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NATCA National Executive Board Meeting  
Omaha Marriott Downtown at the Capitol District, Omaha, NE  
September 4<sup>th</sup> and 5<sup>th</sup>, 2024

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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  
Drew MacQueen, Great Lakes Regional Vice President  
Dan McCabe, Southern Regional Vice President  
Joel Ortiz, Western Pacific Regional Vice President  
Stephanie Winder, Northwest Mountain Regional Vice President  
Kevin Curtiss, New England Regional Vice President  
Mark Rausch, Region X Vice President  
Mike Christine, Eastern Regional Vice President  
John Bratcher, Southwest Regional Vice President  
Dean Iacopelli, NATCA Chief of Staff  
Olivia Hughes, Executive Administrative Assistant  
Allison Schwaegel, National Legislative Committee Vice Chair  
Patrick James, NATCA Local ZKC Vice President  
Daniel Witt, NATCA Local R90 President  
Travis Arnold, NATCA Local R90 Vice President  
Todd Mariani, Central Region Alternate Regional Vice President  
David Skarphol, National Legislative Committee Chair  
Zach Heber, NATCA Local OMA  
Jack Gore, NATCA Local OMA

President Santa called the meeting to start at 9:00 am CDT on September 4th, 2024.

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

**Meeting Rules and Protocols** (President Rich Santa)

President Santa opened the meeting by introducing the new National Executive Board. He provided an overview of meeting proceedings and expressed a desire to see what meeting norms this NEB would like to follow. The NEB discussed how they would like the meeting to be conducted, which included closed sessions, use of technology during the meetings, and other meeting logistics.

**EWR Sector Airspace Relocation Update** (President Rich Santa)

President Santa provided an update to the NEB regarding the EWR Sector Airspace Relocation. President Santa described the continuation of issues that have resulted from the transfers.

**Oklahoma City (OKC) Meet and Greet** (Rich Santa, President)

President Santa provided the NEB feedback from the Oklahoma City Meet and Greet. The NEB discussed how to engage the attendees more efficiently and how to ensure sizeable attendance at the event.

**President Meeting Synopsis** (President Rich Santa)

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President Santa provided the NEB with an update regarding his recent call with the AFL-CIO Executive Council which focused on the 2024 national elections. President Santa also provided the NEB with an update on his upcoming meeting with Senate Majority Leader Schumer.

President Santa provided an overview of the Regional membership calls which he will continue to have monthly. Calls with the Great Lakes and Central Regions have already occurred, and others will be scheduled in the near future.

President Santa provided the NEB with an update regarding Core 30 and discussed the group's work success and effectiveness.

**National Hispanic Coalition of Federal Aviation Employees (NHCFAE)** (Rich Santa, President)

President Santa provided an overview of his attendance at the annual NHCFAE conference where he participated on a panel and discussed the recently enacted FAA Reauthorization and the FAA staffing crisis.

**Regional Updates** (Rich Santa, President)

Each RVP presented and discussed current issues occurring withing their respective regional.

**Alternative Regional Vice Presidents (ARVP) Approvals** (Rich Santa, President)

The NEB unanimously approved Jake Detwiler (ZBW) as an NNE ARVP, Nicole Wysong (ENM) and Allen Casey (OSF) as NRX ARVPs, Jason Felser (ZNY), Peter LeFevre (IAD) and Joe Segretto (N90) as NEA ARVPs, and Cassandra Labelle (GEG) and Matt Scala (D01) as NNM ARVPs.

**AIT National Representative** (Rich Santa, President)

The NEB unanimously approved Allen Strah (EAL) to serve as the AIT National Representative on a temporary basis until the next national election.

**NRX National Occupational Safety and Health (OSHA) Committee Representative** (Mark Rausch, NRX RVP)

The NEB unanimously approved Homer Benavides (EGL) as the NRX OSHA Committee representative.

**NATCA Staff Expectations** (Dean Iacopelli, Chief of Staff)

Chief of Staff Dean Iacopelli gave the NEB a detailed overview of the expectations regarding the NATCA National Staff. He explained the organizational structure of each Department and provided an overview of ONEU.

**Right From the Start (RFTS) and Collaboration Facilitator (CF) Briefing** (Rich Santa, President)

Tom Flanary, NATCA Collaboration Lead, and Chris Stephenson, NATCA National RFTS representative, joined the meeting virtually and provided the NEB with an overview of the Right From the Start and CF programs and engaged in a discussion with the NEB regarding both.

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**Professional Standards Briefing** (Rich Santa, President)

Chris Keys and Patrick Carter, National Professional Standards Committee, joined the meeting virtually to provide a briefing on the background, purpose, and structure of the Professional Standards Program. The NEB asked for a further breakdown of the program on a district basis. The PS Committee will provide a breakdown to the NEB on a regional basis.

**National Legislative Committee (NLC) Briefing** (Rich Santa, President)

David Skarphol and Allison Schwaegel joined the NEB and provided a briefing on the NLC's main functions and its different areas of engagement. David and Allison reviewed the NLC's involvement in different events, the "NATCA in Washington" legislative conference, NATCA's Political Action Committee (PAC) Advisory Board (PAB) and other legislative or political activities. Additionally, the NEB received in-depth briefings regarding the current status of the PAC and the ongoing Campaign 2024 initiative.

**Terminal Surveillance Article 114 Representative** (Rich Santa, President)

The NEB unanimously approved William Agee (CLT) as the National Terminal Surveillance Article 114 Representative.

**Northwest Mountain Region National On-Boarding Committee Representative** (Stephanie Winder, NNM RVP)

The NEB unanimously approved Cassandra Labelle (GEG) as the NNM On-boarding Committee representative.

**Southwest Region National On-Boarding Committee Representative** (John Bratcher, NSW RVP)

The NEB unanimously approved Justin Andrae (MLU) as the NSW On-boarding Committee representative.

**New England Region National On-Boarding Committee Representative** (Kevin Curtiss, NNE RVP)

The NEB unanimously approved Steve Brown (PWM) as the NNE On-boarding Committee representative.

**Southwest Region National Communications Committee Member** (John Bratcher, NSW RVP)

The NEB unanimously approved Ashley Langdon (AMA) as the NSW National Communications Committee member.

**Operations Support Facilities (OSF) National Representative** (Mark Rausch, NRX RVP)

The NEB unanimously approved Kevin Hammond (ENM) as the OSF National Representative.

**Collaboration Facilitator – Eastern Service Area North** (Mike Christine, NEA RVP)

The NEB unanimously approved Chris Perks (PHL) as the Collaboration Facilitator for Eastern Service Area – North.

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**Central Region Grievance Review Team Member** (Aaron Merrick, NCE RVP)

The NEB unanimously approved Daniel Witt (R90) as the NCE member of the Grievance Review Team

President Santa ended the meeting at 5:05 pm CST on Wednesday, September 4th

President Santa called the meeting to order at 9:00 am CST on Thursday, September 5th

**August NEB Minutes Approval** (Andrew LeBovidge, Executive Vice President)

The NEB approved the minutes from the August meeting held in Portland, ME, with RVP Bratcher abstaining.

**Aerospace Medical Association (AsMA) Mental Health Consensus Statement** (Andrew LeBovidge, Executive Vice President)

EVP LeBovidge presented the NEB with a paper authored by the Aerospace Medical Association Mental Health Working Group and The Royal Aeronautical Society on mental health issues in the aviation industry. After discussion, the NEB voted unanimously to support this paper.

**National Benefits Committee (NBC) Solicitation** (John Bratcher, NSW RVP)

The NEB unanimously approved Brooke Dawson (ZOB), Veronica Stein (RNAV), and Weston Philpot (SHV) as new members of the NBC. The NEB also approved Brandi McCabe (ZTL) as a member of the committee, with RVP McCabe abstaining

**ATX Financial Policy Amendment Proposal** (Mike Christine, NEA RVP)

RVP Christine proposed an amendment to the previously adopted financial reimbursement policy for the 2024 ATX so that non-SRF facilities would be reimbursed. After discussion, the NEB unanimously voted to table this matter for possible future discussion.

**Committee Chair Meeting Dates** (Clint Lancaster, NAL RVP)

RVP Lancaster provided the NEB with an update on the proposed logistics for the upcoming Committee Chair meeting. After discussion, the NEB unanimously approved the meeting to be held at the Sheraton Grand Riverwalk in Chicago on January 28th and 29<sup>th</sup>, 2025 (half day on the 28<sup>th</sup>, full day on the 29<sup>th</sup>). RVP Lancaster will share the agenda with the NEB as it is being constructed.

**Collaborative Resources Work Group (CRWG) Update** (Rich Santa, President)

Chief of Staff Dean Iacopelli briefed the NEB on the CRWG's current status. A scoping document has been signed for the implementation group which will consist of four participants for both NATCA and the Agency. This workgroup will present recommendations to the NATCA President and the Chief Operating Officer of the FAA.

**Future Event Sponsorships** (Rich Santa, President)

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The NEB discussed expanding the opportunities for sponsorship of NATCA events beyond the Communicating for Safety Conference. NATCA staff will work to develop a proposal to elicit sponsorships for the upcoming ATX in December.

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

Dawn Johnson (ZTL, CFS Planning Committee) provided the NEB with a briefing on the upcoming CFS Conference. This included an overview of this year's agenda, sponsors and exhibitors, panelists, and the Next-Up event. The NEB also discussed the Archie League Medal of Safety banquet and the logistics for table assignments.

**Fatigue MOU** (Rich Santa, President)

Chief of Staff Dean Iacopelli gave the NEB a briefing on the status of the scoping documents for workgroups derived from the Fatigue MOU. The NEB discussed the ongoing activities in this arena with a focus on schedule discussions and overtime mitigation implementation.

President Santa named Bryan Krampovitis (BDL - Lead), Anthony Schifano (CLT), Kyle Szari (ZMA) and Seth Myers (ZBW) to the 2026 Scheduling Workgroup.

President Santa named Aaron Katz (P50 – Lead), Amy Sayers (FLL), Brandon Bonfanti (ZMA), and John McFarren (MYF) to the Recuperative Break Workgroup.

**Air Safety Investigations (ASI) Committee Member** (Aaron Merrick, NCE RVP)

The NEB approved Travis Arnold (R90) as a member of the ASI Committee, with RVP Christine absent. The NEB also approved Ricardo Martinez (MIA) as a secondary member of the ASI committee, with RVP Winder abstaining, and RVP Christine absent.

**Drug and Alcohol Committee (DAC) Members** (Rich Santa, President)

The NEB approved, on a temporary basis, RVP Merrick to serve as the DAC chair and RVP Lancaster to serve as a member of the DAC, with RVP Christine absent.

**Union Synergy Committee RVP Co-Chair** (Rich Santa, President)

The NEB unanimously approved RVP Bratcher to serve as the co-chair of the Union Synergy Committee.

**NATCA NCEPT Team RVP Lead** (Rich Santa, President)

The NEB unanimously approved RVP MacQueen to serve as the RVP Lead of the NATCA NCEPT Team.

**NEB Communication Expectations** (Rich Santa, President)

The NEB discussed reimplementing the system where two RVPs would be in the National Office on a weekly basis. While at the office the RVP will set up calls with their regional membership allowing the RVP, President, and Executive Vice President to interact and answer questions from the field.

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Additionally, the NEB committed to have calls every Tuesday and Thursday at 4:15 pm EST.

**RVP Communication with Region and Members** (Rich Santa, President)

The NEB discussed ways and methods to engage with the membership within their regions. The conversation allowed the NEB to share ways to interact more efficiently with their membership.

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

Chief of Staff Dean Iacopelli briefed the NEB on the salient elements of the FAA Reauthorization Bill, such as the CRWG number utilization, maximum hiring plans, and tower simulation systems and how these will effect NATCA membership.

**Federal Contract Tower Charter Approvals** (Rich Santa, President)

The NEB unanimously approved the charters for New Century FCT (IXD) in Olathe, Kansas, Hilton Head Island Airport FCT (HXD) in Hilton Head, SC, and Branson FCT (BBG) in Branson, MO.

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

Executive Vice President LeBovidge reminded the NEB review their budget and ensure that plans for the remainder of the year can be accommodated. Also, the budget cycle will begin immediately after CFS with the budget meeting slated to occur at the end of October. Several budget lines are under stress and further action may need to occur at a subsequent meeting to provide relief.

**Slate Book Successor Collective Bargaining Agreement Exploratory Team** (Rich Santa, President)

The NEB unanimously approved the following to serve as the exploratory team for the Slate Book successor agreement: Daniel Witt (NCE), Dan Carrico (NGL), Nate Pair (NWP), Bobby Scurlock (NAL), Chris Bakke (NNM), Aaron Wilt (NEA), Danny Watson (NSW), and Chris Purdue (NSO)

**Previous Business Conducted Electronically**

**National Election Protest** (Rich Santa, President)

President Santa recused himself from this discussion. RVP MacQueen assumed the chair as EVP LeBovidge was in attendance virtually.

In accordance with Article VII, Section 8, the NEB reviewed an election protest submitted by a member at NATCA Local ZJX and the recommendations made by the National Election Committee (NEC) after its investigation. The NEB voted to dismiss the protest, with President Santa and RVP Devine abstaining (via telcon, 8/9/2024)

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

The NEB unanimously approved Alexander Bresnick (ZNY), Matthew Bode (ZNY), Brian Golder (ZNY), and Scott Jeffrey (ZNY) as additional participants in this activity (via telcon, 8/9/2024)

**Time Based Flow Management (TBFM) Article 114 Representative** (Rich Santa, President)

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The NEB unanimously approved Tameka Velasquez (ZTL) as the TBFM Article 114 Representative. (via telcon, 8/9/2024)

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

The NEB unanimously approved the proposal by the CFS Planning Committee regarding sponsorships for the 2025 event. (via telcon, 8/9/2024)

**Trajectory Based Operations (TBO) Training Model Human in the Loop (HITL)** (Rich Santa, President)

The NEB unanimously approved William Ammons (ZFW), Jason Bueno (ZBW), Leslie Pena (N90), Stephen Overstreet (ZHU), Shannon Lyman (ZBW), Matt Alderson (ZDC), Tanya Blais (ZHU), Jordan Micko (ZBW), Amira Snow-Richardson (DCA), Brian Schmelzel (PCT), Jeff Koenigseker (ZDC), Justin Garay (CLT), Davon Jennings (ZTL), Jamie Thorne (A80), Henry Kinsler (ZME) to participate in this activity. The NEB also unanimously approved Lindsey Knox (ZJX), Adam King (ZJX), Matthew Ruplin (ZTL), Jennifer Cathcart (ZTL), and Airon Perkins (ZJX) to serve as alternates, if needed. (via telcon, 8/23/2024)

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

The NEB unanimously approved multiple logo design requests submitted by the 2025 Biennial Convention Planning Committee (via telcon, 8/23/2024)

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

Pursuant to Article XIII, Section 4 of the NATCA Constitution, the NEB considered NATCA Internal Grievance File No. SO-24-01 (Justin Morgan v. Nicholas Stott) and unanimously voted to dismiss the grievance. (via telcon, 8/23/2024)

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

In accordance with SRN-13, the NEB unanimously approved an employee's request to cash out 200 hours of annual leave. (via telcon, 8/23/2024)

President Santa ended the meeting at 4:30 pm CST on Thursday, September 5<sup>th</sup>.



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Andrew LeBovidge  
Executive Vice President