek to integrate information related to benefits into the presentation.

**National Organizing Committee - Proposed Open Season** (Brad Davidson, NRX, RVP)

RVP Davidson and NOC Chair Bratcher presented a proposal for the NEB to hold an open season, in accordance with SRD-10, for Region X. The NEB unanimously approved the proposal for an open season to include all bargaining units within NATCA. Specific dates for the open season will be determined later.

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

RVP Lancaster, John Bratcher (NOC), and Dawn Johnson (chair, NATCA Reloaded Committee) have meet to have further discussions on revision to the OKC meet and greet curriculum. RVP Lancaster will provide further information at the NEB meeting in San Francisco in March.

**Joint NATCA in Washington (NiW) Dinner** (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge reminded the NEB that there would be a joint NEB-National Legislative Committee dinner on May 3, 2024, after the close of NiW and encouraged the NEB to plan travel accordingly.

**N90 Update** (Rich Santa, President)

President Santa provided the NEB with an update on the Agency's actions regarding the movement of the EWR airspace from N90 to PHL. The parties are engaged in traditional bargaining on the procedures to be followed by the Agency when effectuating this relocation and the appropriate arrangements for those individuals adversely affected by the Agency's decision. The NEB also reviewed all activity, including legislative and industry engagements, that had occurred prior to this point.

**Slate Book CBA Discussion** (Rich Santa, President)

President Santa provided the NEB with an update on his preliminary request with FAA Administrator Whittaker and others in the FAA leadership to open negotiation of the Slate Book now. President Santa indicated that the FAA currently has multiple ongoing CBA negotiations, and the FAA has expressed concerns about reopening another major CBA. The NEB discussed strategies for both scope and timelines for any possible negotiations. It was determined by the NEB that President Santa will continue to explore all options and the NEB will continue discussions as additional information becomes available.

**Department of Defense Charter Approval** (Rich Santa, President)

The NEB unanimously approved the motion to hear this untimely agenda item. The NEB unanimously approved the charter for the Local at Vance Air Force Base (END) in Enid, Oklahoma.

**Historical Committee Tour Request** (Clint Lancaster, NAL RVP)

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RVP Lancaster provided the NEB with a proposal from the Historical Committee to host tours of the National Office on April 30, during the week of NATCA in Washington. The NEB discussed the logistics of the tour and after discussion, unanimously approved the proposal.

**Blue and Purple Book CBA Negotiations** (Rich Santa, President)

The NEB approved Executive Vice President Andrew LeBovidge as Lead Negotiator for the upcoming joint negotiations of the Light Blue and Purple Book CBAs, with RVP Davidson absent, and EVP LeBovidge abstaining.

President Santa adjourned the meeting at 5:32pm CST on February 27<sup>th</sup>.

President Santa called the meeting to start at 8:30am CST on February 28<sup>th</sup>.

**Reloaded Committee Charter** (Joel Ortiz, NWP RVP)

The NEB unanimously approved the following charter for the Reloaded Committee:

*NATCA Reloaded Committee Charter*

*The NATCA National Reloaded Committee, herein referred to as the Committee, shall be an ad hoc committee chartered for the exclusive purpose of strengthening NATCA from within. Specifically, the Committee is charged with recommending to the NATCA National Executive Board (NEB), and once approved, implementing methods and means designed to:*

- 1) Facilitate NATCA bargaining unit employees' introduction into the occupation and Union;*
- 2) Promote Membership education concerning basic labor rights and the necessity and importance of the labor movement as a whole;*
- 3) Develop members professionally and personally to grow the quality and number of leaders with practical leadership skills through education and mentoring; and,*
- 4) Work with other national committees to collaborate educational material to facilitate the education and mentorship of NATCA members\bargaining unit employees.*

*Composition:*

*The Committee shall be comprised of NATCA members and NATCA staff. The NEB shall appoint one Committee member to serve as Chairperson of the Committee. The Committee shall elect one of its members to serve as vice-chairperson. The Chairperson will only vote in the event of a tie.*

*Meetings:*

*The Committee shall meet at a minimum of once per year.*

*Roles and Responsibilities:*

- 1) Establish, in concert with the NEB, measurable annual goals and objectives;*

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*2) Brainstorm, evaluate, and implement suitable methods and means for achieving the Committee's purpose, goals, and objectives;*

*3) Brief the NEB on the Committee's activities through the Chair or their designee.*

**Western Pacific NCEPT Representative** (Joel Ortiz, NWP RVP)

The NEB unanimously approved the motion to hear this untimely agenda item. The NEB unanimously approved Alex Cisneros (SCT) as the NWP NCEPT Representative to replace Anna Fraser (DVT) who is stepping down.

**2025 Biennial Convention Agenda** (Joel Ortiz, NWP RVP)

The NEB discussed the upcoming NEB meeting in San Francisco and the Convention planning that will take place over the two days the meeting will be going on. RVP Ortiz confirmed the meeting will need to be the full two days.

**Region X John Carr Video** (Brad Davidson, NRX, RVP)

RVP Davidson provided an update of a recent NRX meeting where NATCA President Emeritus John Carr shared past stories and speeches. RVP Davidson proposed recording President Emeritus Carr recounting these stories, geared toward NRX, so NRX can have a powerful recruiting tool at its disposal. A motion was made to expand the content of such messaging for use in all regions. The motion to amend failed, with RVPs Devine, McCabe, Merrick, Navarro, and Lancaster voting in favor. The NEB then unanimously approved the initial proposal.

**Previous Business Conducted Electronically**

**Labor Relations Staff Attorney** (Rich Santa, President)

The NEB unanimously approved the hiring of Gilbert Orsini for the position of Labor Relations Staff Attorney. (via telcon, 2/5/2024)

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

The NEB unanimously approved logo design requests for the National Legislative Committee (via telcon, 2/5/2024), NATCA Local MKC (via telcon, 2/5/2024), NATCA Northwest Mountain Region (via telcon, 2/16/2024), and NATCA Local PUB (via telcon, 2/16/2024)

**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 I90 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, with stipulations. (via telcon, 2/16/2024)

In accordance with Article VII, Section 8, the NEB reviewed an election protest submitted by a member

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at NATCA Local ACT 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 for all officers. (via telcon, 2/16/2024)

**Trajectory Based Operations A114 Representative** (Rich Santa, President)

The NEB unanimously approved Blake Locke (ATL) to serve as the Trajectory Based Operations A114 Representative. The NEB unanimously approved Sean Davis (SCT) to serve as the alternate, if necessary. (via telcon, 2/16/2024)

**MyNATCA Technical Issues** (Clint Lancaster, NAL RVP)

The NEB discussed technical issues discovered with the myNATCA online membership portal. The NEB unanimously approved taking the site offline pending further investigation and development of necessary updates by the Information Technology Committee. (via telcon, 2/16/2024)

President Santa adjourned the meeting at 10:00am CST on February 28<sup>th</sup>.



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Andrew LeBovidge  
Executive Vice President