

National Onboarding Committee Meeting Minutes  
October 22-23, 2024

Committee Members:

Aaron Merrick (Chair) - Present  
Anthony Schifano (NSO, Co-chair) - Present  
Rob Kindred (NAL) - Present  
Todd Mariani (NCE) - Present  
James “Tiny” Lovett (NEA) - Present  
Rob Wenc (NGL) - Present  
Ed Szczuka (NRX) - Absent  
Kristin Simms (NWP) - Present  
Steven Brown (NNE) - Present (day 2)  
Justin Andrae (NSW) - Present  
Cassandra Labelle (NNM) - Present  
Aaron Mauzy (FCT) - Absent

- Welcome to the new Committee members
- Introductions
- Volunteer for note-taker - Kristin
- Budget
  - Same numbers as 2024 have been submitted for 2025
  - Marriott AFL-CIO code 1016814
  - Budget line 27 in Concur
  - ATX – Line 91 to cover for four presenters
- Charter Review
  - Potential Charter Amendment – Reference two RVPs required
- Regional Reviews
  - NAL
    - ✓ In-person onboarding accompanied by a facility visit with RVP when possible.
  - NCE
    - ✓ Five FAA, three FCTs in 2024. Looking to streamline FCT process.
    - ✓ Typically accompanied by a facility visit with the RVP.
    - ✓ Tracking regional resources who are in contact with the reps and ongoing issues via Google Forms.
  - NEA
    - ✓ PowerPoint for all onboarding.
    - ✓ District leadership breakdown provided to the reps.
    - ✓ Most done virtually.
    - ✓ In the process of building an Onboarding team (a lot of turn-over).

- ✓ Creating election tracking through excel to auto-send messages to reps about impending elections.
  - NGL
    - ✓ Eight in 2024.
    - ✓ RVP desire to do in-person, going to discuss budget.
    - ✓ Incorporated new tracking system and working on PowerPoint.
    - ✓ RVP making welcome video, ARVPs joining day-one call.
  - NNE
    - ✓ Working on establishing onboarding in the region.
    - ✓ Considering breaking up the region into 'North' 'South'.
  - NNM
    - ✓ Many in-person.
    - ✓ Developing a team – one person per district.
    - ✓ Looking at different lists for different 'type' facilities.
    - ✓ Loops in other committees if needed.
  - NRX
    - ✓ No update
  - NSO
    - ✓ Going to develop virtual FCT onboarding and group them together by company.
    - ✓ Considering scheduling regional leads during onboarding window for separate mini briefs.
  - NSW
    - ✓ Two virtual in 2024.
    - ✓ Using PowerPoint, plans to potentially update to personalize as needed.
  - NWP
    - ✓ Many virtual and in-person in 2024.
    - ✓ Still working on putting a team together.
    - ✓ Uses PowerPoint for all onboarding.
- Day 1 Guide changes
    - Create/Download PDF to save in TEAMS to distribute to FacReps.
  - Face to Face Checklist
  - FCT Briefing/Training
    - Organizing Committee Chair John Bratcher provided an overview of important items to brief FCT Facreps on when conducting FCT Onboarding
    - RVA (CI Squared), Midwest, Serco
    - RVA has voluntary recognition. Allows to bypass elections and gives auto recognition as a NATCA tower if the majority of the workforce wants to organize.
    - FCT wages are based on minimum wage determination, so the only way to receive raises is if they have a CBA.

- Serco – International company. Used to be openly very anti-union as a company. Newer leadership is pro-NATCA. Serco is currently significantly increasing NATCA facilities. Serco has a retention problem and are all short-staffed.
  - Three types of people work at FCTs - Post-military and waiting to be hired by the FAA, missed the 31 age requirement, or retired FAA (typically short-term because underestimated how much they would work at the FCT).
  - RVA – No AL for the first year. Currently fighting SL dispute with DOL.
  - All three have similar CBAs, but not the same.
  - Midwest CBA has duty time for Legislative to attend NiW.
  - All CBAs contain 3% raise.
  - Voluntary Reporting Program – ASAP Safer FCT
  - FAA Reauthorization may allow for bringing some FCTs into the FAA
  - Towers are either city owned, by the ‘authority’, or FAA owned. Serco Midwest and RVA are just ‘service providers’ (govt contractors).
  - FCT training is two days in DC. Taught by an Organizing Committee member and an LR attorney.
  - Three unions represent FCTs. PATCO AFGE, NATCA, PATCO Inc.
- Old Business From April Virtual Meeting
    - Aaron will talk to Andrew about Concur – ***Complete – No need for FacReps to reach out for Concur accounts. At the time of a scheduled event, instructions will be sent to FacReps with information to create an account.***
    - Aaron will check links on Day 1 FacRep Guide - ***Complete***
    - Sam will verify SkyOne contact(s) - ***Complete***
    - Aaron will verify email on Local Update Worksheet - ***Complete***
    - Aaron will update Day 1 FacRep checklist (onboarding member checklist) - ***Complete***
    - Kristin will talk with Mauzy - ***Complete***
    - ALL – do you have an FCT controller that you can talk to and get some feedback on common questions, concerns, etc to bring to the table for the conversation. This can/should be added to the Common FCT Question doc in the TEAMs folder. - ***Received a briefing from Bratcher***
- ATX
    - Ideas for presentation
    - Will have a separate call with those who are attending
- Action Items
    - Create a folder containing documents to email FacReps
    - Article 2 Section 14 – Aaron brought to NEB about possibility of using this time under “CBA Briefing” for Onboarding Facreps and it was advised this is not the intent of this article and we should NOT use this time for Onboarding
    - Aaron followed up with Election Support and ITC reference automatic notifications of upcoming elections

- Currently, the data does not exist to have these notifications but ITC Chair Jason Doss advised that if we can compile the data, that this could be added to a future enhancement of MyNATCA and subsequently could setup email notifications for upcoming elections
- Could also benefit the Election Support Committee
  
- Next Meeting
  - To be scheduled in first two quarters of 2025 – likely to be virtual

Meeting was adjourned at 3pm EST