
NATCA National Executive Board Meeting
Portland Harborview Hotel, Portland, ME
August 6th, 2024

Attendees

Rich Santa, 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 - via Microsoft Teams
Dean Iacopelli, NATCA Chief of Staff
Olivia Hughes, Executive Administrative Assistant
Stephanie Winder, Northwest Mountain Regional Vice President- Elect
Kevin Curtiss, New England Regional Vice President- Elect
Mark Rausch, Region X Vice President – Elect
Mike Christine, Eastern Regional Vice President- Elect
John Bratcher, Southwest Regional Vice President- Elect
Shannon Lyman – Communications Chair
Steve Brown, New England Region Alternate Regional Vice President
Bob Arkin Region X Region Alternate Regional Vice President

President Santa called the meeting to start at 9:00 am EDT on August 6th, 2024.

Opening Remarks (Rich Santa, President)

President Regional Meeting Synopsis (President Rich Santa)

President Santa provided the NEB with an update regarding the regional call he conducted the past week. Present Santa highlighted the fatigue conversation and the questions that were asked. RVP Drew McQueen also provided his insights from the call. President Santa noted that similar calls will be scheduled for the future.

Representative Training-1 (President Rich Santa)

President Santa and EVP LeBovidge will attend the August RT-1 later in the week to again present an update to the members in attendance.

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

The NEB discussed the status of CFS planning, focusing on the agenda and the guests who will join the conference and participating in the panels.

NATCA National Elections (Rich Santa, President)

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The NEB discussed the 2024 NATCA Elections results and the next steps of the elections due to the runoff. Ballots for the runoff election will be sent to the membership on August 16, and the ballot count will occur on October 4. The newly elected President and Executive Vice President will take office on Nov 4. Transition in accordance with SRN-2 will conclude on December 4. Newly elected RVPs will take office September 1 and the NEB discussed transition activities for these offices.

EWR Sector Airspace Relocation (Rich Santa, President)

President Santa and the NEB discussed the transfer of airspace from N90 to PHL which became effective on 7/28/2024. The NEB discussed the data which has been compiled as to the impact to the system as of this date and how to use this information strategically.

MAC Meeting Review (Rich Santa, President)

President Santa updated the NEB on the recent MAC meeting that occurred at the end of July. The primary issues discussed were cybersecurity, the 2025 presidential budget submission, and the expansion of Uncrewed Aviation Systems (UAS) in the system.

Secretary of Transportation Meeting (Rich Santa, President)

President Santa provided highlights from his recent discussions with the Secretary of Transportation. The discussion centered around the EWR Sector airspace transfer, the continuing controller staffing shortage, and funding of the FAA.

Transportation Trades Department (TTD) AFL-CIO and Presidential Elections (Rich Santa, President)

President Santa provided the NEB with an overview of the recent TTD call. The call focused on the recent change in the political landscape for the 2024 Presidential elections and charting the path forward from an AFL-CIO perspective.

The NEB continued the discussion from the NATCA perspective. While meeting, the NEB learned Vice President and Democratic nominee for President of the United States Kamala Harris had announced that she had selected Tim Walz, Governor of Minnesota, as her running partner.

Tracon FacRep Meeting (Rich Santa, President)

President Santa and RVP Ortiz provided the NEB with an update on the Tracon FacRep meeting that was held in Dallas/Fort Worth. The recent fatigue mitigation MOU, overtime, and scheduling were essential topics covered.

Strategic Leadership Meeting (SLM) (Rich Santa, President)

The NEB had a brief discussion regarding the July SLM and the topics discussed. The fatigue mitigation MOU was a central part of that meeting, and the Parties at the national level have a common understanding of the language and intent of that agreement.

EAA Air Venture – Oshkosh (Rich Santa, President)

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RVP MacQueen shared his positive reviews from the Oshkosh event. He was delighted with the setup and running of the event, mentioning several NATCA employees and the great work they provided.

Tropical Storm Debbie (Rich Santa, President)

RVP McCabe provided the NEB with an update on the effects of Tropical Storm Debbie, including what resources will be required and where. The OSHA and Disaster Response Committees are engaged to provide support to members and FacReps as needed.

Kamala Harris Endorsement (Rich Santa, President)

In accordance with SRG-8 of the NATCA Constitution the NEB discussed the endorsement of Kamala Harris for the office of President of the United States. The NEB voted to endorse Vice President Kamala Harris for President, with RVP Davidson and RVP McCabe voting in opposition. A formal press release of this endorsement will be distributed immediately.

2025 Convention Rooming Policy Frequently Asked Questions (FAQ) (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge presented a document from the 2025 Convention Planning Committee that compiled a listing of “frequently asked questions” pertaining to convention room policy with associated answers which had been vetted through respective departments. If approved, this FAQ would be posted on the Convention website. The NEB reviewed and unanimously approved the document.

Critical Incident Stress Management Committee Issue (Brian Shallenberger, NEA RVP)

RVP Shallenberger updated the NEB on a concern that has been raised regarding the level of participation by one of the CISM peer debriefers. The NEB decided to table this discussion to allow for further discussion to occur with the CISM Committee, the member, and the member’s RVP.

Federal Contract Tower Charter Approvals (Rich Santa, President)

The NEB unanimously approved the charters for St Louis Regional FCT (ALN) in Alton, IL and Henderson FCT (HND) in Las Vegas, NV.

Benefits Committee - Passport Health (Brad Davidson NRX RVP)

RVP Davidson provided the NEB with an update from the last meeting regarding Passport Health, a presentation by Molly Kent (ZSU). After discussion, the NEB unanimously approved Passport Health as a NATCA member benefit.

Benefits Committee - Retirement Seminar Locations (Brad Davidson NRX RVP)

RVP Davidson reminded the NEB to submit two locations from each region for the 2025 retirement seminars. The NEB agreed to send RVP Davidson locations by the end of the week.

NCE National Finance Committee Alternate Member (Aaron Merrick, NCE RVP)

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Due to his transfer to a facility outside of the Central Region, the NEB unanimously approved the removal of Zack Perkins as the NCE Alternate NFC member.

NSW Labor Relations Lead (Nick Daniels, NSW RVP)

The NEB unanimously approved David Salapata (ZHU) as the Labor Relations Lead for the Southwest Region.

NSW Alternate Regional Vice Presidents (Nick Daniels, NSW RVP)

The NEB unanimously approved Danny Watson (ZAB) and Jasmine Scott (IAH) as NSW ARVPs.

Motion to Rescind the motion made by Nick Daniels (Nick Daniels, NSW RVP)

RVP Daniels made a motion to rescind the direction to the President that was adopted at the SFO NEB meeting in March which stated: *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.*”

After discussion, the NEB unanimously approved the motion to rescind the previous direction.

Committee Chair Meeting Dates (Clint Lancaster, NAL RVP)

RVP Lancaster will provide the NEB with more information during the NEB meeting in Omaha, NE September 4th and 5th.

Finances (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge informed the NEB that two Locals, NATCA Local OUN and NATCA Local TUP were still delinquent in filing their 2023 LM-4 forms with the DoL. The RVPs responsible for these Locals will ensure that the filings occur.

RVP LeBovidge set up an in-person meeting at the National Office for Monday, August 26th for the incoming RVPs to provide training on NATCA financial matters including budget, expense policies and reimbursement processes.

EVP LeBovidge briefed the NEB on the schedule of activities for the upcoming budget cycle. The Accounting department will send notice to each budget manager on September 19th to initiate the budget request process. Budget managers will need to submit their requests to Accounting no later than October 2nd, and the Accounting department will collate all requests and submit these to the National Finance Committee no later than October 8th. The budget will be addressed at the NEB meeting schedule for October 28th.

EVP LeBovidge briefed the NEB that due to an increase in arbitration activities, the arbitration budget was under stress. EVP LeBovidge requested, in accordance with SRF-3, that the NEB approve the transfer of \$50,000 from the Advocacy budget (57) to the Arbitration budget (24). The NEB unanimously approved this request.

Ground Control Complexity (Brian Shallenberger, NEA RVP)

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The NEB discussed the letter signed by 21 Facility Representatives describing several issues they are facing regarding ground control complexity. The NEB discussed the issues presented and the best course of action to take to assist, which may include engaging both the National Validation Team and the nascent CBA Exploratory team.

Union Synergy Members (Alex Navarro, NNM RVP)

The NEB tabled the discussion of Union Synergy membership until the September NEB meeting in Omaha.

NEB Committee Liaison Positions (Rich Santa, President)

The NEB will discuss committee liaison assignments at the September NEB meeting in Omaha. The NEB revisited the previously adopted transitional liaison assignments and, without objection, approved RVP Ortiz as the Grievance Review Team liaison, RVP McCabe as the NCEPT Committee liaison, and RVP-elect Bratcher as the OKC Academy liaison.

Center FacRep Group Charter (Aaron Merrick, NCE RVP)

The NEB reviewed and discussed proposed changes to the Center FacRep Group charter and decided to send the charter back to the group for further clarification of language.

2025 Communicating for Safety (CFS) Sponsorship Levels (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge presented the NEB with a proposal by the CFS Planning Committee regarding sponsorships for the 2025 event. The NEB reviewed the proposal for the new sponsorship levels for CFS 2025 and tabled action until a subsequent telcon.

Cyber Security High Fidelity Test (HFT) Initiative (Rich Santa, President)

The NEB unanimously approved Matt Papini (ZNY), Jonathan Tassej (ZFW), Brian Redman (ZLC) and Luke Alcorn (ZJX), Andrew Goodwin (ZAN) and Josh Mayorga (ZOA) to participate in this activity.

Advanced Legislative Activist Training (ALAT) Instructor (Nick Daniels, NSW RVP)

The NEB voted unanimously to hear this untimely agenda item. The NEB unanimously approved Matt Scala (D01) as ALAT instructor.

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

The NEB voted unanimously to hear this untimely agenda item. RVP Daniel submitted a proposal from the ATX planning committee and the Public Affairs department to conduct a Media Training course during ATX. The training would be a one day class, to be held on Tuesday and Thursday of the event. The NEB unanimously approved the proposal.

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Covid Update (Rich Santa, President)

Chief of Staff Dean Iacopelli briefed the NEB that the Safer Federal Workforce Taskforce has been officially disbanded and guidance has been rescinded. NATCA has been negotiating with the Agency to closing out any residual Covid protocols.

Employee Annual Leave Cash-out (Rich Santa, President)

In accordance with SRN-13, the NEB unanimously approved an employee's request to cash out 100 hours of annual leave.

Previous Business Conducted Electronically

Logo Design Request Approvals (Rich Santa, President)

The NEB unanimously approved logo design requests from NATCA Local ZOB (2), NATCA Local BOS (2), NATCA Local EVV, the NATCA Store, NATCA Local SAV (2) and NATCA Local PRC. The NEB tabled consideration of a request from NATCA Local CMI. (via telcon, 7/26/2024)

Internal Grievance File No. X-24-01 (Rich Santa, President)

Pursuant to Article XIII, Section 4 of the NATCA Constitution, the NEB considered NATCA Internal Grievance File No. X-24-01 (Ryan Feil v. Lawson Bordley) and unanimously voted to dismiss the grievance. (via telcon, 7/8/2024).

Internal Grievance File No. X-24-02 (Rich Santa, President)

Pursuant to Article XIII, Section 4 of the NATCA Constitution, the NEB considered NATCA Internal Grievance File No. X-24-02 (Ryan Feil v. Lawson Bordley). RVP Davidson made a motion to send this grievance to a trial committee. The motion failed, with RVPs Daniels, MacQueen, Davidson, McCabe, Ortiz, Shallenberger and Merrick voting in opposition (via telcon, 7/26/2024)

President Santa ended the meeting at 4:30pm on August 6th, 2024.



Andrew LeBovidge
Executive Vice President