

# AirTrafficController

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## Fifteen a lucky number for NATCA

**O**n June 19, 1987, the Federal Labor Relations Authority certified NATCA as the exclusive bargaining representative for Federal Aviation Administration air traffic controllers. Fifteen years later, the union has made enormous strides and grown exponentially, adding 17 bargaining units representing over 19,000 employees from engineers to traffic management coordinators to regional counselors and aviation medicine workers.

And in its 15th anniversary year, the union has reached another important milestone; NATCA now counts over 15,000 dues-paying members. "We are

very proud to have reached this landmark number of members in this landmark year," observed President John Carr. "This is a year where we can reflect on how far we've come, and prepare ourselves for the challenges of the future."

One man who can certainly attest to the enormous strides of NATCA is President Emeritus Barry Krasner. "Back in the day, we were in a growing state," he stated. "We were very small and had a lot of people doing incredible amounts of work in a very crowded space." Krasner remarked that one of the most incredible changes has come from within the organization. "We can now avoid a lot of the knee jerk reac-

tions we used to have," he said. "We now have the time and the infrastructure to develop our responses to a more effective level."

Howie Barte, a charter member, a controller at Providence Tower and one of the "founding fathers" of NATCA concurred, "The union has become sophisticated and politically savvy. Before, we were more concerned with the basic rights of our workers, and now we can be more proactive and concentrate on bettering the future of the entire air traffic system."

"Perception of NATCA, particularly in Washington, D.C., at the

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## Union members descend upon the capital city for NATCA in Washington 2002

The excitement of *NATCA in Washington 2002 - The Future is Now* can perhaps be summed up with the roar of approval that echoed in the halls of the Capitol Hyatt in Washington, D.C., when Sen. Edward Kennedy, D-Mass., stated emphatically, "I'm going to be with you and stand beside you every step of the way."

This enthusiasm resonated throughout the congressional offices of Capitol Hill as close to 300 NATCA members and activists sought out their representatives to bring them messages of staffing, reservist's pay, anti-privatization and retirement.



Salt Lake City, Utah area union members pose with Rep. Jim Matheson, D-Utah, at his office on Capitol Hill.



(l to r) Legislative Director Ken Montoya, Rep. Carolyn Kilpatrick, D-Mich., President John Carr, and first time lobby week attendee Karrie Krear of Kalamazoo Tower stop to chat at the congressional reception.

"Our membership clearly understands that legislative activism and the NATCA political action committee are necessary tools to ensure the future of our union," remarked National Legislative Committee Chairman Randy Weiland. "The response this year has been phenomenal."

*NATCA in Washington* started off with an infusion of 85 new attendees at the first-timer's session, entitled "Legislation and Lobbying 101," which Bob McLean of REM Legislative Services ran. During and

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# Presidential Perspective

**O**n Sunday, May 19 close to 300 NATCA representatives, members and activists descended on Washington, D.C., for our annual legislative conference, appropriately dubbed *NATCA In Washington 2002 – The Future is Now*. From the welcoming reception at the Phoenix Park Hotel to the congressional appointments on Wednesday, your union's issues took center stage in our nation's capitol.

Our Monday morning session, carried live by C-SPAN, featured opening remarks by National Legislative Committee Chairman Randy Weiland, Deputy Secretary of Transportation Michael Jackson, and a panel discussion on the state of air traffic controller staffing with NATCA Eastern Region Vice President Joe Fruscella and Director of Air Traffic Services Bill Peacock.

Don Phillips from *The Washington Post* provided additional remarks and commentary on the first day, and Shane Enright and Joe McGee, both representing the International Transport Workers Federation and both well schooled on the troubles and travails of privatized air traffic control systems.

Tuesday's roster was no less impressive, with Sens. Max Cleland, D-Ga., Edward Kennedy, D-Mass. and Patty Murray, D-Wash., Reps. Phil English, R-Penn., Robin Hayes, R-N.C., Steny Hoyer, D-Md., John Mica, R-Fla. and Hal Rogers, R-Ky., speaking to your assembled colleagues.

It's worth noting our speakers included chairpersons from the House Transportation

Appropriations Subcommittee, the House Transportation and Infrastructure Subcommittee on Aviation, the Senate Appropriations Transportation Subcommittee and the Senate Health, Education, Labor and Pensions Committee.

It's also worth noting our speakers were evenly divided between Democrats and Republicans.

Aviation safety is neither democrat nor republican. Staffing air traffic control facilities is neither democrat nor republican. Civil Service Retirement System annuity equity is neither democrat nor republican. The Reservists Pay Security Act, with its 75 co-sponsors in the House, is neither democrat nor republican. Pay raise parity between military and civilian federal employees, with its 98 House and 20 Senate co-sponsors, is neither democrat nor republican. And finally, contracting out and privatization are neither democrat nor republican.

The issues that are important to our membership have grown and matured, transcending traditional politics. It is important in this, our 15th anniversary year, that we grow and mature as well. Our legislative activity, from organizing to lobbying to the political action committee, is going focus on our issues and legislative agenda. I believe it is imperative we move past partisan politics and policies and find common ground and understanding with representatives from both parties.

Our charge is clearly defined in our Constitution, and politi-

cal parties aren't even mentioned. We are guided by the following:

- To advance the status, professionalism and working conditions of air traffic controllers and other safety related employees through collective bargaining and political action.
- To preserve, promote and improve working conditions.
- To preserve, promote and improve the safety of air traffic.
- To preserve, promote and improve our professionalism and competence.
- To preserve, promote, and improve the rights of members through all lawful means, including collective bargaining and political action.

When we reach across the aisle to a Democrat or a Republican we are extending to them the hand of friendship with 20,000 safety professionals who share a universal love for our national airspace system and all its components. We offer our expertise, our knowledge, our wisdom and our support. We ask for as much in return, and we make no secret of our desire for a collegial working relationship with men and women of both parties. We seek to preserve, promote and improve.

We need to make sure we are seeking to do that in every corner of this great nation of ours, regardless of political party. It's pretty easy to find Democrats to support our position since labor has traditionally thrown its support behind Democrats. But what about Republicans? Can we find a few on the other side of the aisle? The search is easier than you might think, even

after you cozy up to the chairmen and senior members. Like who, you might say?

Like Rep. Sam Graves, R-Mo., for example. Graves came by our congressional reception, hosted the Central Region contingent on a private escorted tour of the Capitol and strikes me as a worthy candidate with a sound mind and a willingness to hear our take on the issues.

Like Reps. Jerry Moran and Todd Tiahrt, both Republicans from Kansas. Moran is on the Transportation and Infrastructure Committee, came by our reception to chat for a bit and is perfectly poised within his party. I have spent much time discussing aviation with Tiahrt on Appropriations, whose district includes many of the manufacturers in the Wichita, Kan., area.

Like Rep. Kay Granger, R-Texas. She is in her third term and won her last election with 63 percent of the vote. She has a safe seat, she is on the Transportation Appropriations Subcommittee and she usually shows up for the hearings although she's not really active on our issues. The time to be building bridges—and relationships—is before you need them.

Like Rep. John Isakson, R-Ga., whose campaigns we have contributed to in the past. Isakson serves on the Transportation and Infrastructure Committee and won his last election by 75 percent of the vote; so he's not likely to be targeted for either removal by the Democrats or replacement by the Republicans.

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## From the cover: NATCA members celebrate their 15th year as a union, look to future challenges

The contract bargaining team gathers for a picture after signing the historic 1998 agreement.



NEB members get ready to cut the ribbon to officially open the Krasner Building in 2000



The current NEB gets ready for the tests of the coming year.

legislative level has certainly changed," said Executive Vice President Ruth Marlin. "We are considered on the same level as other aviation groups; legislators now seek our opinion instead of the other way around." Marlin went on to state that this is a very exciting time to be involved in the union because activists have the ability and the power to exact very positive changes for members.

These positive changes can mirror some of the important milestones the union has established in the past. Krasner cited the union's direct affiliation with the AFL-CIO and the 1998 historic five-year collective bargaining agreement as moments that really shaped what the union is today. He also observed, "Our relationship with the agency is much more mature today than it used to be. At the facility level, at the liaison level and all the way up to the top we have learned to work together to face upcoming challenges."

Barte remarked that he viewed reclassification as one of the union's greatest feats. "Negotiating for a change in the wage structure with the federal government for the first time was an incredible accomplishment." He also praised the behind-the-scenes efforts as well as the good use of press that brought the milestone to fruition.

Marlin stated that one of the most important tests the union will confront in the future is the ongoing effort to educate the public that air traffic controllers are not just another group or facet of aviation, they are the foundation. "NATCA must ensure that the U.S. remains the world leader in aviation and that we don't ruin that by following someone else's model of an air space system. In the grand scheme of things, that is the greatest ongoing test we will face," she said.

*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.



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He is perfectly poised to rise within the ranks of his party, and his touching story about his former neighbor, an air traffic controller who died young, has often been repeated during his opening remarks.

A famous author once wrote, "Most successful men have not achieved their distinction by having some new talent or opportunity presented to them. They have developed the opportunity that was at hand." In order to be successful, NATCA must accept the responsibility

for developing the opportunities that now lay before us, and find our friends and supporters wherever they may be. We cannot allow our own predilections or prejudices to color our judgment or stop us short of our goals. I'm going to find our friends, no matter where they may be. And

if that means they're at the Republican Club, I may just have to swing by there, too.

## *Union continues to work with FAA toward creation of "Crystal Palace"*

NATCA continues to work with the Federal Aviation Administration toward the creation of an integrated control facility designed to meet the growing demand for air traffic services in the New York, New Jersey and Philadelphia metropolitan areas.

The New York Integrated Control Complex will function as a state-of-the-art air traffic control platform. The FAA has not yet chosen a site, but since the New York TRACON is located in Westbury, N.Y., on Long Island, and New York Center is in Ronkonkoma, about 25 miles to the east, the preference is for the new facility to stay in that vicinity.

"Our intention for this facility is to combine the best attributes of the New York TRACON and New York Center in innovative and dynamic ways," said TRACON Controller Jim Shelton, who along with New York Center Controller Greg Gilman, New York TRACON Facility Representative

Phil Barbarello and New York Center Facility Representative Mark DiPalmo, is leading NATCA's efforts in the project.

The idea for the NYICC emerged from the National Airspace Redesign team's efforts to optimize airspace and procedures in the New York City-New Jersey-Philadelphia area. The need to create a dynamic, yet seamless airspace with boundaries of sectors and facilities adjusted along major traffic flows is a driving force behind the concept.

"Placing terminal and en route controllers side-by-side will allow for the application of the most efficient separation standards available," Shelton stated. "This configuration will minimize coordination and inter-facility service interruptions while ensuring maximum runway utilization during periods of peak demand."

In addition, Shelton added, "configuring the airspace to re-surround the area with one common envelope will restore the flexibility needed to efficiently utilize traffic management initiatives."

The NYICC team has moved the concept forward with legislative initiatives and gained support from the community of users who stand to benefit significantly from the project. Environmental modeling of airspace plans continues as well as what the FAA terms as "human in the loop" testing, which validates the operational configuration concept.

The FAA Joint Resources Council will review the NYICC proposal this month and the projected facility commissioning date is mid-2008.

"The progress is great," reports DiPalmo, who for two years has worked on the project, which now has the backing of many lawmakers, including Rep. Steven Israel,

D-N.Y. "Initial estimates show the facility saving users \$40-50 million per year as part of this airspace redesign. We're confident we'll get the funding. We are doing this for the benefit of the user. We have to do it."

NATCA involvement, as in so many other major FAA initiatives, is proving highly beneficial to ensuring success, Shelton said.

"NATCA remains a partner throughout the development of the NYICC concept and we will continue to spearhead the drive for innovation in the region," he remarked. "It is our belief that NATCA must generate the force in this collaborative endeavor that is creating the future we will all live and work in."

*"Our intention for this facility is to combine the best attributes of the New York TRACON and New York Center in innovative and dynamic ways."*

*-New York TRACON Controller Jim Shelton*

## *Union Privilege rolls out \$25,000 scholarship for the George Meany Center*

While keeping the skies safe, NATCA members now have the opportunity to earn a college degree and receive a scholarship to help pay for it.

Union Privilege, an organization formed to provide union members and their families with high-quality consumer benefits and services, is proud to introduce the Union Plus National Labor College Scholarship program. The \$25,000 scholarship is the largest financial aid contribution available to students at the National Labor College at

the George Meany Center for Labor Studies in Silver Spring, Md.

The institution offers a unique program for members of the AFL-CIO organizations who would like to pursue a bachelor of arts degree while continuing their trade union work. It recognizes the educational value of the union experience members gain over the years and credit is awarded for that knowledge.

"We are excited about this new scholarship for union activists," said Union Privilege

President Leslie Tolf. "With the additional services offered, such as loans, financial aid and experience related advice, this is one of the many ways we're helping union members and their families reach their educational dreams.

To apply for the new Union Plus National Labor College Scholarship, applicants must be enrolled in the National Labor College and must be a dues paying union member or a staff employee of an AFL-CIO affiliate organization. Interested individuals should contact the

Office of Student Services at the NLC at 301/431-5404 for more information.

"This is a great way for NATCA members to pursue professional studies in labor/management relations," remarked Training Director Greg Llafet. "The scholarship increases the opportunity for more members to enroll in the NATCA/NLC Bachelor's Degree Completion Program. We hope that everyone takes advantage of this wonderful opportunity."

## 18th Annual Communicating for Safety Conference a success

**N**ATCA and the Air Line Pilots Association hosted the 18th annual *Communicating for Safety* conference in Kansas City, Mo., April 30 – May 1.

The event was a huge success, and attended by NATCA members from all over the country. It focused on the various projects, both technological and procedural, in the quest to improve aviation safety.

"This conference is a great opportunity for pilots and controllers to get together and learn how to work to each other's best advantage," remarked Akron Canton Tower Controller Darren Gaines.

For the first time, the National Safety Committee held training for the Article 48 representatives so that they may perform their jobs more effectively.

The conference also hosted local safety representative training. Both training days took place on the day before the event.

The conference hosted several forums

Conference attendees take part in one of the many informational forums at Communicating for Safety.



A union member presents a question to the forum.



Attendees peruse sponsor exhibits.



Central Region Vice President John Tune welcomes everyone to Kansas City, Mo., for the event.



Safety and Technology Assistant Pauline Hines and Southwest Safety Representative Scott Voigt register conference goers.



Local Kansas City, Mo., media interviews President John Carr about current safety developments.



on such topics as communications, en route and terminal technology, Area Navigation and Global Positioning System, aviation safety reporting and aviation weather systems.

President John Carr and Executive Vice President Ruth Marlin were both in attendance, with Carr making remarks at the opening reception and first day luncheon and Marlin taking part in an open forum panel with other aviation industry leaders.

"We feel that this year's event was the best yet," said Southern Region Safety Representative Wes Stoops. "But we would like to make sure each year gets better."

Southwest Region Safety Representative Scott Voigt echoed, "With your involvement, we hope to improve upon what we did this year and give you an even better quality product at next year's conference in Denver, Colo."

# Pilot Reports and their importance to all facets of aviation

Scott H. Voigt

While attending another Air Traffic Procedures Advisory Committee meeting, the group again discussed the issue of Pilot Reports and its importance to different aviation areas.

PIREPS are the first validation of en route and terminal forecasts for the pilot. Some forecasts are inaccurate. A PIREP either validates it or lets controllers know it isn't worth the paper it was printed on.

Not only do controllers need to decimate information on winds, turbulence, ceilings and other such phenomena, we

should also make out PIREPS when those conditions no longer exist. We are discovering that it is just as important to distribute information on turbulence when that turbulence disappears.

***“PIREPS are the first validation of en route and terminal forecasts for the pilot and forecast can be very inaccurate.”***

Dispatchers have certain criteria they have to use for dispatching aircraft. Weather is one of them, and they will reroute aircraft around known areas of specific types of

weather phenomena. This is one reason we sometimes see either National Route Program path or those that are more elaborate.

Pilots quite often request a more direct route when con-

pilots have had to return to their previously filed route.

This is because the dispatcher responsible for the flight may have different weather information at hand, (sometimes old due to lack of PIREP information) and has decided the new plan is not an acceptable. This burns more fuel and takes the aircraft longer to get to destination.

If you want to brush up on what is to be found on PIREPS, you can find it in the Air Traffic Procedures manual section 2-6-3. You will also find it in the FAA Handbook 7210.3 paragraph 6-3-1 and 10-3-1.

trollers tell them no problem exists with the weather in our sector.

Controllers normally approve the route request, only to find out many miles down the road

## The agency and the interpretive rule: NTSB decisions give insight

Wes Stoops

On April 1, 1999, the Federal Aviation Administration issued the "Interpretive Rule," *Compliance with ATC clearances and instructions* to 14 Code of Federal Regulations 91.123.

Immediately following its publication a number of pilot organizations expressed strong opposition to what was described as a significant change to a long-established practice in the readback/hearback of air traffic control instructions. Some of the National Transportation Safety Board's decisions between 1991 and 1998 that involve pilots the FAA deemed to be in violation of 14 CFR 91.123 can help give insight to this complex issue.

Through a series of cases either offered original decisions by administrative law judges or appellate decisions by the NTSB, it became clear to the FAA the original intent of the regulation was no longer applicable.

In 1998, the FAA filed a "petition to reconsider" with the NTSB and asked it to reverse its previous decision not to hold a flight crew responsible for taking the altitude assignment intended for another aircraft.

In this case, the board determined the crew was not inattentive or careless, but rather described the event as an "error of perception," which would not be a violation of 14 CFR 91.123 and therefore deserved no sanction.

In the same petition the FAA also attempted to re-establish the distinct roles and responsibilities of the administrator and the NTSB. The board stated it agreed with the administrator's discussion of the split enforcement model and the obligation to defer to the FAA's validly adopted interpretation of its regulations.

However, the board indicated that the FAA cited no rule that

stood for the proposition the FAA urged in this case. The board went even further by stating, "The FAA is, of course, free to adopt more specific intra-cockpit and cockpit-ATC communication rules to minimize the possibility of clearance deviations."

In response to the NTSB's challenge to be more specific, the administrator published the April 1, 1999, interpretation of 14 CFR 91.123. The NTSB then contested the FAA's action in the U.S. Court of Appeals.

The court upheld the agency's position and enforced a revision to the FAA Act in 1992, which required the NTSB to defer to FAA legal interpretations of its own rules, and to follow the its sanctions.

In the published ruling, the court stated "there is no question the FAA's policy is harsh, but that does not make it unreasonable."

In July 1999, the leadership of a number of the pilot organizations expressed strong objections to the Interpretive Rule to the highest levels of the FAA.

In a letter to the administrator, the presidents of five pilot unions stated, "If this interpretation is not reversed, we will have no choice but to recommend to all pilots flying in the United States that rather than reading back ATC clearances, they ask ATC to repeat and verify their clearances. This will significantly increase radio communications and workload of all concerned. This additional radio congestion will add safety issues."

The administrator's response explained if a pilot misunderstands a plainly phrased clearance or instruction and the air traffic control specialist reasonably could have identified the pilot's error and cor-

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## Article 48 representatives and you

**Scott H. Voigt**

Do you know just how many people are out representing controllers on every type of project? The NATCA web site lists the technology programs in which the union is involved and those people who represent those ventures.

If you have a question relating to one of the many projects NATCA is working on in partnership, please contact the Article 48 representative for that program.

He or she should be able to give you updates and help you out with any questions or concerns. This is a great way for technology representatives to learn what occurs in the field.

Some of the large programs such as Standard Terminal Automation Replacement System, Airport Surveillance Radar – Model 11, Global Positioning System and En Route Automation Modernization have a regional representative.

Members can contact these representatives for answers and voice their concerns. Please contact your regional safety representative (listed on the back cover of the *ATC SafetyNet*) for names and contact information.

The *ATC SafetyNet* is also going to publish project updates in the following months. Please let us know how you like the information and if we need to tailor it to make it more interesting to you.

## Changes at the national office's Safety and Technology Department

**Scott H. Voigt**

A few changes have taken place in NATCA's Safety and Technology Department in Washington, D.C. Bill "Blackie" Blackmer has left the director of Safety and Technology position and returned to Washington Center. For now, Finance Committee Chairman Dale Wright help out while NATCA searches for someone to fill Blackmer's shoes.

Dick Swauger has returned to the department. After working other issues Swauger will now work with our Article 48 representatives.

For those who do not often call the national office, the Safety and Technology Department hired a new assistant.

Please welcome Pauline Hines to the job, and help her become familiar with all of the air traffic control language. When calling Hines about a program, please use the full name of the project followed by the acronym.

The position of safety coordinator is still open, and we are working on hiring someone as soon as possible.

## The Safety Committee's latest activities: URET, DARC, DSR and procedures

**Scott H. Voigt**

The Safety Committee has talked about some of the issues facing us on a regular basis. Ongoing issues with User Request Evaluation Tool, which is in field tests at this time. Training and procedural issues have appeared and the committee sees that as the air traffic control tools evolve, so will our procedures.

Differences between the prototype tool and the production tool are a problem, as well as what works well at one facility, may not work so well at another due to differing traffic and procedural issues.

Issues surrounding Direct Access Radar Channel and Display System Replacement have arisen as well. We have found a problem with some displays locking up when you select DARC. If a signal from DARC isn't available for the processor, it can cause the DSR display to become unusable.

This issue appears to be more of a problem at some sites versus others. The program office is aware of this and they are at work on a solution, which is a software patch that should fix this issue.

The committee was asked to look into some future programs and

help brainstorm some of the problems that may arise in future technology or procedures. We hope to try to head off problems before they become issues for the membership in the field.

We are also looking at current procedural changes as document change requests come in from FAA headquarters. Most of the document change proposals we receive have a very fast turnaround time, so this precludes most of the field surveys.

However, if we can find a way to streamline the process, we would like to be able to get the information out electronically and manage to collect valued input from controllers.

The next Safety Committee meeting will be held in conjunction with the national convention in Cleveland, Ohio. If you are interested in what we do, please drop by and sit in.

All of them, including the Air Traffic Control Procedures Advisory Committee are open to the membership and we would enjoy seeing you there. The next ATPAC meeting is in Washington, D.C., the week of July 15.

## Member and activist input needed for revamp of the safety web site

**Scott H. Voigt**

For those of you interested in all things in the Safety and Technology realm, a web site exists that covers only NATCA safety issues.

You can find it at <http://safety.natca.net>. The National Safety Committee is making changes to the site and would like to know what interests you.

Please get in touch with your regional safety representatives (listed on the back cover of the *ATC SafetyNet*) and let them know what appeals to you and what would make your lives

easier in the safety arena. Expect to see some changes by early summer.

# LASTLOOK



Pictured at left are David O'Malley, facility representative at Indianapolis Center, Ed Locke, legislative representative at Indianapolis Center, Rep. Brian Kerns, R-Ind., and Dave Boone, air traffic manager at Indianapolis Center.

Kerns visited the center in February and March to familiarize himself with air traffic control issues and to present the center with a flag that was flown over the capitol in Washington, D.C. The congressman referred to controllers as the unsung heroes of September 11 for clearing the nation's airspace safely and efficiently, and praised the vital role they play in the day to day business of the country.

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rected it based on the read back, the air traffic control specialist's failure does not erase the pilot's initiating or principle error.

It is true under these circumstances, however, that the air traffic control specialist has contributed to the pilot's error and must be held responsible for his or her role. As a result, the FAA holds

both the pilot and the air traffic control specialist responsible for the communications error. The FAA weighs the air traffic control specialist's contribution to the pilot's error as a factor that may mitigate the sanction the pilot will face. This analysis could eliminate the sanction entirely.

## Regional Safety Representatives

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after, conference attendees perused the merchandise arranged in the foyer for a NATCA Charitable Foundation Silent Auction while enjoying their morning's first coffee.

Weiland then kicked off the long list of speakers Monday morning and introduced President John Carr who gave a speech outlining the current initiatives of NATCA. "He really set the tone for the event," said Mark Griffin, Boise Tower. "His speech was informative and inspiring to the activists." Doug Scadden of Salt Lake City Center agreed, "Carr made us ready and excited to seek out our representatives and speak to them in an informed way about our issues." C-SPAN featured Carr as well as several others throughout the day.

Attendees then enjoyed a speech by Deputy Secretary of Transportation Michael Jackson, which featured a message of conciliation, emphasizing the department's desire to work together in the coming year to face encroaching challenges. A discussion on Federal Aviation Administration staffing followed, featuring Eastern Region Vice President Joe Fruscella and FAA Director of Air Traffic Service Bill Peacock, as well as an update on the NATCA PAC and grassroots legislative activity by the NLC.

Doug Church, NATCA's media relations manager, introduced the next speaker with the quip, "He knows his AMASS from his STARS and can describe a pretty mean ADS-B as far as I understand..." That speaker was Don Phillips, an aviation reporter from *The Washington Post*. Phillips gave a media perspective on aviation issues and demonstrated his broad understanding of the union outlook. "There's so much of a tendency within this administration to look down on the FAA," he remarked, stating his disapproval of the movement to privatize the agency.

The anti-privatization sentiments gained momentum with the next speakers, Lawrence King from the United Kingdom's privatized National Air Traffic Services and Shane Enright and Joe McGee, representatives of U.K.'s air traffic control trade union, the International Transport Workers Federation. Enright, King and McGee stressed the need for labor as well as the aviation industry to work together to convince lawmakers that privatization is not a viable or safe option for air traffic control systems. "Hearing what happened in the U.K. really sends home our message of anti-privatization," observed Dan D'Agostino of



*NLC Chairman Randy Weiland leads a discussion group on staffing featuring input from Eastern Region Vice President Joe Fruscella and FAA's Bill Peacock.*



*Rep. John Mica, R-Fla., poses with Orlando Controller Donna Fitzgerald after giving a speech at NATCA in Washington.*



*EVP Ruth Marlin presents Sen. Edward Kennedy, D-Mass., with a NATCA t-shirt.*



*Members of the engineers and architects bargaining unit join FAA Administrator Jane Garvey at the congressional reception.*



*Rep. Donald Payne, D-N.J., poses with Newark Tower Controllers Russ Halleran, Dan D'Agostino and Eddy Kragh.*

Newark Tower. "The more we point to examples from abroad, the more obvious the solution is – don't privatize our air traffic control system."

*NATCA in Washington* also gave attendees their first chance to view the premiere of the new trade booth video, created by the national office's Communication Department and filmed at air traffic control facilities around the Washington, D.C., area.

Executive Vice President Ruth Marlin began the next day by discussing the preservation of the national aviation infrastructure. "This union and these unionists will make sure the United States continues to be the world leader in air traffic control; we will not let it fall victim to the latest management fad," she stated. "Because it is personal. Our future is America's future, and when it comes to meeting tomorrow's needs, the future is now." "Marlin really revved up the audience," remarked Kathleen Slabicki of Carlsbad Palomar Tower. "She created a lot of anticipation for the day's speakers."

And those speakers included a bipartisan menagerie of Senators and Representatives, including such luminaries as Sens. Max Cleland, D-Ga., Edward Kennedy, D-Mass. and Patty Murray, D-Wash., Reps. Phil English, R-Penn., Robin Hayes, R-N.C., Steny Hoyer, D-Md., John Mica, R-Fla. and Hal Rogers, R-Ky. The congressmen and congresswomen covered a host of topics, from privatization to controller pay, and from reservists pay to staffing. "It was great to hear all the different perspectives," said Eastern Region Legislative Representative Andy Lewis. "Even if we don't agree with all of the representatives, the first step is to understand where they're coming from, and then we can begin to educate them on our point of view." "I found it very interesting to see a different side of the coin," offered Greensboro Tower Controller Scott Mann.

After attending two days of these informational sessions, the union members set out to rally their perspective representatives with the messages of NATCA. These meetings culminated in a congressional reception where activists freely commingled with representatives, senators and congressional staffers. "The reception is a great place to talk to representatives and aids in a relaxed setting," said Donna Fitzgerald of Orlando Tower. FAA Administrator Jane Garvey also attended the event, posing for pictures and chatting amongst the NATCA members.

## Recently signed memoranda of understanding

Microprocessor En Route Automated Radar Tracking System	Dec. 20, 2001
National ARTS Software Change entitled Revision 28	Dec. 21, 2001
Centralizing ANI Voucher Processing in Oklahoma City	Jan. 3
Interim Fixed Assets System and Real Estate Management System	Jan. 17
URET Build 1 memorandum of understanding addendum	Jan. 25
Traffic Management Advisor portion of the En Route Center TRACON Automation System	Jan. 25
Oceanic Navigational Error Reporting Procedures	Jan. 22
Confidential Financial Disclosure Reporting for Engineers and Architects	Jan. 31
Permanent change of station for Northern California TRACON Consolidation	Feb. 7
Hawaii Air National Guard Interim Agreement	Feb. 11
STARS Full Service Training	Feb. 21
STARS Full Service Training Transition	Feb. 21
Limited Use of Remote-ARTS Color Display and Phase I Consolidation at Atlanta Tower	Feb. 22
Key Site Testing of Multi-mode Digital Radios as part of NEXCOM	Feb. 28
Remote-ARTS Color Display Transition Issues	March 1
Controller Pilot Data Link Communications Build-1 Flight Test at Miami Center	March 6
Remote-ARTS color display training	March 13
FAA Identification Media Hologram Program – Letter of Understanding	March 14
Digital Voice Recording System, Series II	March 14
Radar Digitizers at certain ASR-7 and ASR-8 Radar Sites	March 19
Performance Data Analysis and Reporting System	March 22
Radar-Side (“R-Side”) Flat Panel Replacement Evaluation at Indianapolis, Seattle and Washington Centers	March 21
Air Traffic Staffing	March 27
Flow Evaluation Area/Flow Constrained Area Traffic Management Tool	March 28
MIAWS Expansion	April 4
Staff Specialists Interim Agreement	April 8
Air Traffic Terminal Enhancement and Modernization	April 10
FDIO Test between Minneapolis Center and Winnipeg Centre	April 12
URET CCLD Build 2 Software at Atlanta, Chicago, Cleveland, Staff Specialists Interim Agreement - Questions and Answers	April 23
Indianapolis, Kansas City, Memphis and Washington Center	April 26
ACE-IDS Deployment at St. Louis, Seattle and Boston Towers	April 26

## NATCA member and husband of September 11 victim needs help

Before Susan MacKay left their home in Westford, Mass., on September 11, she hugged her husband and said she'd call. On her way to the airport, she dropped off notes in the mailboxes of some neighbors, thanking them for making their summer a great one.

On September 11, Susan MacKay caught American Airlines Flight 11 with six co-workers from TJ Max, on their way to visit some new stores on the west coast. Business travel was part of the job, part of the balancing act between career and family. Maybe four times a year she flew out to visit new stores.

Doug MacKay was getting ready to work an earlier-than-usual shift. In an hour or so, he would be guiding airplanes through the sky at the Boston Center.

Like the rest of the nation, he watched the World Trade Center towers erupt into flames on television and he steeled himself for a difficult day at work. But he didn't worry about Susan, not for a minute. He knew the route of her Boston-to-L.A. flight. He knew Susan's plane wouldn't be anywhere near New York.

MacKay arrived at the Boston center at about 10 a.m., ready to take his place at the radar scope. A small group of fellow controllers met him at the door. “Doug,” they said, “What was Susan's flight number?”

“American 11,” he answered.

MacKay, a controller at Boston Center, has enrolled in the Emergency Leave Transfer Program. The loss of his wife has left MacKay as a single parent caring for his two children. The recently amended AHR Policy Bulletin #3 allows for MacKay to receive donations of both sick and annual leave. If you are willing to donate, please obtain FAA Form 3600.22(9-01) and mail to FAA New England Region, Timothy Arel, ANE-540.2, 12 New England Executive Park, Burlington, MA 01803-5299.

MacKay will need a significant amount of leave—almost 3,100 hours—to make it to retirement.

The agency cannot see fit to grant MacKay an administrative absence in order to tend to his affairs and his family. Please grant him that absence with your donation.

Please give generously to a brother whose loss is made all the more painful by its connection with national tragedy. Please show him what being in a union is all about, and please show Matthew, 13, and Lauren, eight, that their father's friends are their friends, as well.

## Convention 2002 in Cleveland, Ohio just around the corner - get ready!

Cleveland, Ohio - here we come! With September just around the corner, everything for Convention 2002 is beginning to roll into gear.

So what's new? The Sheraton hotel room block is now sold out and Director of Administration

Adell Humphreys has arranged a block of 75 rooms at the nearby Holiday Inn Select at the rate of \$86/single and \$96/double a night including breakfast. To book a room, please call 216/241-5100 and let them know you are a part

of the NATCA room block.

Northwest Airlines recently offered NATCA members a great deal for travel to convention. To obtain information and book these fares, please call Northwest at 800/328-1111 and refer to

Worldfile number NMXV6.

Please contact Humphreys at the national office at 800/266-0895 with any additional questions or concerns.

NATCA and the Federal Aviation Administration recently agreed upon a series of questions and answers designed to help clarify and understand the interim agreement for the staff specialists bargaining unit. It reads as follows:

## *Questions and answers on the NATCA/FAA staff support specialists interim contract dated April 23*

1. What is the intent of Article 1, Section 3(d), specifically the issue of whether facility representatives are compelled to choose a staff specialist representative?

*The parties agree the union has sole control and makes all decisions on delegations of authority to designees and/or representatives. The intent of this section is to appoint, to the extent possible, a staff support representative for issues that only concern the staff support specialist bargaining unit.*

*However, as the union has the sole authority to make any designation, the facility representative may select a staff support specialist representative only as he or she deems appropriate. In any event, the union will provide representation to the staff support specialists bargaining unit.*

2. Is the official time in Article 2, Section 3 of the new staff support specialists memorandum of understanding different from the official time in the NATCA contract, Article 2, Section 17?

*No. The official time granted in the interim contract is the same as that in the NATCA contract. NATCA agreed that for this interim contract, the current facility representative hours would cover the additional work-*

*load of the additional staff support specialist's representation. The facility representative will use the hours granted in the NATCA contract (and listed in the interim contract) to represent multiple units. However, a situation where the inclusion of additional support staff bargaining unit members at a facility would "bump" the total combined bargaining unit count up to the next category, the official hours for that next category would apply. Nothing in this interim agreement affects rights guaranteed to air traffic control specialists under their 1998 contract.*

3. Are the 12 hours for the "regional representatives" different from the official time that the regional vice presidents get under the collective bargaining agreement (80 hours per pay period), or does it come out of the hours given to the regional vice presidents?

*The 12 hours for the regional representative is separate from the 80 hours granted to the regional vice president.*

4. Question from ASO - Article 1 Section 3 Regional Office Level. Is it the intent of the interim agreement that the "regional representative" is one person or can NATCA select more? In ASO, a regional representative could select three, one for each branch. If the union designated only one representative for the regional office, would the management person be the 501 or would it be the branch manager?

*The agreement's intent was for one representative for all of the support specialists in any given regional office. The numbers didn't warrant any more than that. However, NATCA has the ability to designate as many rep-*

*resentatives it chooses. But there are only 12 hours of official time for a given pay period for one or multiple representatives, not to exceed the total of 12 hours. With regard to the second question, the corresponding management official for the regional representative would be the same as in a facility. The facility manager in the regional office is the 500 division manager. But just as the NATCA regional vice president can delegate his/her representational authority, the 500 division manager can certainly do the same. While the 500 division manager retains the "official" level of authority, he/she can delegate the "day-to-day" NATCA staff support specialist relationship to the 501 or branch manager level.*

5. In Article 3 Section 4, Employee Grievance; step 1, if a staff specialist files a grievance at a level eight facility where the specialist has no ops manager level supervision and the facility manager answers the grievance, would we assume in step two that the grievance would then go to the manager level for response?

*Yes and possibly no. Although not previously discussed, NATCA agrees with the premise that at those facilities where no ops managers are staffed, the staff support specialist first line supervision is the facility manager (step 1) and the second level supervision could be the HUB manager if that facility/region "command structure" was set up in that manner (step 2). But it is possible for another region/facility command structure to be designed so that the region would be the second level of supervision vs. the hub manager. It will be incumbent on*

*each facility/region to make this clear to the bargaining unit as to their command structure.*

NATCA and the FAA provided these questions and answers jointly to clarify certain sections of the FAA/NATCA Staff Specialists Interim Agreement.

## *Contract tower settlement regarding pay benefit money*

By contract, RVA is required to pay benefit money in the amount of \$2.56, also referred to as 256 monies, per hour worked to each bargaining unit employee. RVA has been inconsistent in its payment of 256 monies for holiday hours. Some employees are receiving partial benefit money, while others are not receiving anything. Tom Bertelsman, labor relations contract tower representative, negotiated a settlement agreement in which RVA agreed to pay back pay to all those employees who did not receive the proper benefit money for working holidays as well as proper and consistent payment in the future.

## *Congratulations to the 2003 ATC Contract Negotiating Team*

Cathy Alcorn - Alaskan  
Steve Boyer - Northwest Mountain  
Andy Cantwell - Southern  
Don Hill - Southwest  
Mike Hull - Western Pacific  
Dean Iacoppelli - Eastern  
James "Ajax" Kidd - New England  
Barry Krasner - Chief Negotiator (Eastern)  
Scot Morrison - Central  
George Petrovich - Great Lakes  
Paul Rinaldi - Eastern  
Bob Taylor - National Office  
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