

NAATS Board of Directors Meeting Minutes

9/12/05-9/14/05
9:00 A.M to 5:00 P.M. Daily
Holiday Inn Select
Bethesda, Md.

Attendees:

Kate Breen – President	Scott Malon – Chief Negotiator
Beth Gerrits – ATO/RIF Liaison	
AAL – Phil Brown	ACE – Jerry Van Vacter
AEA – Ron Consalvo	ANW – Darrell Mounts
Curt Lasley	Marc Lackman
ANE – Mike Sheldon	AWP – MikePuffer
ASO – Richard Anderson	Tom Avalos
ASW – Mark Jaffe	AGL- Jack O’Connell

Call to Order. All Directors present:

PRESIDENTS REPORT

EEOC Complaint. Still waiting on a decision from the Judge. The attorney is asking for another \$50,000 as well as expecting to need an additional \$50,000 to get to trial.

Discussion on our rights of successor ship and how NAGE/SEIU can help.

Office Report. Discussion on what do we do with the H.Q. building. Do we sell the building, or get a line of credit? Do we rent out a portion of our space?

Motion - Contract with a realtor to sell the condo. Mr. Consalvo. Second: Mr. Jaffe. Discussion. In Favor – Mr. VanVacter, Mr. Consalvo, Mr. O’Connell, Mr. Sheldon, Mr. Anderson, Mr. Jaffe, Mr. Puffer, Mr. Mounts. Opposed – Mr. Brown. **Motion passes 8-1.**

Ms. Breen will send notification to the membership advising them that NAATS will not be filing an appeal of the ODRA decision.

Ms. Breen initiated discussion about her taking a job with Lockheed-Martin. Discussion was due to her statements in New Orleans that she would not be working for Lockheed-Martin. Her decision to seek employment with Lockheed-Martin was based on some BOD members and others requesting that she stay on as President as long as possible.

Regional Updates

ASO. GWO has very few people but are making it work. The Hurricane has made a mess of things. Wondering what relief LM can/will bring. PIE manager has notified people that come Oct. 4th he can fire people he does not like.

AGL. Fairly quiet. Grand Forks has a journeyman as the acting facility manager because there is no official management on site. Donna McCord has notified western facilities that people cannot work more than a 10-hour day earning credit hours. Some managers are doing away with AWS and changing the schedules on their own accord.

ACE. Quarterly meeting in the Central region 2 weeks ago. Big issue was cash awards. Had 9 management officials get awards and only 7 specialists.

AEA. 11 out of 26 specialists will not be working for Lockheed-Martin at ISP. DCA will not have a FACREP. EKN we have had success in getting the members to contact Sen. Byrd. MIV. The FAA is telling the Delaware Pilots ASSN that MIV is closed permanently and has put it in a letter. Working on obtaining a copy of the letter. Had a quarterly 2 weeks ago. Removal grievance will be elevated. No response to any of the grievances. Awards. Some managers did a great job while others did poorly, of particular note was the lack of awards at DCA.

ANW. Ceder City FACREP going to ALASKA. Darrell is the acting non-resident FACREP. Sick leave issue. Management said you couldn't have advanced sick leave unless it is a minimum of 40 hours.

AAL. Settled 4 expedited arbitrations and a ULP on the Alaska Rotation Plan. HR is going to make a move to have NAATS declared a regional union instead of a national union.

ASW. The managers are handling Donna McCord and the AWS issue. Deridder is slowly rebounding from the hurricane.

ANE. All facilities closing and the mood is grim. Several employees made selection lists for AO positions, but not selected. Had one employee selected for ATA job at ZBW. BDR received a 100% on their facility eval. Grievance on RIF time. Employee did not apply or receive an offer from LM.

AWP. Donna McCord is once again a topic of discussion. Morale is low in facilities that are slated to close.

Chief Negotiators Report.

A national grievance, the Alaska grievance has been settled and the employees have been placed in Alaska. Several arbitrations are upcoming. SPP and the 32 hours arbitrations are scheduled. FSDPS rep time grievance. we asked for a settlement of straight time pay for those that said they were doing work. The FAA has rejected the offer and a ULP will be filed.

Liaison Reports.

ATO/RIF report. 7 of the 9 slots for Alaska have been filled. The remainder are expected to be filled by the end of the week. Article 73 was not used as part of the criteria. Beth is very busy with calls from people that have not been able to get answers from HR. Bids, we have limited success getting the bids changed so that we can bid. ATA slots are open but the FAA refuses to fill them.

Legal Update

Arthur Fox Report.

DOL wage determination report. Brief review of the hows and why's the DOL standard exists. There is currently a determination on the books that is available on the DOL web site. It is for \$18-\$21 which is what the LM bid is based on. DOL is dragging their feet on issuing the determination. Our overtures are being greeted with silence.

Grievances. We have to work through all grievances as fast and fairly as possible. LM CAN NOT legally fire an employee for union activity. They may never say it's for unionism so we MUST document everything for a ULP.

Mr. Fox was tasked with writing a motion covering the NAATS Constitution.

Mr. Jaffe laid out a plan for the temporary structure of NAATS. He suggested a director from each Hub and one for Alaska plus one for all legacy stations with 2 At-Large directors. Discussion surrounding the plan.

Mr. Brown offers an alternate plan, with discussion following.

Motion - In order to facilitate the continued operation of our union, NAATS shall adopt the following structure as presented by Mr. Brown. Second: Mr. Sheldon. Discussion. Who will be signing checks for NAATS LM in the temporary setting? Denise and another Trusted Employee.

Motion Amended - In order to facilitate the continued operation of our union, NAATS shall adopt the following transitional structure as presented by Mr. Brown. Second: Mr. Sheldon. Discussion. In Favor - Mr. VanVacter, Mr. Consalvo, Mr. O'Connell, Mr. Sheldon, Mr. Anderson, Mr. Jaffe, Mr. Puffer, Mr. Mounts, Mr. Brown.

Motion passes 9-0

Legislative Update. Mr. Pike advises that circumstances are changing rapidly. Not sure if our language will go in the Omnibus spending bill. If our bill reaches the Senate floor, one of the concerns is that we don't want a negative vote in the Senate. If our amendment were to pass there is no one that expects the administration would veto it. As of 9/12 Senator Johnson is willing to offer the amendment as passed in the House of Representatives. West Virginia members must contact Senator Byrd. His support is critical. AOPA has been on the hill parroting the FAA's position.

Sen. Durbin has withdrawn his co-sponsorship of S-776. The explanation was that they were never supposed to be a sponsor, but he supports us on the benefits side. No one from IKK has contacted Durbin to support the bill as written according to the Senator.

Estimates are that we have up to 12 Republican Senators support.

The wording and its intent, stopping the process for a year. There is no misunderstanding as to the intent of the amendment; therefore it is next to impossible for the FAA to get around it.

Budget. October 11th will be the last check we receive a deposit from the FAA.

Wally Pike will be retained until years end, and DCI will be terminated.

Mr. Brown volunteers to pay for the treasurers stipend from Public Business Sector funds.

Motion - Stipends be suspended for non-government employees during transition period. Mr. Van Vacter. Second: Mr. Jaffe. Discussion. In Favor - Mr. Anderson, Mr. VanVacter, Mr. Jaffe. Opposed - Mr. Consalvo, Mr. Puffer, Mr. O'Connell Mr. Sheldon, Mr. Mounts. Abstain: Mr. Brown. **Motion fails 3-5-1.**

Motion - All stipends for NAATS representatives are ended. Mr. Van Vacter. Second: Mr. Consalvo. Discussion. In Favor - Mr. Van Vacter, Mr. O'Connell, Mr. Consalvo, Mr. Mounts, Mr. Sheldon, Mr. Puffer, Mr. Anderson. Opposed - Mr. Brown. Abstained: Mr. Jaffe. **Motion passes 7-1-1.**

All imprest funds and other related monies, except Alaska are to be returned to NAATS national by 11/1/05, with bank statements following as soon as they are available.

Consensus that there will be a moratorium on travel in the Private Business Sector for the first month or so. We must remember to recruit members from all stations, including closing stations. The benefit of belonging to the union must be stressed.

Dues collection from private sector employees will be done through checking account debit in the amount of \$60.00 per month. The dues withholding form as submitted shall be used. Those members that continue to be members will still be covered under the

EEO case. Those that opt out of the union will have their names sent to the attorneys to bill as needed, they will not be removed from the case. Those members that received other employment offers will be covered on the case.

President Holway from NAGE was present to answer questions. NAGE will do all of the printing etc for us reference organizing. NAGE can make room in their Alexandria office for Denise at no cost when we sell the condo.

Kate would like to see us give Denise a bonus. Discussion around if this is a prudent move given our financial state. The bonus is not for things Denise may do in the future but what she has done in the past. Richard Anderson is owed \$1500 in back stipends and volunteered to give that to Denise.

Motion - Utilize the 3 months stipend that Richard has not collected as a bonus for Denise. Mr. Jaffe. Second: Mr. Anderson. Discussion. In Favor - Mr. Sheldon, Mr. Jaffe, Mr. Anderson, Mr. O'Connell. Opposed - Mr. Van Vacter, Mr. Consalvo, Mr. Mounts, Mr. Brown, Mr. Puffer. **Motion fails 4-5.**

Legal Update Continued.

Mr. Fox returns with the requested items for the BOD.

Article 14 of the NAATS Constitution gives the BOD the authority to implement the 2 resolutions drafted by Mr. Fox at the BOD's request. Unanimous consent.

Motion - Set dues at \$60 per month for Lockheed-Martin regular members. Mr. Van Vacter. Second: Mr. Consalvo.

Motion Amended - Reduce dues to \$60 per month for LM Lockheed-Martin regular members. Mr. Van Vacter. Second: Mr. Consalvo. Discussion. In Favor - Mr. Sheldon, Mr. Anderson, Mr. O'Connell Mr. Van Vacter, Mr. Consalvo, Mr. Mounts, Mr. Brown, Mr. Puffer. Abstained - Mr. Jaffe. **Motion passed 8-0-1.**

Future BOD meetings will be via TELCON. Unanimous consent.

Pac funds will still be accepted and can also be done through a bank transfer along with the dues.

Reviewed edited the "NAATS Restructure Details" report submitted by Mr. Puffer to be sent out to the membership.

It does not make business sense to arbitrate a grievance that will cost \$5000 where there is no, or limited, financial gain. A better decision may be for the union to make the employee whole.

Do we need to hold new elections when directors depart or do we wait until the end state is decided? Special elections will be held in the interim, until such time as the constitution can be amended and voted on by the membership.

Motion to adjourn: Mr. Jaffe. Second: Mr. Consalvo. Motion passed 9-0