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NATCA National Executive Board Meeting  
NATCA National Office, Washington, D.C.  
April 30, 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  
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  
Jamaal Haltom, National Training Representative, NATCA Local LAS  
Kevin Curtiss, NATCA ZBW Representative  
Bobby Scurlock, National Flight Service BU Representative  
Mike Christine, Eastern Region Alternate Regional Vice President

President Santa called the meeting to start at 8:30am EST on April 30. RVP Davidson was in attendance virtually due to disrupted travel plans and RVP Ortiz was in attendance virtually due to personal reasons.

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

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

President Santa updated the NEB on the status of FAA Reauthorization and the NEB discussed the significant aspects of the legislation. The primary theme of the 2024 NATCA in Washington event will be urging Congressional Representatives to pass this critical legislation before the existing extension expires on May 10.

**Financial Update** (Andrew LeBovidge, Executive Vice President)

Executive Vice President LeBovidge provided a final report on the 2023 annual audit and the associated financial statements. EVP LeBovidge also provided an update on pending changes to the format of the monthly financial statements prepared for each budget manager by the Accounting department. The new format will significantly improve the data presentation and should assist budget managers with oversight of their respective accounts. These changes will be effective with the publication of the financial statements this month.

**New England Region Alternate Regional Vice President** (Mick Devine, NNE RVP)

The NEB unanimously approved Steve Brown (PWM) as Alternate Regional Vice President for the New England region.

**Oshkosh Federal Contract Tower Membership Issue** (Drew MacQueen, NGL RVP)

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NATCA National Executive Board Meeting  
NATCA National Office, Washington, D.C.  
April 30, 2024

---

RVP McQueen presented the NEB with an issue involving the membership application from a new employee at the Oshkosh FCT. The NEB discussed options for resolution of the issue.

**NEST Workgroup Brief** (Andrew LeBovidge, Executive Vice President)

RVP Devine briefed the NEB that the NEST workgroup took the feedback from the previous NEB meeting and has been working on refining their proposals for possible changes. The workgroup is not ready to present its findings back to the NEB.

**Central Region Reloaded Committee Member** (Aaron Merrick, NCE RVP)

The NEB unanimously approved Kristi Perigo (ZKC) as the Central Region Reloaded Committee member, to replace Jaime Lentz who is transferring out of the region.

**Salina Federal Contract Tower (FCT) Charter Petition Request** (Aaron Merrick, NCE RVP)

The NEB unanimously approved the charter for the Local at Salina FCT, Salina, Kansas.

**Professional Standards District Chair** (Brad Davidson, NRX, RVP)

The NEB unanimously approved Matt Jones (ENE) as NRX Professional Standards District Chair.

**Information Technology Committee (ITC)** (Aaron Merrick, NCE RVP and Nick Daniels, NSW RVP)

RVP Merrick and Daniels provided the NEB with an update from the ITC. The ITC has been working on issues involving email lists and yahoo.com email addresses and have enacted solutions to resolve the problems. The ITC has increased email security which will hopefully decrease the amount of spam being received by members. RVP Merrick and Daniels also provided an update on the development of modules for the myNATCA suite related to NATCA Academy registration and grievance tracking capabilities.

**Congressman Don Bacon** (Aaron Merrick, NCE RVP)

The NEB discussed NATCA's longstanding relationship with Congressman Bacon and methods by which NATCA could support the Congressman during the upcoming election cycle.

**A114 Nursing Mothers / Childcare Website Idea** (Drew MacQueen, NGL RVP)

Christina Nash Wilcko (SCT) joined the NEB in person for an update on her activities. Christina presented a proposal for a new interface for the A114 Nursing Mothers / Childcare pages on the NATCA website in order to mainstream the appropriate information for those who need it. After discussion, RVPs MacQueen and Merrick will work with Christina in moving forward with those improvements to the website that fall under the Nursing Mothers / Childcare purview with a secondary action to work on incorporating NATCA Families information as a corollary component.

**ATOMS Update and Representative** (Aaron Merrick, NCE RVP)

RVP Merrick provided the NEB with an ATOMS update. The NEB approved Sarah Grampp (ZKC) as a member of the ATOMS national team, with RVP Davidson absent.

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April 30, 2024

---

**Potential NCEPT Changes** (Mick Devine, NNE RVP)

RVP Devine briefed the NEB on a proposal from the Agency to make targeted changes to the National Release Program through the NCEPT panel rules. After discussion, the NEB determined that the proposed changes would fall under the scope of national bargaining and would not be appropriate to address at an NCEPT panel.

**AFL-CIO Retirement Plan** (Rich Santa, President)

The NEB unanimously approved entering closed session to discuss pending restructuring of the AFL-CIO retirement plan. The NEB unanimously approved drawing of funds from NATCA's reserves to fund catch up contributions to the AFL-CIO retirement plan for 23 current NATCA employees.

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

The NEB unanimously approved remaining in closed session for this topic. The NEB unanimously approved Aaron Katz (NATCA Human Performance Representative), Bryan Krampovitis (NNE ARVP), and Dean Iacopelli (NATCA Chief of Staff) to serve as NATCA's participants on the workgroup to address the recently released fatigue mitigation report. Additionally, the NEB approved Drew MacQueen (RVP NGL) to serve on this workgroup, with RVPs Davidson and Ortiz voting in opposition.

**Air Traffic Skills Assessment (ATSA) Contractual Obligation SMEs** (Rich Santa, President)

The NEB unanimously approved the motion to hear this untimely agenda item. The NEB unanimously approved the following individuals to participate as Air Traffic Skills Assessment Contractual Obligations subject matter experts:

Ingrid Bellamy (A80), Aaron Rathburn (A80), Matthew Kilgore (A80), Ca Schafter (ATL), Krystal Huck (ATL), Leticia Wixom (ATL), Molly Hurst (PDK), Natalie Eichelbaum (ZTL), Brendon Gayron (ZTL), Ryan Green (ZTL), Kamaal Barron (ZTL), Song Shyu (ZTL), Steven Galasso (ZTL), Mylinka Brogdon (ZTL), Eduardo Guedez (ZTL), Jasmine Crump (ZTL), Mark Rossmore (SEA), Kyle Hoover (S46), Chris Taylor (BFI), Laura Ryals (ZSE), Kip Karsh (ZSE), Karl Box (ZSE), Ligaya Corbitt (ZSE), Amanda Crumbley (ZSE), Jason Rodriguez (ZSE), Joshua Curtis (ZSE), Jessica Randal (ZSE), Amy Sizemore (ZSE), Kenny Courts (ZSE), Andrew Eakin (ZKC), Lindsay Jestila (ZKC), Jason White (ZKC), Brett Hansen (ZKC), Blake DeMoss (ZKC), Abigail Johnson (ZKC), Jeffrey Volski (ZKC), Todd Mariani (ZKC), Tyler Wilke (MCI), Edward Stodgell (MCI), Bryan Nies (MCI), John Phillips (MCI), and Dannie Hallin (MKC)

**EAA AirVenture Volunteers** (Drew MacQueen, NGL RVP)

The NEB approved the following volunteers for activities at EAA AirVenture 2024 in Oshkosh, WI, with RVP Davidson absent due to being en route:

Carols Diaz-Colon (FS3), Lisa Cunningham (MCI), Matthew Stringer (ALO), Corey Soignet (IAH), Lee Moore (I90), Carlton Wickstrom (P50), Jeff Litwin (ZOA), Joseph Koziuk (DAB), Lauren Bengel (DVT), Nicholas Maliniak (MLU), Andy Rhodes (PCT), Gabe Benjamin (POC), Sofia Loerch (SDL), Evan Zoeller (TMB), Scott Hughes (ZAB), Jesse Strickland (ZHU), Marcus Miller (ZHU), Patricia Davitt (ZMP), Mary Ellis (ZNY), Carolyn Gorman (ZNY), Paul Konosky (PDK), Jared Gregg (SCT), Remigio

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NATCA National Executive Board Meeting  
NATCA National Office, Washington, D.C.  
April 30, 2024

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Castlewhite (TRI), Rachel Gilmore (ZID), Piper Miles (ZDV), Paul Behan (ZJX), Eirlys Willis (ZOA), Tim Keck (ZOB), Brittney Armbrust (COS), Reed Skylingstad (BFI), Zach Burton (ILM), Bryan Stanley (JKA), Kendra Mock (PDK), Adam Juriga (ZAB), Sean Smith (ZAB), John Perez (I90), and Lindsay Anderson (ZHU)

**Activism and Training Expo (ATX) Budget and Expense** (Andrew LeBovidge, Executive Vice President and Nick Daniels, NSW RVP)

RVP LeBovidge provided the NEB with a detailed comparison of the 2022 ATX's actual expenses with the current projected budget for the 2024 event. RVP LeBovidge presented a proposal from the ATX planning committee to enact a modified expense reimbursement policy for the 2024 ATX event as follows:

Lodging for all attendees at 2024 ATX would be covered for ½ room, per night, per participant, which is in line with the manner in which NATCA in Washington lodging reimbursement is conducted.

Reimbursement of meal expenses for attendees would be either borne by the locals or reimbursed in accordance with the provisions of SRF-12 and the NATCA reimbursement policy, with the exception that expenses for lunches would not be covered as the event is providing lunches during the event.

Reimbursement for transportation for attendees would be either borne by the locals or reimbursed in accordance with SRF-12 and using the modifications of the NATCA reimbursement policy that was adopted for the 2022 ATX which stated:

*Individuals purchasing airline tickets for ATX should attempt to purchase the lowest rate available in economy class. Tickets for ATX shall be purchased no less than seven (7) days prior to the date of travel to be eligible for reimbursement. Members may attend nonconsecutive dates of ATX, however, you will only be reimbursed for one (1) round trip airline ticket for ATX attendance under this policy. Additional airfare purchased to attend nonconsecutive days of ATX will be at the expense of the purchaser. Proof of purchase (i.e., the original passenger ticket receipt) must be submitted for reimbursement. The purpose of travel must be indicated, along with an explanation of the official Union business being conducted. NATCA will not reimburse the cost of business or first-class airfare. Travelers may take advantage of upgrades, provided that such upgrades are at no cost to NATCA.*

The NEB approved the proposal with RVP Shallenberger voting in opposition and RVP Davidson absent due to being en route.

**Rochester FacRep** (Drew MacQueen, NGL RVP)

The NEB voted to hear this untimely agenda item with RVP Davidson absent due to being en route. The NEB approved Erin Phelps as to serve as the offsite representative for NATCA Local RST with RVP Davidson absent due to being en route.

**Critical Incident Stress Management (CISM) Committee Charter** (Brian Shallenberger, NEA RVP)

The NEB voted to hear this untimely agenda item with RVP Davidson absent due to being en route. RVP

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NATCA National Executive Board Meeting  
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April 30, 2024

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Shallenberger presented a proposed change to the CISM Committee charter. After discussion, this discussion was tabled until a future meeting.

**IFATCA Air Navigation Committee Liaison** (Andrew LeBovidge, Executive Vice President)

The NEB voted to hear this untimely agenda item with RVP Davidson absent due to being en route. EVP LeBovidge provided the NEB with an overview and update regarding the open position of IFATCA Air Navigation Committee Liaison. The United States has the opportunity to nominate a candidate for this position. The position will be filled in time for the autumn session of the ICAO Air Navigation Committee.

**Previous Business Conducted Electronically**

**2024 Political Landscape** (Rich Santa, President)

The NEB received a briefing from Government Affairs staff, political consultants, and the National Legislative Committee regarding the current political landscape for the Congressional and Presidential elections. (via telcon, April 12, 2024)

**2024 Boot on the Ground Initiative Stipend** (Rich Santa, President)

The NEB unanimously approved a stipend of \$4500/mo. from the NATCA PAC for those RNAV members serving in the AFL-CIO's 2024 Boot on the Ground initiative on behalf of NATCA. (via telcon, April 12, 2024)

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

The NEB unanimously approved the City View at Metreon as the site of the opening reception for the 2025 Biennial Convention in San Francisco. Additionally, the NEB unanimously approved the California Academy of Sciences as the venue for the closing reception for the 2025 Biennial Convention in San Francisco. The NEB unanimously voted against the Hibernia as the venue for the solidarity night event during the Convention. (via telcon, April 12, 2024)

**NRX Negotiations Team** (Rich Santa, President)

The NEB unanimously approved Nicole Vitale (NATCA Director of Labor Relations), Corey Glaze (ENM), Mark Rausch (ENM), Lisen Minetti (EAC), Ed Szczuka (ECE), and Jordan Klein (N90) as members of the negotiation team. (via telcon, April 12, 2024).

**Activism and Training Exposition (ATX) Invitees** (Rich Santa, President)

The NEB unanimously approved the list of technical representatives submitted for invitation to the 2024 Activism and Training Exposition in Las Vegas. (via telcon, April 12, 2024)

**National Cadre for Training Delivery Point Workshop** (Rich Santa, President)

The NEB unanimously approved Heather Miller (ZNY), Tim Kiefer (LAS), and James Newman (ZKC) for this activity.

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President Santa called the meeting to a close at 3:00pm on April 30<sup>th</sup>.

A handwritten signature in black ink, appearing to read 'ALB', with a horizontal line extending to the left and a large loop on the right.

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Andrew LeBovidge  
Executive Vice President