

AirTrafficController

NATCA's 9th Biennial Convention a rousing success

President John Carr introduces soon-to-be- FAA Administrator Marion Blakey at the 9th Biennial Convention in Cleveland, Ohio.



Great Lakes Regional Vice President Patrick Forrey welcomes attendees to Convention 2002.



The 9th Biennial Convention in Cleveland, Ohio, which took place Sept. 5-7, definitely lived up to the city's rock n' roll reputation. The event was the largest in NATCA's history, with almost 1,200 delegates and members registered, surpassing the previous largest convention by almost a half. These attendees spent their days hard at work,

hammering out the details of the constitution, and their nights catching up, enjoying each other's company and checking out the sights of this entertainment-filled city on the lake.

"We are so pleased that so many NATCA members got to come and see what an enjoyable city Cleveland is," offered Cleveland Hopkins Tower Facility Representative Mark Bohn.

"It was great fun to show off this wonderful area in which we live and work." "This NATCA convention was a huge success," added Great Lakes Region Vice President Pat Forrey.

The general session had a rather somber beginning, with a presentation of the colors by the Marine Corps Color guard and a singing of the national anthem, followed by an AFL-CIO videotape

of union remembrances of Sept. 11, 2001. The tape was followed by opening remarks by President John Carr, who in turn introduced New England Regional Vice President Mike Blake, who read a letter of appreciation from Doug McKay, a Boston Center controller who lost his wife Susan on Sept. 11, 2001 on American Flight 11.

The delegates added numerous amendments and resolutions to the union's constitution, but all in all, the changes were minor. "The sessions were quite lively and the debate very intelligent," remarked Carr. "In the end I think you will find that the convention body kept a gentle hand on the tiller of the good ship NATCA, making only slight corrections to our governing documents." Of the many issues debated by the body, seniority was again postponed indefinitely and dues structure again remained the same.

The engineers submitted several amendments, continuing their efforts to further represent the growing diversity of the union. The section of the bargaining unit formerly known as the Engineers and Architects is now officially "Region X." "We call it Region X because it's the tenth region," explained Region X Vice President Jim D'Agati. The resolution was passed demonstrating the union's desire to identify the diverse membership of this group, which also includes

continued on page 5

September/October 2002

Vol. 16, Issue 5

Inside this issue



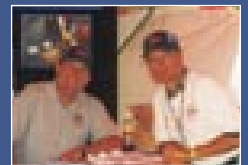
3 Looking Back to Sept. 11, 2001

Read about NBC's coverage of controller actions on Sept. 11, 2001.



4 Facilities Understaffed

Learn more about the urgency of understaffing in facilities across the country.



13 EAA Airshow in Oshkosh, Wis.

Check out the country's largest airshow in Oshkosh, Wis.



Presidential Perspective

As the seasons change from summer to fall NATCA is gearing up for a very busy time of year. The last few months have been consumed with preparations for the 9th biennial convention, and as you can read elsewhere in this periodical all the advance work and planning came to fruition during four fabulous days in Cleveland, Ohio.

The number of people who contributed to our convention's success precludes my naming them all here but a few of them are worthy of special attention for service above and beyond the call of duty. Director of Administration Adell Humphreys leads the pack, and it is her knowledge and abilities that allow us to continue to set the bar ever higher during all our events. Facility Representatives Mark Bohn from Cleveland Tower and Bill Liberty from Cleveland Center each deserve special mention for leading their respective teams to deliver the very best possible function for our attendees.

And last but certainly not least Meloye Hendrickson from Cleveland Center deserves our thanks and praise for her work in fundraising as well as her work in focusing her facilities and her region's efforts on hosting NATCA's best convention ever. Hendrickson was always there, from beginning to end, and her hard work and dedication never wavered. Hendrickson's efforts were not in vain, and St. Louis has their work cut out for them in 2004.

But now we turn our efforts in new directions. In mid-September I was privileged to join a plenary session at the Chicago-Kent College of Law for a panel discussion on "Labor Relations Under the Bush Administration." My remarks can be found online at NATCA.net, but

a disclaimer is in order. The remarks aren't mine, really. The Bush Administration wrote them. I merely reported them, and the report isn't pretty. From the repeal of ergonomics standards to interference with collective bargaining under the Railway Labor Act the Administration continues to foster an anti-labor agenda. The current fight over civil service protections in the Homeland Security Department is merely an extension of the President's three Executive Orders, which struck down union management partnerships, struck down our inherently governmental designation and struck down collective bargaining for paralegals at the Justice Department.

As I said in my remarks, Rep. Sherrod Brown, D-Ohio, spoke at our convention and in his remarks he likened the current Washington climate to profiteering. We all remember on Sept. 12, 2001, when many gas stations across the country jacked their prices up to five and seven dollars a gallon, not because that's what they paid for the gas or because it represented a fair market price, but because they could. The climate of fear made profiteering possible.

American workers are now facing political profiteering, where workers' rights, workplace protections, ergonomic standards, appeal rights and collective bargaining are being trampled by people who wrap themselves in the flag while raising the specter of terrorism to achieve their anti-labor agenda. As a direct affiliate of the AFL-CIO it is an important part of our responsibility to the house of labor that we stand up and be counted for the working men and women of this country, and that's exactly what we're going to continue to do.

In late September NATCA will play host to a veritable "Who's Who" in our industry as we kick

off the first of what we hope will be an annual event, our new "State of the Skies Summit." This one-day meeting is designed to provide a real and provocative forum for the discussion of issues germane to the entire aviation community and will be held on Sept. 26 at the Capitol Hilton in Washington, D.C.

My opening remarks will be followed by a Keynote Address featuring Dr. Daryl Jenkins, oft-quoted director of the Aviation Institute at George Washington University. Jenkins will provide a comprehensive overview of the current state of the aviation industry. Following the address will be our first panel, "The State Of The Skies," featuring Executive Vice President Ruth Marlin as moderator. Cheryl Atkins of the Policy Board for Aviation, Department of Defense; Charlotte Bryan of the Transportation Safety Administration; Charlie Keegan of the Federal Aviation Administration; Ed Merlis, senior vice president of the Air Transport Association; David Plavin, president of the Airports Council International - North America and Ed Wytkind, executive director of the Transportation Trades Department of the AFL-CIO in a discussion of current issues facing stakeholders in the community.

Our luncheon speaker will be none other than John Nance, the critically acclaimed author, pilot, air safety commentator and ABC News Aviation Analyst. Nance has promised challenging and stimulating remarks that are certain to provoke debate on the afternoon panels.

The afternoon sessions will cover current reality versus future growth as well as a wrap up session allowing various sectors of the aviation community to weigh in on and advocate for their priorities. The first panel will include Peter Challen, deputy associate administrator of the

FAA; CEO John Hayhurst of Boeing Air Traffic Management; John Pyburn, director of program analysis and evaluation at Mitre/CAASD; Sam Whitehorn, senior counsel for the Senate Commerce Committee and Marlin. The wrap-up panel will feature Andy Cebula, vice president of the Aircraft Owners and Pilots Association; Sue Corcoran, vice president of Lockheed Martin Air Traffic Management; Spencer Dickerson, executive vice president of the Association of American Airport Executives; Merlis; Barry Valentine, senior vice president of the General Aviation Manufacturers Association and Pete West, senior vice president of the National Business Aviation Association.

Our decision to host this summit confirms our commitment to the growth and development of the greatest air traffic control system in the world, and NATCA continues to ensure that any discussion of modern aviation is considered incomplete without us. As summer turns to fall we turn our attention to outreach efforts like this summit, to the fall congressional elections and to preparations for further contract negotiations. The new administrator will be settling in and we are anxious to work together with her on furthering the public's interest in our issues. We can best do that through preserving, promoting and improving the safety of air traffic as well as promoting the competence and professionalism of all the employees we represent through collective bargaining...just like our constitution says we will.

NATCA recounts Sept. 11 for NBC's Tom Brokaw and earns high praise

Exactly one year after the Sept. 11, 2001 attacks, a national television audience of 9.5 million watched as 20 NATCA members told NBC's Tom Brokaw - in an exclusive arrangement - about their experiences working during the worst day in aviation history.

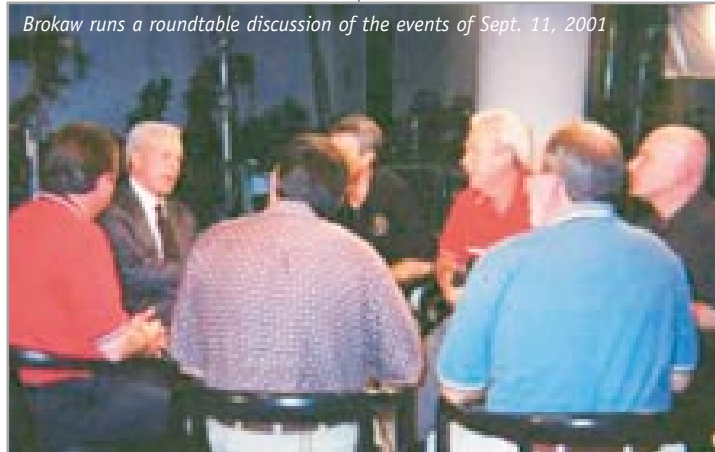
The one-hour "Dateline NBC" program pulled together hours of interviews that asked the controllers to recount how they witnessed the events, describing in detail the entire sequence from their perspective.

Brokaw conducted the interviews and also visited Newark Tower, talking to Facility Representative Dan D'Agostino and NATCA Members Greg Callahan and Bob Varcadipane, who, along with Controller Rick Tepper (interviewed separately) watched in horror on Sept. 11, 2001 as United Flight 175 raced into view just east of the airport and struck the South Tower of the World Trade Center.

The interviews were held in studios both in Newark, N.J., and New York, the latter bringing together 16 controllers in one day, separated by facility into small, intimate groups with Brokaw. NATCA President John Carr was interviewed in Cleveland before the start of the convention.

From Boston Center, Facility Representative Tom Roberts and Controllers Ron

Geoffroy, John Hartling, Lino Martins and Pete Zalewski joined New England Regional Vice President Mike Blake in beginning the recreation of Sept. 11, 2001 for Brokaw, describing how



Brokaw runs a roundtable discussion of the events of Sept. 11, 2001

the first two hijacked aircraft entered their airspace and how controllers reacted to the unfolding situation.

Controller Todd Lewis and Cleveland Center Controller Stacey Taylor.

While the subject matter was

"Sept. 11, 2001 was at once the blackest day in their profession and the proudest. It was not their fault the airliners were hijacked, but it was their coolness and resourcefulness that cleared the air and kept other planes from midair crashes. And as we learned tonight, they did it with heart. We can't ask for more."

-Tom Brokaw, NBC News



Brokaw poses with Boston Center controllers post-interview.

They were followed by New York Center Facility Representative Mark DiPalmo and New York Center

Controllers Curt Applegate and Dave Bottiglia. From New York TRACON, Dean Iacopelli, Don Krivohlavy, John Riccardi and John Smith told their stories, followed by Washington Dulles

extremely difficult and painful, Carr said the program was "a high water mark in our efforts to educate the public about our profession."

"In the piece, we managed to contribute to the oral history of those dark hours with grace, style and professionalism," Carr



New England RVP Mike Blake and Controller Pete Zalewski prepare to board the plane to the NBC interview

added. "Our members' calm demeanor in the face of unspeakable horrors reflected great credit not only upon themselves but also on the air traffic control profession and on NATCA."

Roberts remarked, "If in any way, those who participated provided the public with a more positive and favorable perception of what we do day in and day out, then I was proud to be part of it."

Brokaw's words during the end of the program were highly complimentary to controllers and summarized the day appropriately.

"These controllers and their colleagues across the United States met an unprecedented challenge that morning one year ago," he said. "Their coolness kept other tragedies from occurring, ensuring the safety of more than 350,000 people in the air, and countless more on the ground."

"We used to take them for granted. No more. Now we have an insider's appreciation of their critical role in getting us off the ground and headed safely to our destinations, or, in times of national emergency, out of the air and back safely on the

ground. Sept. 11, 2001 was at once the blackest day in their profession and the proudest. It was not their fault the airliners were hijacked, but

it was their coolness and resourcefulness that cleared the air and kept other planes from midair crashes. And as we learned tonight, they did it with heart. We can't ask for more."

At facilities nationwide, staffing situation goes from bad to worse

To draw attention to Newark Tower's staffing shortage, Facility Representative Dan D'Agostino has repeatedly met with and written to Federal Aviation Administration management, received the support of local Congressional representatives, issued press releases and, in July, even landed a front-page article in the *Newark Star-Ledger*.

"I've beat the drum for seven years. I'm exhausted," D'Agostino said. "I don't know what else to do."

Newark, which plans to open a new tower next March, is authorized for 38 controllers but currently has only 31. Reinforcements are slow in coming. Since 1998, only 11 of 29 controllers who have sought a job at Newark have successfully completed training to work there. Making matters worse, one-third of the workforce is eligible to retire within five years.

"An ideal situation is 11 controllers on a shift. But lately, we're dropping to eight," D'Agostino stated. "What that means is combined positions and reduced service and efficiency. We make it work, but the staffing problem pushes

people more to the edge. We have enough stress in the job as it is. This creates more."

Newark is not alone.

Staffing levels are falling in most of the 21 centers. Combined, the centers are authorized to employ 6,856 controllers, but only 6,556 are working, a shortage of 300, with many retirements looming. In the most glaring example, 21 percent of Jacksonville Center's controllers are eligible to retire today.

"Our staffing scenario right now is critical," reports Atlanta Center Facility Representative Tim Leonard, who has seen his numbers fall from 460 controllers when he arrived seven years ago, to 418.

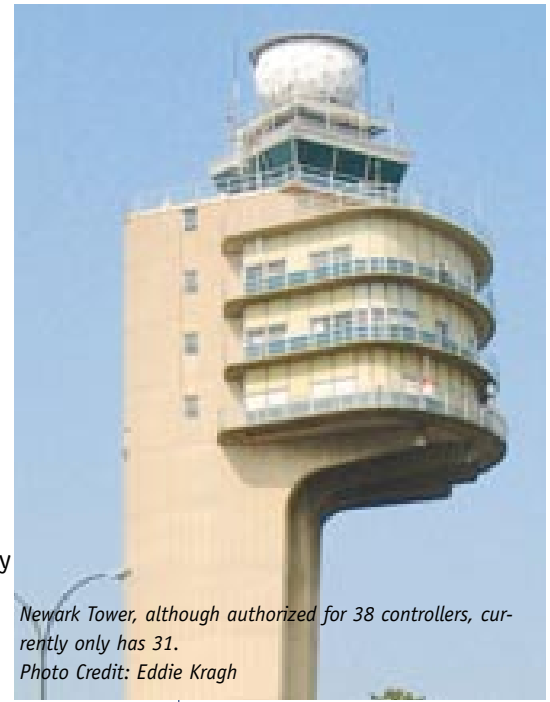
On top of that, 75 controllers are eligible to retire. Leonard says "we will lose over

force by 2010. The longer the FAA waits to get us new bodies, the longer and more critical the recovery becomes."

The shortage has forced the facility to delay training for the User Request Evaluation Tool and the addition of much-needed new sectors.

New technology also strains resources at Miami Center, where controller

Rob Cannon said to support a handful of people off the schedule each day to train for



Newark Tower, although authorized for 38 controllers, currently only has 31.

Photo Credit: Eddie Kragh

"Those remaining in the control room are subject to scheduled-meaning mandatory - overtime. We are working six-day weeks."
-Controller Rob Cannon, Miami Center

150 controllers by fiscal year 2007 and over half our work-

the new Controller Pilot Data Link Communications, "those remaining in the control room are subject to scheduled - meaning mandatory - overtime. We are working six-day weeks."

Turnover is the major issue at small towers like Caldwell, in Fairfield, N.J. "I have been here for seven years and worked with 27 different people, plus the 10 I work with now," controller Todd Kerekes commented. "We staff seven-11 people and send an average of four people per year to higher level facilities."

At Fairbanks, Alaska, Tower and TRACON, there are 14 controllers and five trainees. With

no sick leave, remarks Alaska Region Safety Committee Representative John Brown, they frequently have only four people on duty during a busy morning.

"It's nuts," Brown said. "Training, morale, service and even our health is suffering from this situation. This can't go on indefinitely. It is exacting a heavy toll on us."

Former San Jose Tower Facility Representative Rich Burton - now vice president - reports staffing levels dropped from 24 controllers in 1997 to 20 this year, despite traffic levels expected to climb with the opening of a new runway this fall. "The FAA continues to look for ways to cut costs and is doing so at the expense of the traveling public by not staffing facilities at optimal levels," Burton said.

Eugene, Ore., controller Steve Boyer was pointed in his assessment: "Staffing is a problem that has arisen out of poor planning. It will continue to be a problem for years to come."

Combined, centers (such as this one at Dallas Fort Worth) are authorized to employ 6,856 controllers, but only 6,556 are working, a shortage of 300.

Photo Credit: NASA



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accountants, administrative assistants, analysts and lawyers among others. The convention body also passed a resolution that designated the National Executive Board to decide which bargaining units will become a part of Region X. Election procedures for NATCA engineers were also further clarified. Southern Region Engineer Local President Doug Hintz remarked, "It's great to see more and more clarification of this varied group. Every convention these bargaining units become stronger and their relationships with controllers improve." "This convention has been really exciting and memorable for us," added D'Agati.

Other business included selecting the site for the 2006 convention. In a very close vote, Boston won out over New York and Southern Florida.

"As the union grows and matures, these conventions just keep getting better and better," observed Boise Tower Facility Representative Mark Griffin. "Every year we learn more and more about how to better run a union," added John Vogelsang, Southern Region legislative representative. "It shows in how much smoother these conventions run." "The weather was beautiful, people had a great time and we got so much done," remarked Chuck Adams, a controller at Grand Forks Tower.



Credentials Committee Chairman Mike Palumbo addresses the convention attendees.



President Emeritus Barry Krasner poses a question at the microphone.



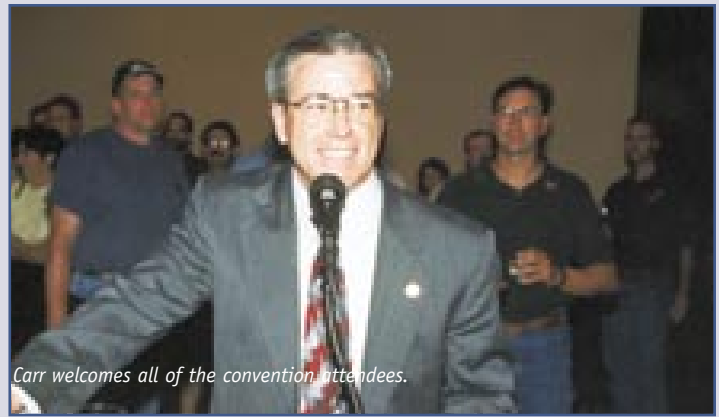
Executive Vice President Ruth Marlin applauds as soon-to-be FAA Administrator Marion Blakey takes a turn at the lectern.



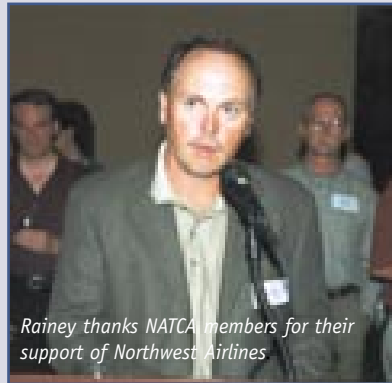
NATCA engineers listen intently to the debates.



A Great Lakes Region controller takes in the convention body discussion.



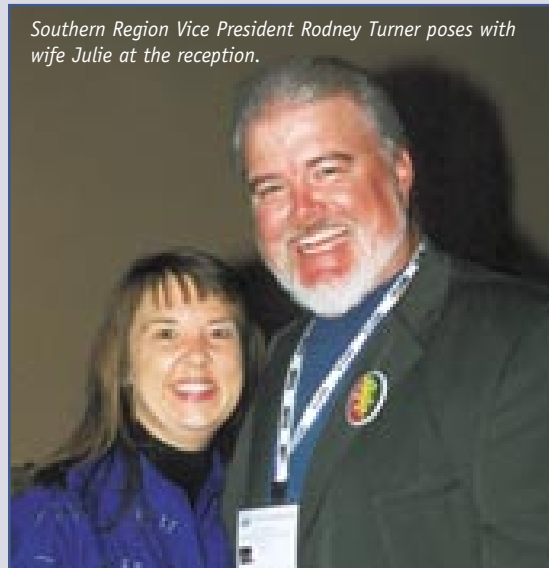
Carr welcomes all of the convention attendees.



Rainey thanks NATCA members for their support of Northwest Airlines.

Reception

The opening event of the convention was NATCA's reception on the evening of Sept. 4, located at the Sheraton Cleveland City Centre, where most of the attendees stayed. Northwest Airlines sponsored the event, which featured food and drink as well as a welcome speech from President John Carr and



Southern Region Vice President Rodney Turner poses with wife Julie at the reception.

Northwest Airlines Vice President Tim Rainey. "I really enjoyed the reception," said Salt Lake City Center Facility Representative Doug Scadden. "Northwest did a great job providing for us."



Russ Haleryan and Dan D'Agostino of Newark Tower join Legislative and Political Affairs Director Ken Montoya at the reception.

continued on page 6

continued from page 5

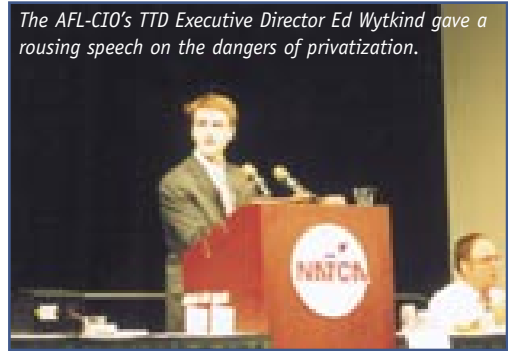
Key Speakers

Privatization topped the list of speaker subject matter at this convention, appearing in each of the speeches given by such luminaries as Rep. Sherrod Brown, D-Ohio, and AFL-CIO Transportation Trade Department Executive Director Ed Wytkind.

"Your work is so important in fighting against privatization," stated Brown, who also thanked the union members for their commitment to public safety and support for other unions. "Let's franchise fast food, not safety," added Wytkind.

Marion Blakey, chairman of the National Transportation Safety Board and newly appointed Federal Aviation Administration Administrator stressed safety in her speech. She also applauded NATCA liaisons' work to continue to modernize the FAA's technology. "Your leadership and your voice have been critical," she stated. She also applauded controllers' actions on Sept. 11, 2001, "What you accomplished should qualify for the air traffic control hall of fame." As for her upcoming term as administrator, Blakey remarked, "It's going to be intense, it's certainly going to be challenging and I will need your help. You will be critical partners in my job."

"Blakey's remarks on safety are very encouraging," said Southwest Region Safety Representative Scott Voigt. "Her background on the NTSB will truly be an asset," added Southern Region Safety Representative Wes Stoops.



The AFL-CIO's TTD Executive Director Ed Wytkind gave a rousing speech on the dangers of privatization.



Blakey gives a speech to the convention body



An overhead shot of NATCA members enjoying the party at the Rock and Roll Hall of Fame.

Local Party

The Rock and Roll Hall of Fame, Cleveland's most famous museum, was host to one of the liveliest local parties in convention history. The venue provided instant entertainment by allowing controllers full access to the various musically historical exhibits. "It was great to be able to take a break from the party and see all of the great displays in the museum," offered Don Dunivant of Orlando Tower.

The convention attendees could also dance the night away to the tunes of four different bands, including *Blue Therapy*, a blues-based band formed in 1995 by lead singer Dodi Sarette and guitarist Chuck Parenteau, two NATCA members who've been playing music together since they met at their facility five years prior; *Something Orange*, a power pop trio formed in 1998 by Chicago Center NATCA Members Troy Chapman (guitar), Bryan Zilonis (bass) and Mike Leffelman (drums); *Slant Zero*, a seven-piece rock group totally comprised of controllers from Cleveland

Center and *The Henry Goode Band*, a group of NATCA members from the New York City area who formed the band three years ago. and the com

"The music, the food and the company were all fantastic," said Alaskan Region Legislative Representative Bernie Campau. "I think we pulled off quite a show," said Bohn. "The hardworking activists at the Cleveland facilities should be commended for their extraordinary effort," said Carr. "It was without a doubt the best local party we have ever had."



NATCA members enjoy the food before heading off to check out the exhibits.



The band "Something Orange" takes over the stage and gets the crowd ready to dance.



Media Relations Manager Doug Church and Sea-Tac Controller Brian Schimf enjoy some of the food.

continued on page 7

ATC SafetyNET

September/October 2002

ASDE-X to roll out at 25 new facilities in the near future

By Dave Rudolph

Airport Surface Detection Equipment, Model X is the latest in surface surveillance technology. Twenty five airports that currently have no surface surveillance system will soon receive the equipment. In addition, eight ASDE-3 airports, Atlanta, Charlotte Douglas, Chicago O'Hare, Dallas Fort Worth, Louisville Standiford, Los Angeles, Memphis and St. Louis, will receive upgrades. The key site for the system is Milwaukee Mitchell.

The fielding of a system is a long and exact process. The actual manufacture and installation of a new system is a very small part of the procedure. The Federal Aviation Administration has the air traffic testing portion down to an art form, which is a double-edged sword for the controllers in the field. It adds an enormous amount of time to the fielding of a new system, but it ensures that before it is deployed it will work as advertised.

The system installed at Milwaukee Mitchell is currently undergoing site acceptance testing. This phase of testing ensures that the system is installed correctly at the site and everything is hooked up and placed where it is needed. The system will begin Operational Testing and Evaluation in November and it will continue through January 2003. The OT&E team will include controllers from Milwaukee Mitchell, Orlando and other ASDE-X sites as well as members of the national ASDE-X workgroup and SUPCOM. The team will test all operational requirements of the system to ensure its effectiveness and reliability in an operational environment. It will then make recommendations to increase its usability. The test facility will conduct field familiarization and train controllers on

the system allowing them to view it in an operational environment. The OT&E team will then use controller observations for further review and action.

When OT&E is successfully completed the system will be declared to have Initial Operating Capability. This means the system is ready for conditional operational use in the National Airspace System. After IOC is declared the system will undergo Independent Operational Testing and Evaluation. This will take place from March until May 2003. This phase brings in a completely independent unit of the FAA to check the system once again for operational suitability and reliability. The team will also interview the controllers to ask what they think of the system. The IOT&E team will include one controller from Milwaukee Mitchell and Orlando as well as a SUPCOM representative. OT&E and IOT&E are only performed once on a system.

Operational Suitability Demonstration runs concurrently with IOT&E. During OSD the facility personnel become more familiar with the system and users operate it under close scrutiny. After successful completion of IOT&E and OSD the next milestone is the In Service Decision. The associate administrator for Air Traffic Services makes this decision, which authorizes deployment of the system into the NAS.

After all this, the system is declared ready for operational use on the Operational Readiness Date. The scheduled ORD for Milwaukee Mitchell is May 26, 2003.

Hopefully this explanation has given you some insight so that you understand why it will typically be three years before a piece of equipment is deployed in your facility.

All about CPLDC - the who, the what, the when, the where and the why

By Martin Cole

What is Data Link?

On the most basic level, Controller Pilot Data Link Communications can be compared to e-mail sent between pilots and controllers to provide air traffic services. It is digital (data) communications in which messages are transformed into bits and bytes and sent over a radio frequency. Upon receipt, the data is converted into a text message and displayed to the human operator.

While CPDLC can be compared to e-mail, it is important to stress that the system is designed to be much more timely and robust than the e-mail we have all become accustomed to using, and which sometimes leaves us wondering whether or not our message has reached the intended recipient.

What is the Aeronautical Telecommunications Network?

The Aeronautical Telecommunications Network is a concept that includes a set of global standards and requirements that were writ-

ten by the International Civil Aviation Organization. NATCA, through our participation in the International Federation of Air Traffic Control Associations, helped write these standards and requirements. ICAO designed the ATN to allow an aircraft flying anywhere in the world to connect to the ATC Data Link system. The network can utilize various communications sub-networks (or pipelines) such as Very High Frequency, High Frequency, Satellite Communications or Mode-S.

What are the FAA's plans for Data Link?

Since 1988, the Federal Aviation Administration (with help from NATCA members and representatives) has had various plans to implement CPDLC. Because the ICAO requirements for the ATN were not formally adopted until the late 1990s, the FAA's early plans for CPDLC were considered interim implementations until the development of the ATN standards. Some of the FAA's early plans included the use of Mode-S and even the ARINC ACARS network, to be fielded via Plain View Displays in the centers. Eventually each

continued on page 2

continued from cover

of these plans was abandoned in favor of a true ATN Data Link system.

Currently, the agency's plan for CPDLC includes two phases of deployment, Build-1 and Build-1A. Build-1 is scheduled for deployment at Miami Center only. Although this is a single-site deployment and will include fewer available messages, it will not be fielded as either a test or prototype system. Rather it will be a fully certified and operational implementation. Build-1 has gone through full Operational Test and Evaluation and will be certified by Airways Facilities for use by air traffic personnel. The system is scheduled for Initial Daily Use at the end of September.

Although Build-1 will not provide any actual clearance messages for controller use, there will be four basic services implemented. These will include the following:

- ◆ Transfer of Comm - to send a frequency change message to the aircrew.
- ◆ Initial Contact - to check on the new sector and provide the cleared altitude.
- ◆ Altimeter Setting - to provide in the same manner as via voice.
- ◆ Menu Text - to provide preformatted information messages such as ride reports, expected delays, etc.

Build-1A will deploy at all 20 domestic centers, with an initial deployment at the key site in late 2005. Build-1A will include the same four basic Services as Build-1, along with five new services. These five new services include actual clearance messages. The services will include the following:

- ◆ Altitude Assignment - to include simple altitude clearances as well as various crossing restrictions.
- ◆ Heading - to give clearances for the aircraft to fly a specific heading.
- ◆ Speed - to give various

speed restriction messages.

- ◆ Route Clearance - to include full route clearances, route amendments, and clearances direct to a specific fix in the route of flight.

- ◆ Pilot Downlink - to allow the aircrew to initiate a message requesting a new altitude.

What are some of NATCA's issues regarding CPDLC?

Build-1

The Build-1 Human Machine Interface for controllers is basically a DSR revision to the HMI developed initially for fielding in PVDs. The HMI has not been developed by ATDET to make full use of DSR capabilities or to integrate with other new technologies planned for deployment. (The Build-1A HMI will be fully developed by the ATDET.)

Initially, very few aircraft will be equipped. American Airlines is the "launch customer" and plans to equip 16 aircraft with a gradual increase of equipped aircraft over the next several years. This low equipage rate may make it difficult for Miami Center controllers to remain current and proficient on the use of CPDLC. The memorandum of understanding between NATCA and the FAA allows any controller at Miami Center to request refresher training on CPDLC, and sets mandatory refresher training if controllers have not had the opportunity work CPDLC aircraft within a specific period of time.

Build-1A

Initially pilots may be slow to accept the concept of CPDLC, especially if the provided avionics make it difficult to answer the messages. If pilots are slow to respond to Data Link messages, it will increase the controller workload as the messages reach the "timeout" alert point. While this could be true in Build-1 also, it would be an even bigger problem in Build-

1A with introduction of actual clearance messages.

Both Builds

Many controllers have expressed concern about CPDLC being a "staffing reduction tool" that will eventually "replace" them. I would like to address these concerns in several areas.

In some en route sectors, voice frequency congestion is one of the major limiting factors in the number of aircraft that can transit airspace. In other words, controllers do not have the time to say hello and goodbye to any more aircraft in that sector. Where this is true, even the introduction of Build-1 messages will allow some of that voice frequency congestion to be reduced. If this is the only limiting factor in that sector, CPDLC will probably allow controllers to work more aircraft through that sector, but the fact that there are now more aircraft in that sector means that it will not take any fewer controllers than required today.

In sectors that staffed with only one controller, the introduction of CPDLC will require that controller to manage two communications paths (voice and data), and could result in an increased workload for that single controller.

This may force a single controller to ask for a D-side sooner than in a voice-only environment. Studies have supported the idea that once there are two controllers staffing the sector, they can work more traffic before asking for a third controller than is possible in a voice-only environment. This is because that the D-side can assume some of the communications workload, especially for routine communications like frequency change and altimeter setting. This trade-off between needing a D-side sooner but being able to go further before needing a third controller should result in CPDLC being neither a staffing decrease nor increase technology. One fact that should be noted regarding

a single controller sector is that the CPDLC system allows a controller to turn off Data Link at that specific sector if it is interfering with efficient operations, and an MOU will protect a controller's ability to do so. Many en route controllers have also expressed concern over the fact that other members of the sector team will be able to send messages to the aircraft. I have often heard the opinion that "No D-side of mine will ever send any CPDLC messages" because that is solely the job of the Radar controller.

First, the procedures written for CPDLC leave the decision for how to use the tool within the sector completely in the hands of the Radar Controller. The Procedures Order for Build-1 in Miami (7110.119) states, "At the direction of the radar controller, the radar associate and radar coordinator shall assist the radar controller by initiating CPDLC messages."

Second, almost all controllers who have participated in CPDLC simulations or training have started out with similar reservations but have developed operating methods that have allowed other sector team members to utilize the CPDLC system. While there have been different levels at which Radar Controllers have allowed team participation, almost all controllers have had some level at which they were comfortable with other team members sending CPDLC messages.

In summary, NATCA has been fully involved in the planning, requirements development, and fielding of CPDLC at Miami Center as well as writing requirements for the coming Build-1A rollout. CPDLC is a tool that should help alleviate two frustrating controller concerns, voice frequency congestion and readback-hearback errors. Because of this, NATCA should continue to help direct the development and deployment of this new technology.

Free Flight - A little history of the program and status report

By Jerry Whittaker- NATCA's Free Flight liaison

The Free Flight tools include various air traffic control and traffic management tools, or as President John Carr refers to them, "accessories." These are the User Request Evaluation Tool, Traffic Management Advisor, Collaborative Decision Making and Controller Pilot Data Link Communications or Data Link. These are the core programs within the Free Flight umbrella. However, these are not the only areas that Free Flight oversees. The program office has oversight responsibilities for several research projects including Surface Movement Advisor, Direct-To, Advanced Vortex Spacing System, Multi-Center TMA, Problem Analysis and Ranking, Equitable Allocation of Limited Resources, En route Descent Advisor and Expedited Departure Path. All of these technologies have one thing in common. They are developed to enhance system efficiency. The specific definitions of these programs and research areas are explained in the new *Air Traffic Modernization Tools* booklet recently printed and distributed by the national office's Communications Department.

What is the hook with Free Flight?

Basically, the Free Flight program aims to increase the efficiency and capacity of the National Airspace System, or in other words create "tools that help controllers and traffic management coordinators to work more efficiently and effectively in anticipation of future capacity demands." This suite of technology tools are designed to manage flight plan data electronically, resolve conflicts strategically and eliminate or reduce en route holding and ground delays in the system. Over the past 10 years, delays have cost the airlines millions of dollars. The airlines realized that our over 20-year-old "Host" computer system and other equipment were becoming obsolete. The system needed to be modernized, considering the anticipated future growth in demand for the air traffic system.

The users got together through the RTCA process and lobbied Congress for funding for FAA to address these concerns. This resulted in a \$1 billion dollar investment on the part of government over the life span of the Free Flight program in Phase I and II. In October 1998, former FAA Administrator Jane Garvey established the Free Flight program, headed up by former Free Flight Program Chairman Charlie Keegan.

The concept involved gaining a consensus with the industry and government through the RTCA process. Their plan was to develop and deploy certain tools and technologies that would address capacity concerns. In order to do this, the FAA set up an office outside of normal agency structures and processes. The FAA built an organization of union representatives, engineers, field controllers, researchers, National Aeronautics and Space Administration personnel, FAA Air Traffic staff and other groups of people who had a stakeholder position in the potential outcomes. The thought was that these collaborative groups could make a better decision on technology deployment through collaboration, at least better decisions than were made during the Advanced Automation System or "AAS" debacle. As we know, this mistake eventually cost the government \$2 billion dollars on a system that did not work.

Finally, an idea evolved that active air traffic controllers could assist in developing complex systems that served an important function and worked in an air traffic facility. The program was founded on the "build-a-little, test-a-little, deploy-a-little" strategy Gavey often referred to in her public appearances and speeches.

Will there ever be actual Free Flight?

I do not know of any experienced air traffic controllers who really

think there will ever be anything even close to "free flight" or "controlled chaos" in the domestic NAS. At least, not as long as there are pilots, controllers and human beings in control, who make human errors. This just will not happen in our current equipage profile and the existing ATM System. Studies have concluded that more structure is the mechanism that is proven to increase capacity, not un-controlled flight or what may be referred to as "Free Flight."

What is the history and where are we today?

The Free Flight program, thus far, has worked with controller user teams from the en route facilities to develop and deploy tools based on recommendations of the RTCA. This early involvement was based on lessons learned by the FAA in earlier failed technology projects where controllers had little input until the product was developed. The other programs that Free Flight Phase I got involved with is P-FAST, TMA and CTAS, which was cancelled. Today, the major deployment programs are URET, TMA and CPDLC Build 1.

What is URET?

MITRE Corporation had done work on a strategic conflict probe capability as part of its work on AAS. Its work on this capability was the basis for what has come to be known as URET. Early prototyping of URET was performed at Indianapolis and Memphis Center beginning in 1996. The controllers at Indianapolis and Miami Centers immediately realized that although it was interesting that this tool could predict a conflict 20 minutes in advance, they didn't have time to look at it because they were busy managing strips. MITRE listened to the controllers' input and addressed these concerns by incorporating a majority of the flight data functions into URET. Once this was done, the controllers began to use URET and to help further define its capabilities.

URET CCLD

URET was selected as a component of Free Flight Phase 1 and the contract to build and deploy the system was awarded to Lockheed Martin. The company called the system Core Capability Limited Deployment and designed it to contain the basic capabilities needed at most sectors (core capability), and stated it would be deployed to seven centers (limited deployment). After completion of the Phase 1 deployment, the firm made the decision to continue development and deployment to additional centers (Phase 2). Phase 1 contained two major software drops and is displayed on a 20-inch flat-panel monitor at each D position. Phase 2 will contain four additional software drops and will also include upgraded hardware (for all URET sites).

URET CCLD Phase 1 deployment began in December 2001 at Kansas City Center, followed by Memphis Center, Indianapolis Center, Cleveland Center, Chicago Center, and finally Washington Center at a pace of approximately one per month. Atlanta Center received the hardware and software; however, the low staffing levels at the center prohibited training and use.

The URET CCLD system provides a bridge to mitigate problems with the deployment of the replacement system for the host. The En Route Automation Modernization program is currently underway (the controller user team has just formed) and will tackle the incredible job of replacing both the host hardware and software. URET will give the en route NAS an electronic flight data display system and conflict probe capability that works seamlessly across facility boundaries. This is the first big step in moving from a centralized processing system (host) to a modern distributed processing

continued on page 4

system (ERAM). This is a complex undertaking. This system is much more multifaceted than the DSR deployment and not only involves new equipment but changes the way a controller performs many tasks. It is the largest change in the en route realm since the initial Host deployment in the 1970s.

Each facility determines how to deploy URET within their facility and as of August 2002, CCLD has been deployed at six sites and is being used at all sectors in four of the six sites. Chicago Center is using URET CCLD at roughly half of their sectors and is awaiting the Build 2 software drop before proceeding to additional sectors. Washington Center is still training controllers and is working on various sectors each day.

This deployment has been very challenging from the start. URET CCLD must convert every flight plan into a trajectory to enable it to compare the flight path against all other aircraft trajectories and thus URET CCLD

must understand every possible quirk of the Host. Each facility has had its fair share of problems with Host vs. URET adaptation challenges and other software bugs. The good news is that Lockheed Martin is steadily fixing the system and each new software version continues to improve the stability and functionality of the system. The bad news is that many issues still exist with deployment and implementation that are as yet unresolved.

Engineers explain that this is not unusual for a deployment of this size and complexity, but this is air traffic control and we must err on the side of caution.

What is the plan for Phase 2 deployment?

Phase 2 deployment is planned for the remaining 14 sites in the CONUS. The first four sites that are scheduled for deployment beginning in fall of FY03 are Denver Center, Fort Worth Center, Jacksonville Center and Minneapolis Center. The remaining 10 centers are

scheduled to deploy in FY04 (at a rate of about one a month).

What are the NATCA issues with CCLD deployment?

Several issues have arisen out of the aggressive deployment schedule and the complexity of the tasking:

Controllers are initially working with a system that is not at the level of functionality that existed with the URET prototype system at Indianapolis and Miami Center.

The facilities are working with the CCLD system that has software and adaptation problems that are being fixed through a DR and PR process. These are some of the fac rep identified issues list that are being worked by the ATCP Team. Limitations in functionality exist today, this should be fixed in later builds. Provided, the money is still there after they deploy and train at all of the remaining sites.

This is not a "D-side" replacement or a strip replacement system. Many facilities are

using one man sectors with URET. It was never designed to be a one-person sector tool. Staffing should be two person sector teams.

Lockheed Martin's performance has been less than stellar at several of the sites. Washington Center is having problems with the flight data screen "blinking out" due to DSR network problems. Working in a mixed strip and CCLD environment and controller acceptance of change from strips to electronic flight plan data is challenging. A lack of BFOT to support the URET team activities. Non-radar applications and ICAO Flight Plan Processing. Staffing shortages in the en route facilities and six-day workweeks for training.

The national memorandum of understanding on the next phase of deployment is in the negotiation process and should be concluded in the next few weeks.

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Industry Panel

The convention also played host to representatives from several sectors of the aviation industry in a panel on the effects of Sept. 11, 2001. The panel included Vice President Kevin Brown of Boeing Air Traffic Management, Vice President Ron Morgan of Lockheed Martin and Amr ELSawy of MITRE Corporation and was lead by NATCA Executive Vice President Ruth Marlin. All of the representatives came out against privatization, with Brown remarking emphatically, "Boeing is not an advocate of privatization." Morgan echoed his sentiment, stating that Lockheed Martin desires an optimum FAA, and it does not believe this can be found outside the Department of Transportation. "I believe this panel stated what we've been saying all along," said Marlin. "ATC privatization is not a viable option for any of us in the aviation industry."



The convention's industry panel featured representatives from Boeing Air Traffic Management, Lockheed Martin and MITRE Corporation.

Conference attendees check out the extensive NATCA exhibits.



The exhibit hall featured the Indy 500 car complete with NATCA logo.



The editors of the "NATCA Voice" sell T-shirts and NATCA merchandise to fundraise for their newsletter.

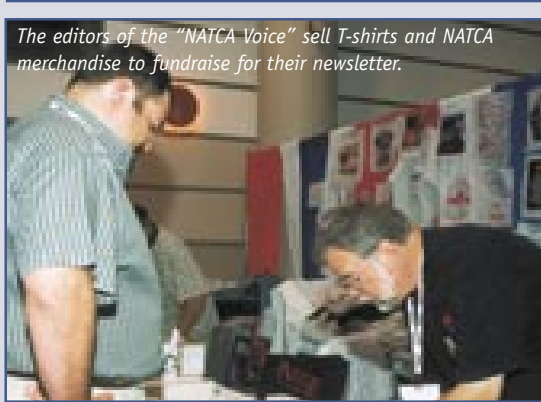


Exhibit Hall

This year's convention hosted the largest exhibit hall yet, with over 40 colorful and interesting booths set up to cater to the curious attendees. "The trade show area was an enormous success, due mostly to the efforts of its coordinator Katie Wittig and her coworkers in the Membership and Marketing Department," observed Carr. "The vendors were thrilled with the turnout and the exposure."

The exhibit area also contained displays from the NATCA Voice staff, who sold NATCA trinkets and T-Shirts, NATCA Charitable Foundation, which held a silent auction to benefit its organization and the NATCA political action committee, who held an extremely successful drive by raffling off such items as a quilt made by Director of Administration Adell Humphreys, glassware and cash. "You look around the convention, and you hardly see a name badge that doesn't have a red, white and blue NATCA PAC flag on it," remarked National Legislative Committee Chairman Randy Weiland. "I'm so proud of the success of this drive."

An exhibitor demonstrates some of the technology in the exhibitor hall.



Members of the Legislative Committee solicit donations to NATCA PAC.



continued on page 8

Closing Banquet

NATCA members and their guests gathered together in the Sheraton Cleveland City Centre Ballroom on the convention's last evening to recognize those individuals who contributed significantly and sacrificed greatly on the union's behalf. Carr distributed the awards after taking a roasting from Western Pacific Region Vice President Bob Marks.

The awards were as follows:

◆ **10-Year Employees** - Terrie Jeffries of the Southern Region Office and Christine Neumeier of the Southwest Region Office.

◆ **10th Floor Team** - NATCA members who worked shifts in the 10th floor situation room at FAA headquarters after the Sept. 11, 2001 attacks, including Joel Brown, Martin Cole, Scott Ginsburg, Mike Hull, Ruth Marlin, Dennis McGee, Don Ossinger, Wade Stanfield, Matt Tucker, Jerry Whittaker and Dale Wright.

◆ **Special Individuals** - Howie Barte, for his work as honorary parliamentarian at his last convention; Mike Palumbo, for his dedicated service and work at NATCA conventions and his contribution of memorabilia to the NATCA archives and Wes Stoops, for his assistance in making the *Communicating for Safety* conference a success.

◆ **Fixers** - Those who are always there to help NATCA "fix" things, including Phil Barbarello, Andy Cantwell, Wade Stanfield, Jeff Walukonis, Dale Wright and Bryan Zilonis.

◆ **Tenured Fac Reps** - Ed Mears of Austin Tower and Darius Reynolds of Wilkes Barre Tower, who have served continuously since 1987.

◆ **CISM Team** - for their special work with NATCA members who were affected by the Sept. 11, 2001 attacks, including Belinda Bullard, Rita Carstens, Dom Hill, Denne Hoover, Ron Lafferty, Dave Levesque, George Lloyd, Scott Mann, Mike Matherne, Tom Morin, Brad Troy, Beverly Taggart and Jim Ullman.

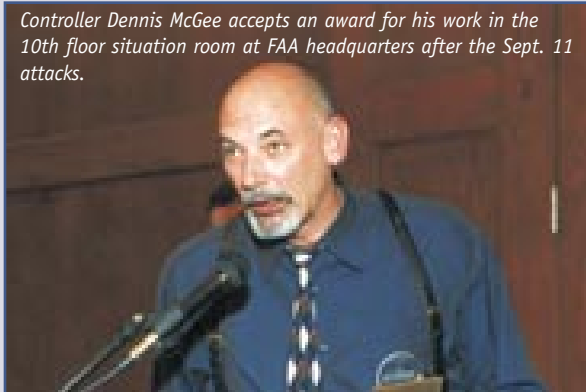
President John Carr presents an award to Providence Tower Fac Rep for his work as honorary parliamentarian at the 2002 convention.



EVP Ruth Marlin and Director of Administration Adell Humphreys take a break from the closing banquet to smile for the camera.



Controller Dennis McGee accepts an award for his work in the 10th floor situation room at FAA headquarters after the Sept. 11 attacks.



Alaska Regional Vice President Rick Thomson gathers with members from his region.



It's that time again...

Lake Tahoe, Nev.

Feb. 22 - March 1, 2003

Cost:
\$625 for seven night's lodging, lift tickets and all group functions.

For more information, please contact the NATCA Southwest Region office at 817/540-6661.



Airventure 2002 in Oshkosh - visit the busiest airspace in the world

The sign that hangs from the tower at Oshkosh, Wis., proclaims it the "world's busiest control tower."

And for a seven-day period each summer, it certainly is. Every July, over 700,000 people and 12,000 aircraft travel to the area for the Experimental Aircraft Association air show, officially entitled "Airventure." This year the event took place from July 23 to July 29.

Airventure celebrates its 50th anniversary this year having grown and diversified from the first time into part trade show, part educational seminar, part family reunion and part aerial extravaganza.

Naturally, the close to 12,000 planes that visit the show require some guidance from seasoned air traffic controllers. To fill that need, 65 Federal Aviation Administration air traffic controllers, nine operational supervisors and five administrative support specialists and the convention air traffic operations manager, all clad in distinctive pink shirts, support the five controllers permanently stationed at this federal contract tower. The FAA also supports a temporary tower at the Fon Du Lac County Airport. Eight controllers staff this facility during the week.

These controllers must work at a Great Lakes Region Tower and hold a current CTO certificate to be eligible to work at the show. Controller Clayton Hanninen of Du Page Tower explained, "The controllers are split into three categories based on the number of years they have spent at the show: veteran, limited, and rookie. Selection into these categories is

based on NATCA seniority and facility availability." Controllers who have spent more than six years at the air show are not eligible. One

controller from the Southern Region may also attend the event, through the Sun N Fun Controller of the Year Program.

This year's selection was Robert Greene of West Palm Beach Tower.

Michelle Wroblenski of Green Bay Tower

summed up the feelings of the controllers working at the event

Pontiac Tower. "We're landing so many planes in such a confined space that we're bound to come up with new ways to

increase capacity."

In fact, the FAA has even applied some practices developed here to regular air traffic, such as organizing controllers into teams to more safely manage high volumes of planes.

The controllers land three planes at a time, using the longest runway with

tower, teams are also posted on the edges of the runways on radio equipped mobile operations and communications wagons, which are referred to as "moo cows" by their users. A team also works in a temporary tower seven miles from Oshkosh to help regulate the flow of approaching aircraft. It also assigns runways and guides pilots to Oshkosh Tower.

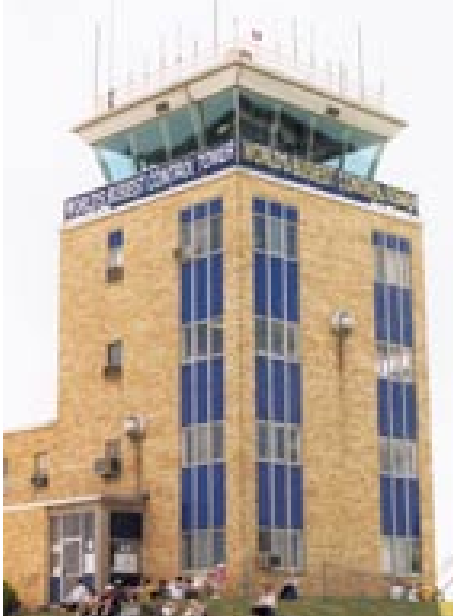
NATCA debuted its new trade booth at this year's show. The exhibit featured a special ASDEX exhibit, informational brochures, a television that featured the new video as well as a looping collection of news stories in which in the union was featured and various NATCA merchandise. Training Director Greg Llafet commented, "We wanted the NATCA tent to be a place where airshow attendees could learn more about the union and a hospitality area in which NATCA members could

relax when off duty."

At this, the trade booth was successful. At any time, one could find pink shirt clad controllers interacting with the curious wanderers who entered the tent, answering questions ranging from how to become

a controller to how exactly they managed all of those planes. Ronald Schaefer of Moline Tower took some time out of his busy schedule to explain to some airshow-goers how the Oshkosh tower became the world's busiest. "In 2000 we ran about 25,000 operations in a week, in 2001 we ran around 36,000. Keep in mind that this all during 14 hour days, from 6 a.m. to 8 p.m. during the show," he offered.

Oshkosh Tower, the worlds busiest during Airventure.



Controller Ron Schaefer explains how they manage to guide all those planes.



All planes at the Oshkosh airshow are guided using VFR.



when she stated, "It's an honor to be here. It's fast, it's challenging and it's a whole lot of fun." Wroblenski was not understating when she declared the event a challenge. During the week of the air show, traditional FAA rules are suspended and special Oshkosh regulations take over. In fact, the event has even become something of a test run for finding new ways of directing airplanes or communicating with pilots. "We can learn new skills here," observed Tim Mazurek of

its three huge dots painted 1,500 feet apart; one white, one green and one orange. "Every plane gets a dot," explained Scott Sellers of East St. Louis Tower.

Too many planes crowd the sky for the controllers to use radar or even the usual call signs for aircraft. Instead they use binoculars and identify the planes by their color and type. Three spotters work with one communicator, who relays all instruction by radio.

Controllers not only man the

FRESH FROM THE FIELD

Controllers pitch in to help fight the raging summer fires in the Southwest

In one direction, a ball of blazing orange fire devours thousands of acres of land. In the other, a billowing white cloud of smoke smothers an area which was once lush with tall green trees. In the middle, firefighters, pilots and air traffic controllers are doing their best to stop one of the wildest forest fires in Colorado.

Aerial and ground support were the key in fighting these huge fires that tore across the southwest United States from June to August. Denver Tower management received a call from the Federal Aviation Administration to set up temporary fire towers at Durango Airport in Durango, Colo., and Hayman Field located west of Decker, Colo. The towers were strategically placed in these locations so that controllers and pilots could effectively and safely handle the massive amount of traffic needed to combat the fire. While Durango Airport already had a fire station at the airport that became a short-term fire tower, Hayman Tower had to be brought in using a mobile trailer. Although the controllers who set up this tower started with an empty trailer, monitors and radios, within a matter of hours it fully up and running. Volunteers from Aspen, Colorado Springs, Denver, Jefferson County, Centennial and Pueblo Towers and facilities did not hesitate to man the towers.

Controllers usually rotated shifts every six days. During this time, three to four different controllers worked the airspace from as early as 7 a.m. until as late as 9 p.m. Before one shift ended, the controller-on-position trained a replacement for one hour before being relieved, giving the next controller ample time to get comfortable with his airspace.

On most occasions after their shift controllers were able to stay

in hotels, but every once in a while these volunteers found themselves having to make due with sleeping blankets and tents. During the fire, many of the hotels were put on the evacuation list forcing controllers to take refuge in less comfortable habitats. "It was really no problem," said Denver Tower Facility Representative Mike Coulter. "Everyone who worked one of these towers always wants to go back. We see it more as a good deed rather than a burden."

At both sites, airplanes and helicopters soared high above the burning inferno dumping thousands of gallons of water in hopes of squelching the fire. According to the U.S. Forest Service, to date Colorado lost an estimated 379,287 acres of land to forest fires. Not wanting this number to steadily increase, dedicated controllers never hesitated to put in that extra effort. Denver Controller Charles Hogan and three other controllers set up the Durango Tower. After being sent the orders from regional office located in Seattle, Wash., Hogan drove seven hours to the site, called the center, worked out all airspace routes and set up rotation. With the help of the others, the tower opened and was fully operational by 9:00 the next morning. "It was a great experience," said Hogan.

"This just shows how controllers can get in the tower, build it from scratch and get it working seamlessly," said Coulter. "This fire was bigger than the city of Denver, but that didn't seem to stop these controllers. This is just one more instance where dedicated employees stepped up to the plate, got the job done and did it well."



Please update your addresses!

The picture at left shows Membership Specialist Claudia Moreno with the aftermath of a mailing from the national office - over 1,000 booklets returned to sender because of outdated addresses. Please help us avoid losing your money on return postage by remembering to update your addresses when you move residences. Please contact Moreno at by e-mail at cmoreno@natcacdc.org or by phone at 800/266-0895 ext. 4832 to do so.

New and improved NATCA website

The new NATCA website is up and running. In order to access the "members only" section of the site, you must re-register. Simply go to www.natca.org and click on the "request access" link. You will be asked to provide your membership number. If you do not have this information, please call the national office at 800/266-0895.

Also available online are the new career day packets that are very useful for career days and presentations. To see what is included in this kit, check out the publications page under "media center." If you are interested in ordering this material, please contact Communications Specialist Kendal Guinn at 800/266-0895 ext. 4812 or kguinn@natcacdc.org.

Going down in history

Against the Wind: The History of the National Air Traffic Controllers Association made its debut at the 2002 NATCA Convention in Cleveland, Ohio. If you were unable to purchase one or did not attend the convention, you still have the opportunity to grab this time capsule of information about your union. If you would like a copy, please contact Membership Specialist Claudia Moreno at 800/266-0895 ext. 4832 or cmoreno@natcacdc.org.

Unum Provident provides long term disability insurance "open season"

By Lew Zietz, director of Membership and Marketing

A great deal of this union's members take their health – and their ability to work – for granted. Unfortunately, the facts show that one in five Americans will become disabled between the ages of 35 and 65. If a disability prevents you from earning an income, how will you pay your bills, your mortgage or even your car payment? Do you believe the government will step in right away and take care of you and your family? If you are not sure, please note the following.

Open season for Unum Provident's "Members Only" Long Term Disability Insurance offering has been extended through Thursday, Oct. 31. During this period, NATCA members may sign up for this very important insurance with a "guarantee issue." During this

brief time, members don't need to go through medical pre-screening, answer medical questions or take part in a medical examination. The following are some of the most frequently asked questions concerning this offering:

How do I enroll?

Call the automatic enrollment line at 800/628-6096 anytime on or before Thursday, Oct. 31 or go to Unum Provident's enrollment web site at w3.unumprovident.com/enroll/natca.

If I have additional questions – whom may I call?

You may call toll-free 800/215-2418 or the NATCA Benefit Line at 866/99-NATCA or e-mail or call Director of Membership and Marketing Lew Zietz at lzietz@natcadc.org or at 800/266-0895.

Are the benefits taxable?

No.

How long would this policy

pay?

The policy pays for up to five years.

Who is eligible?

Only NATCA bargaining unit members are eligible. Associate and retired members are not qualified for this benefit.

If a member drops his/her membership in NATCA, would they still be able to retain this insurance?

No.

I have a pre-existing medical condition – can I benefit from this insurance?

Pre-existing conditions would be covered after 24 months. All other claims not affected by pre-existing conditions would be covered within 120 days of a claim. After 24 months, pre-existing medical condition would be eligible for coverage.

How are benefits paid?

Benefits are paid monthly – directly to you- the insured. No unnecessary intermediary or

additional bureaucratic red tape will interfere. Benefits are paid based on your gross income – not simply on your base salary.

Are my premiums based on my age?

No. This is a major advantage of this group program. Other programs increase premiums with age. NATCA's program does not.

What is the maximum monthly benefit?

Newly negotiated maximum payments were increased by 50 percent to \$7,500 monthly.

As NATCA's bargaining units age, the need to seriously look into Long Term Disability coverage for your personal portfolio is that much more important. We encourage all members to find out the details of this plan designed exclusively for NATCA members only.

New NATCA trade booths now available for facility visits

The new NATCA tradebooths made a huge splash at the 2002 Biennial Convention.

Now they are ready to visit your facility. NATCA's Communications Department created three different tradebooths to fit your needs. Members can choose from the following options, a 10-foot booth for outdoor shows such as fly-ins, a 10-foot booth for indoor shows

such as conventions, tradeshow and conferences and two convenient table top versions for smaller events such as career days.

If you are interested in reserving one of NATCA's booths for a career day, formal presentation or tradeshow, please contact Membership Specialist Claudia Moreno at the national office at 800/266-0895 ext. 4832 or cmoreno@natcadc.org

The 10-foot outdoor trade booth is perfect for air shows and fly-ins.

The 10-foot indoor trade in makes a statement at conventions and conferences.

The table top version will draw lots of attention at career days.



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Inside this issue

- **Convention 2002**
 Read about the 9th Biennial Convention in Cleveland, Ohio.
- **Sept. 11, 2001**
 Take a look at NBC's coverage of controller actions on this fateful day.
- **Facility Staffing**
 Learn more about the deplorable state of staffing in facilities nationwide.
- **ATC Safety Net**
 Check out the latest edition of the safety and technology newsletter.

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