

DEAR FRIENDS AND MEMBERS

1999

So much hype focused on the advent of a new year, century and millennium that 1999 got lost. Reading highlights of NATCA's final year of the 20th century, however, brings home a pivotal point: It was, indeed, memorable.

A short list of accomplishments – some carryovers from late 1998 – that will undoubtedly favorably impact you and your family for many years includes:

- ⊙ \$1.6 billion, five-year pay agreement
- ⊙ benefits to retirement that will multiply with advancing years
- ⊙ 10 percent controller-in-charge pay
- ⊙ controller incentive pay
- ⊙ sick leave incentives
- ⊙ saving the FAM (familiarization) program
- ⊙ unlimited credit hours
- ⊙ new permanent change-of-station agreement
- ⊙ membership investment via purchase of a new building
- ⊙ staffing agreements
- ⊙ new en route technology
- ⊙ new-hire placement agreement
- ⊙ new direct AFL-CIO affiliation



Michael P. McNally
President



James R. Schwitz, Jr.
Executive Vice President

Directing, coordinating and pushing so many simultaneous initiatives are daunting leadership responsibilities. Yes, practice makes perfect. After successive years marshalling NATCA, industry and labor resources, we understand and appreciate “the Washington game.” Still, national policy making is dynamic. Influential players include a very sophisticated public (translated inside the Beltway as activists and voters), a demanding and intelligent contingent of reporters, and an economy-minded, trend-conscious Congress. Polls and focus groups dictate many actions. Sound bites carry weight. And political decisions made can always be unmade.

What does this have to do with NATCA? Everything, as 1998/1999 demonstrates. Intense pressures forced us to raise our game, which we did. In spite of obstacles, we worked tirelessly on behalf of federal and private air traffic controllers, FAA engineers, architects and other aviation specialists.

In this report, you'll merely glimpse accomplishments. You will not see behind-the-scenes efforts of staff who worked on projects that will bear fruit in 2000 or beyond. You will not view their countless hours preparing for litigation, negotiation, organizing or PAC campaigns, processing invoices, membership data, mailing, media, training or publications. Unseen are the endless dotting of Is and crossing of Ts in the safety and technology arena.

Just as staff diligently worked on our behalf, so did a myriad of liaisons, committees and work groups, who stayed attuned to national goals and a broad range of membership concerns. We could go on.

In other words, the bullets on following pages only hint of our efforts on your behalf. At first glance, it may seem as if the primary 1998/1999 emphasis was on increasing your financial benefits. True, but only because money is a means to a more fulfilling and rewarding life for you and your family. You'll be able to progress up the career ladder more easily, retire with security, work in healthy and safe environments, and call upon NATCA when abuses occur. The ripple effect will mean better education for your kids, family, vacation, second homes and so on. We hope, in providing these services, NATCA has helped open doors to your futures.

As you read this, we are well into 2000. We trust NATCA will succeed in the career-threatening initiatives facing today's air traffic control system.

In solidarity,



Michael P. McNally
President



James R. Schwitz, Jr.
Executive Vice President

NATCA 1999 National Executive Board

Michael McNally
President

James R. Schwitz, Jr.
Executive Vice President

Regional Vice Presidents

Alaskan Region
Ricky Thompson

Central Region
Bill Otto

Eastern Region
Joseph Fruscella

Great Lakes Region
Jim Poole

New England Region
Mike Blake

Northwest Mountain Region
James Ferguson

Southern Region
Rodney Turner

Southwest Region
Mark Pallone

Western Pacific Region
Gus Guerra

Engineers and Architects
Jim D'Agati

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EXECUTIVE OFFICE

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The president is the chief executive officer of the association and is responsible for implementing all policies established by the union's constitution and bylaws, the national convention and the National Executive Board. This position has the responsibility of employing any person or organization necessary to direct, manage and supervise any association affairs. He presides at all national conventions and NEB meetings, and chairs or directs the union's negotiating team.

The executive vice president serves in place of the president when he is absent, and succeeds the president until the next regular election, if the office of president becomes vacant. He is responsible for keeping minutes of NEB meetings, maintenance and protection of all records, books, papers and contracts, including financial reports, and receives, holds and keeps a proper account of all funds, pays all legitimate bills and renders annual financial reports to the NEB.

Major accomplishments include:

- ⊗ Successfully implemented a pay reclassification agreement with the FAA, including controller incentive pay.
- ⊗ Concluded the purchase agreement for the new NATCA national headquarters at 1325 Massachusetts Ave., N.W., Washington, D.C.
- ⊗ Established a member benefits corporation.
- ⊗ Gained full voting membership status for NATCA on the Commercial Aviation Safety Team, the implementation group for the White House Commission on Aviation Safety and Security.
- ⊗ Directed and oversaw all staff projects represented throughout the 1999 annual report, as well as the many routine and special projects not identified.

Identified top two goals for 2000:

- ⊗ Successful convention in Alaska, setting the course for the future.
- ⊗ Fight for improved retirement options for the membership.

ACCOUNTING

The Accounting Department handled the finances for NATCA's members, officers and staff. In 1999, it:

- ⊗ Processed all financial data, accounts receivable and payable, billings, budgets, payroll for national and regional offices.
- ⊗ Implemented employees' benefits: insurance, retirement and 401K with AFL-CIO.
- ⊗ Processed approximately 8,000 invoices/expense vouchers and dues rebate checks.
- ⊗ Processed members' dues payments in the membership database.
- ⊗ Handled dues deduction problems.
- ⊗ Assisted locals with Department of Labor and Internal Revenue Service annual reporting requirements.
- ⊗ Worked with the Finance Committee on quarterly reviews of records and implementation of financial guidelines.
- ⊗ Implemented procedures to ensure that funds benefit the union and its members.
- ⊗ Facilitated financing between NATCA, potential money lenders and closing costs of new building.
- ⊗ Worked with accredited auditors to ensure sound accounting principles and integrity of NATCA finances.

COMMUNICATIONS

If “communications” may be thought of as providing the “vehicles,” then the analogy may be extended to describe the department’s connectedness to others.

Vehicles, obviously, offer the mode for transporting information (ideas, NATCA positions, calls to action, announcements and so on). NATCA’s most effective vehicles are the news media, publications to members and external audiences, plus a host of “accessories” that ensure NATCA messages have impact.

Still using the analogy, the “passengers” are the messages conveyed. The department depends on the Executive Office, national staff and members for suggestions, content, input and feedback. Examples include: What’s happening on Capitol Hill comes from the Legislative Department. Membership benefit changes or additions are relayed through Field Services. Policy and directives stem from the president and/or executive vice president. Projects important to the membership emanate from all sources. The status of contract negotiations is provided by Labor Relations, and so on. Collaboration is essential and, as a result, each communications vehicle going out the door results from many hands on the “assembly line.”

Having said that, the president and/or executive vice president direct the department’s work. Highlights of 1999 follow.

A public affairs campaign strategically targeted Congress, emphasizing airline delays were not primarily a function of the ATC system, as Continental, American and some others claimed. A string of hard hitting releases, media interviews and advertisements brought the message home, surprising – most of all – the airlines which expected to beat their collective chests without the pesky truth from NATCA intervening.

- ⊙ *Delays “Cha-ching” campaign (doubling positive coverage)*
- ⊙ *Advocacy advertising*
- ⊙ *Nationwide publicity*
- ⊙ *Proactive pitching stories*
- ⊙ *Letters to editors*
- ⊙ *Opinion pieces*
- ⊙ *Grassroots media*

Video productions in a lecture format succinctly offer a uniform message during training sessions. Produced with a long shelf life in mind, videos may be an effective and cost-beneficial solution.

- ⊙ *Labor Relations (two – fac rep training)*
- ⊙ *Labor Relations (arbitration)*

Visuals and writing go hand in hand. Extraordinarily gifted writing and the substance conveyed are of no use if not read. Taking advantage of the latest techniques, NATCA designers create visual momentum that may make the difference between a consumer buying “the vehicle” or not.

- ⊙ *Graphic design/identity support: Posters, postcards, annual report, calendar, newsletter and stationery are among projects benefiting from this specialized skill.*
- ⊙ *Photography: major NATCA events, testimony, staff, liaison and program-oriented.*

Supporting campaigns originating in other departments provide a consistent look and feel, which – if not present – could subliminally distract from the message and calls to action.

- ⊙ *1999 March of Freedom support*
- ⊙ *NATCA in Washington*
- ⊙ *Political action committee drives*
- ⊙ *Contract tower initiatives*

Ongoing media relationships are nurtured, and new ones offer exciting opportunities. Sandwiched in other day-to-day activities are interactions with a bevy of journalists concentrated in Washington and New York, and including aviation/transportation reporters around the world.

- ⊙ *News releases*
- ⊙ *National interviews (TV, newsprint, radio, Internet, wires)*
- ⊙ *Referrals to fac reps*
- ⊙ *Spokesperson training*
- ⊙ *Database management*
- ⊙ *Monthly media analysis*
- ⊙ *Issue management*

A recent television network poll demonstrated how, in spite of E-information’s popularity, the public does not expect or want print publications to be replaced by electronic forums or abandoned (85-plus percent). A variety of NATCA publications were offered both in print format and on natca.org.

- ⊙ *The Air Traffic Controller*
- ⊙ *ATC Safety Net*
- ⊙ *1998 annual report*
- ⊙ *2000 NATCA calendar*
- ⊙ *NATCA Update*
- ⊙ *Communications in 2000*

Members enjoy exposure to other industry groups at trade shows throughout the country. In 2000, this function was transferred to Field Services, where reservations may be made.

- ⊙ *Trade shows*
- ⊙ *Aviation and labor-related trade shows nationwide*
- ⊙ *Convention exhibit*
- ⊙ *Extensive marketing and information exchange prior to NATCA’s 2000 convention*

Online advancements could catapult NATCA into the leading edge of Internet communications, making the organization’s website a valuable tool for external and internal audiences.

- ⊙ *natca.org public – facilitated by the Communications Department with other staff*
- ⊙ *natca.org private – facilitated by each department*

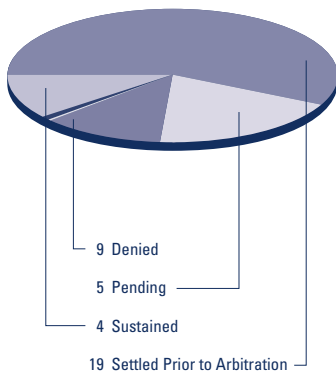
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LABOR RELATIONS

1999 MEMORANDA OF UNDERSTANDING

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A total of 37 grievances were scheduled for arbitration in 1999. Decisions were as follows:



Joint memorandum – Past practice issues resolution results	January 7
ATO – Air Traffic Operations liaison	January 11
DSR CHI – Anchorage Center timetables	January 22
Government credit card change to Citibank	February 3
Dynamic Density Pilot Study (Denver Center)	February 17
Land and Hold Short Operations	February 22
DSR site survey issues for centers other than Seattle Center	February 25
National Executive Board official time	March 10
Engineers – sexual orientation discrimination	March 31
Air Traffic Procedures Advisory Committee	April 8
FAA Order 7610.4, special military operations	April 20
NAS Terminal Automation Modernization System	April 22
Earning of credit hours	April 29
Article 23, Familiarization Training (New FAM Article)	April 29
FAA Order 3900.19B, Occupational Safety and Health Program	July 1
Automatic Dependent Surveillance – Broadcast operational evaluation	July 8
Implementation and participation regarding national runway safety program	July 15
Air Traffic Operations Network	July 19
Traffic Management Advisor Workgroup – ground rules	July 30
Passive Final Approach Sequencing Tool (pFAST) Workgroup – ground rules	July 30
Oceanic Modernization Service Program	August 5
Transponder Landing System at Watertown, Wis., Airport	August 6
Taxi Into Position and Hold Procedures	August 10
STARS Early Display Configuration Terminal Control Workstation	August 19
Alternate dispute resolution backlog procedures	August 25
Alternate dispute resolution “neutral evaluation” process	August 25
ATC facility reclassification project definitions, applications and policies	August 27
Reclass pay definitions, applications and policies	September 1
OSHA representative training	September 17
STARS early display configuration transition issues	October 14
Article 23 – MOU questions	October 20
Cru-X computer program testing	October 20
Facility upgrade procedures	November 3
Multi-sector oceanic data link system at New York Center	November 4
Reclass facility and CPC rating	November 5
ADR – joint review procedures	November 5
Automated Controller Equipment – Interim Display System deployment	November 8
Hardship transfer	November 8
Transfer and swap requests	November 8
Re-entrant from LVOP status	November 8
CPC re-entrant (government and non-government employees)	November 8
Medical disqualification grievances – settlement	November 11
Coded Departure Routes	November 12
Low Altitude Arrival/Departure Routing	November 12
COLD – Controller Incentive Pay	November 23
HOST software	November 30
Collaborative Routing Work Group Representation	November 29
STARS – EDC addendum	December 9

LABOR RELATIONS

MID TERM BARGAINING ISSUES

ISSUE	DESCRIPTION
FAA 7110.65, Paragraph 3-8-3	Notification on application of the requirements of FAA 7110.65, paragraph 3-8-3. Parallel runways.
Land and Hold Short	Land and Hold Short Operations available landing distance included on airport terminal information system (N7110.192).
FO 7100.10A	Air Traffic Satellite Navigation Implementation Plan.
FDIO Position Printer Replacement	Agency's plan to replace the flight data printers now in use at the remote Flight Data Input/Output position in selected terminal facilities.
FDIO Keyboard Replacement	Agency's plan to replace FDIO keyboards at all terminal facilities with FDIO capability.
Speed Restriction Elimination	Elimination of the 250-knot speed restriction below 10,000 MSL.
Flight Standards Handbook	Flight Standards Handbook Bulletin establishing the physical, cognitive and language capabilities of persons occupying any observer's seat located on the flight deck.
FO 7110.65	Paragraph 4-5-7b – Time to Climb.
FO 7110.65 & 7210.3	Air traffic control, facility operations and administration and aeronautical information manual changes.
ASOS	Installation of ASOS equipment.
Coded Departure Routes	Guidelines for standardizing the practice of coded aircraft routes currently in use at various air traffic facilities.
Low Altitude Alternate Departure Routes	Guidelines for the implementation of LAADR at various air traffic facilities.
Transponder Landing System	Transponder Landing System Implementation in the NM and GL regions.
FO 3900.19B	Addition of Chapters: 16 – Thermal Stress Prevention Program; and 19 – Hazard Communication Program to the FAA OSHA Program.
FO 7110.65L	Implementation of changes to FAA Order 7110.65L, Air Traffic Control which will be incorporated into change three.
Aircraft Rescue and Fire Fighting Comm.	Revision of FAA Advisory Circular (AC) 150/5210-7C, Aircraft Rescue and Fire Fighting Communications.
FO 3120.29	Familiarization Training, draft revision of FAA Order 3120.29.
ASOS	Re-ranking of service standards for Automated Surface Observing System.
Human Studies Factor	Human factor study to be conducted in association with the air traffic control profession. This study is being prepared by FAA Civil Aeromedical Institute.

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ISSUE	DESCRIPTION
Multiple Landing Clearances	Elimination of the issuance of multiple landing clearances at specific facilities.
Taxi into Position and Hold	Modification to FAA Orders 7110.65 and 7210.3, Facility Operation and Admin. With reference to taxi into position and hold procedures.
FO 3900.19B	Addition of Chapter 17, Bloodborne Pathogens Control Program.
FO 3900.19B	Addition of Chapter 6, OSHA Training and Awareness Program.
VTABS	Facility Administration and Operation Order – changes to paragraph 3-3-11, Voice Switching and Control System Training and Backup Switch.
Equal Employment Opportunity	FAA Order 1400.10, Equal Employment Opportunity Commission Mediation Program and the requirement by federal Agencies to offer alternate dispute resolutions as part of EEO process.
Accountability Board Surveys	Accountability board surveys which are part of a broad effort by the Agency to assess progress in reducing or preventing sexual harassment or misconduct of a sexual nature in the workplace.
Runway Incursion Device	Development and Implementation of the Runway Incursion Device.
ASOS 2.6 Upgrade	Implementation of Upgrade 2.6 of ASOS.
ARTS IIE/IIIE Replay	ARTS 2e and 3e Replay.
Temporary Duty Compliance	Temporary duty assignment MOU dated Aug. 10, 1994 – come into compliance with FTR – Income Tax Reimbursement Allowances. Federal Register – June 18, 1999 (V64, N117).
Incapacitation with Use or Lose Leave	Employees previously or presently incapacitated in a use or lose leave status.
Dues Check-Off Status	Status of bargaining unit members on dues check-off when they leave the bargaining unit, either temporarily or permanently.
FAA Travel Policy	Federal Aviation Administration Travel Policy Amendment five.
HOST Computer Software	HOST computer software changes scheduled for October 1999.
Standardized Taxi Routes	New FAA order.
FO 7210.56A	GENOT 9/038 which add additional items to a Quality Assurance Review be required.
ASDE-3 Monitors	ASDE-3 monitor replacement. This meeting is to ensure that these monitors will only be used during the interim period prior to activation of the new system in AMASS.

ISSUE	DESCRIPTION
Wide Area Augmentation System	Testing of WAAS which is part of Global Positioning System. The testing is scheduled to begin in two to three weeks in 50 locations.
ADS-B	To understand the results of the recent ADS-B testing in Ohio Valley and to understand the future plans for the system in general as well as projections for future testing.
FO 3900.19B	Addition of Chapter 20 to FAA Order 3900.19B, OSHA.
ALSF-2/SSALR	Dual Mode High Intensity Approach Lighting System which presents visual approach lighting patterns to landing aircraft on selected category II/III runways.
MSODL	Multi-sector oceanic data link at New York Center.
Cru-X	Cru-X computer program testing in the Southwest Region.
NEXRAD	Next generation weather radar (NEXRAD) reflectivity products for the DSR system.
Atlanta SMO	Plans to make changes to the Atlanta SMO.
FAA Report Changes	Changes to vehicle or pedestrian deviation reports and revised FAA forms 8020-24 and 8020-25.
FDIO Monitor Replacement	Replacement of FDIO monitors.
FO 7210.56	Development of an incentive/recognition plan as part of the operational error/deviation program.
CPC Qualification Requirements	New qualification requirements for CPC vacancies.
VCSC Training	VSCS Training and Backup System.
Transponder Landing System Deployment	Decision of agency to deploy Transponder Landing System at selected locations within the national airspace system.
Shiftlogic Software	Expansion of the testing and utilization of the "Shift-logic" software.
MSAW	Minimum Safe Altitude Warning for remote tower displays.
Waiver Process	Agency's waiver process concerning waivers to agency rules, regulations and other policies and procedures.
CPC Vacancy Qualifications	Qualification requirements for new professional controller vacancies.
Controller Chair Survey	Survey on controller chairs in the air traffic facilities.
Extended Operating Hours	Extended operating hours for specific air traffic control facilities.
RVSM	Reduced visual separation minima.

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LEGISLATION

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Lobbying members of Congress, interacting with the AFL-CIO and other labor and trade groups, encouraging grassroots support, coordinating political action committee contributions and framing issues for action were among this department's priorities for 1999.

Accomplishments included:

Congress

- ⊙ Facilitated and prepared NATCA testimony before Congress on four occasions.
- ⊙ Submitted NATCA statements/testimony frequently for inclusion in the public record.
- ⊙ Successfully eliminated mandatory language expanding the contract tower program and language providing for the contracting out of oceanic

operations from the FY2000 transportation appropriations act.

- ⊙ Succeeded in including Merit System Protection Board language in both the House and Senate passed FAA reauthorization bills.
- ⊙ Worked closely with the AFL-CIO and affiliates to successfully defeat anti-ergonomics and paycheck protection legislation.
- ⊙ Handled requests for information on aviation legislative initiatives from members of Congress, congressional staff and researchers.
- ⊙ Attended numerous congressional hearings and markups, staff briefings, fundraising events, political conferences, industry meetings and other functions.

Grassroots

- ⊙ Directed and implemented the NATCA grassroots program, with the National Legislative Committee.
- ⊙ Prepared issue papers, talking points and other memoranda for educational purposes.
- ⊙ Drafted sample letters to Congress for use by the membership.
- ⊙ Instituted new electronic grassroots program to assist members in identifying, building relationships and communicating with federal lawmakers.
- ⊙ Assisted in organizing district meetings and facility tours for members of Congress.

- ⊙ Hosted NATCA's annual legislative conference: NATCA in Washington.

NATCA PAC

- ⊙ Disbursed nearly \$300,000 in PAC funds to candidates for federal office.
- ⊙ Kicked off major PAC fundraising campaign with goal of 100 percent membership participation, in conjunction with the NLC.
- ⊙ Sponsored and organized fundraising events and receptions for federal candidates.
- ⊙ Disseminated the NATCA PAC semi-annual newsletter to PAC members.

natca.org

- ⊙ Redesigned the legislative sections on public and members only natca.org website.

FIELD SERVICES

This department provides professional, timely and reliable support to all members, including the following:

- ⊙ Introduced several new dental plans (depending on state and preference).
- ⊙ Introduced new auto rental discount through Alamo.
- ⊙ Introduced new short-term personal disability benefit.
- ⊙ Introduced new automobile purchase program.
- ⊙ Introduced new level term life insurance program.
- ⊙ Processed over 1,200 membership applications.
- ⊙ 1999 membership numbers:
 - FAA controllers = 11,811
 - FAA engineers = 406
 - Private controllers = 52
 - DOD civilian controllers = 25
 - Retired = 23
 - Associate = 343
 - Corporate = 12
- ⊙ Implemented new membership database.
- ⊙ Administered NATCA scholarship program.
- ⊙ Assisted National Election Committee with engineers' special election.
- ⊙ Assisted the Organizing Department with the March of Freedom open season recruiting drive.

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ORGANIZING

The Organizing Department coordinates all internal and external campaigns, from initial point of contact, to strategic planning, elections and recruitment. Its work includes meeting with potential bargaining units, facilitating Federal Labor Relations Authority decisions and implementing concurrent campaigns. Campaigns are multi-year, as demonstrated by current campaigns that began with a phone call in 1999.

1. Traffic Management Coordinators: Classified 2152s, number: 600, located in ATC 10-12 en route centers in ATC 9-12 tower/TRACONs at the system command center, Herndon, Va.

Who are they? They are 2152 ATCS traffic management coordinators who balance the maximizing of system overload.

Interest to NATCA? While protecting and guaranteeing the rights of current TMCs to

begin to assimilate their functions into 2152 ATCS's functions, NATCA will not attempt to force permanent TMCs back to the boards, or negatively affect current TMCs in any way. At the same time, NATCA will move to expand the ATCS functions in this area of operation.

2. Aviation Security (ACS): Classified 1801, 1811, 343, number: 850-plus, located in FAA headquarters, regional offices, domestic field offices and overseas offices (i.e., Brussels, etc.).

Who are they? They are primarily inspectors and monitors of airports and airplane FAA security, system specialists, air security, hazardous materials, security training.

Interest to NATCA? They will provide NATCA with knowledge about a myriad of subjects affecting controllers, engineers and other units in their occupations; (i.e., these are non-national security issues). NATCA will not jeopardize the national security interests of this nation in the representation of these employees.

3. ABA-HQ (Budget & Financial Analysis): ABA organization, number: 101, located in FAA headquarters.

Who are they? They are budget and policy analysts, financial management accountants, and travel and payroll financial accountants overseeing all aspects of the FAA budget for all lines of business.

Interest to NATCA? As the saying goes, "Follow the money." Financial information needed by NATCA to form positions, represent positions on all aspects of the \$10 billion-plus budget to the administration and the Hill.

4. Aircraft Certification: number: 600, located in regional offices nationwide.

Who are they? They are aerospace engineers, senior engineers, flight test pilots, administrative officers, aircraft certification assistants and technical support personnel.

Interest to NATCA? They offer important insight into safety-related FAA activities with respect to aircraft equipment and

performance. They provide overall greater input into development of separation standards, controller-to-pilot data link communications. They give valuable guidance during manufacturing stage for proper implementation of data link.

5. Airports Division: number: 285, located in regional offices nationwide.

Who are they? They are responsible for distribution of all airport improvement funds, coordination design of airports, overseeing land purchases, annual safety inspections.

Interest to NATCA? They offer important coordination of all of the above with those functions which impact ATC. They serve as liaisons in development of ATC function within airports.

6. Automation Specialists (AOS): Operational support: number: 150, located in en route centers and field facilities nationwide.

Who are they? They are computer specialists, computer scientists, electronic engineers, and air traffic control specialists. Their primary functions are operational computer software support and maintenance for en route centers and terminal environments.

Interest to NATCA? They manage software functions within the terminal and en route center environment and have a direct impact on the maintenance and upgrading of software related to ATC functions.

7. Logistics, Finance, Accounting, Information Services Divisions: number: 550, located in regional offices nationwide.

Who are they? They are regional real estate and accounting specialists, computer specialists and information resource employees; involved in all regional materials purchasing, inventories' tracking and land purchasing. Employees provide regional budget planning and accounting support, including accounts receivable and payable.

Interest to NATCA? Employees of this potential bargaining have invaluable knowledge of all purchasing and inventory, as

well as budget, financial activity within regions, and they interface with other FAA regions. All regional financial planning, material purchasing and building/land acquisitions must pass through this group.

8. Operations Personnel: number: 47, located in regional operations centers nationwide.

Who are they? They serve as duty officers and liaisons, and are primary links that handle information exchanges between regional facilities and Washington.

Interest to NATCA? Their presence is important to maintain accurate and updated information throughout all groups within agency.

9. Engineers (AOS): number: 88, located at Mike Monroney Center in Oklahoma City only.

Who are they? They are in operations support, National Airways Systems Engineering Division. They provide field support, maintain configuration management of fielded systems and perform equipment modifications.

Interest to NATCA? They provide invaluable equipment restoration services for ATC. They assist in restoring systems during outages. They perform key site testing, evaluating new systems prior to becoming operational, and are often aware of potential equipment problems or potential outages before exposed by others.

SAFETY AND TECHNOLOGY

The Safety and Technology Department advances NATCA interests in operational and occupational safety matters, including serving as public spokespeople. S&T staff work with labor unions, professional associations, the FAA, and other members of the aviation community to promote aviation safety through modernization, more effective procedures, and intelligent acquisition practices.

As in years past, the department supported numerous National Safety Committee initiatives, as well as NATCA/FAA liaison and Article 48 representatives' activities. Added to these are the Occupational Safety and Health Committee and the Critical Incident Response Team.

Key Safety and Technology-related Accomplishments:

- ⊙ Addressed all outstanding operational suitability and computer/human interface (CHI) issues for the deployment of the Display System Replacement.
- ⊙ Oversaw the initial fielding of the Standard Terminal Automation Replacement System at Syracuse and El Paso; worked with the FAA and Lockheed Martin to obtain ARTS color displays as interim solutions for facilities not receiving STARS in the near term.
- ⊙ Ensured Y2K compliance of all critical air traffic systems (the upgrade and certification of 100-plus IDS-2 and SAIDS-4 systems, completed in April 1999, garnered awards for its speed and effectiveness).
- ⊙ Broke new ground in ensuring early union involvement in resolving budgetary and deployment problems related to major programs of interest to the bargaining unit.
- ⊙ Halted the implementation of unacceptable procedures for Land and Hold Short Operations.
- ⊙ New staff visited more than 30 facilities of all types to broaden understanding of day-to-day operational and occupational safety concerns; took on numerous quick-response and long-term tasking stemming from those visits.
- ⊙ Revamped and updated content of natca.org Safety and Technology web presence.
- ⊙ Represented the union in high-profile NTSB runway incursion investigation; participated in NTSB hearings on aircraft rescue fire-fighting (ARFF) and the 1997 crash of KAL 801 in Guam.

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Executive Vice President Randy Schwitz testified on air traffic control delays on Capitol Hill. (l to r) Carol Hallet, Air Transport Association; Captain Duane Woerth, Air Line Pilots Association; Schwitz; and Russell Chew, American Airlines.

The Training Department is responsible for assessing and meeting the needs of individual NATCA members, officers of facility locals, national liaisons, and committee/work groups. The department develops training modules, creates materials, and coordinates presentations.

- ⊙ Restructured the existing fac rep training into a wide-ranging facility representative development program.
- ⊙ Publicized upcoming training programs for members in NATCA's *The Air Traffic Controller*.
- ⊙ Added resources and new curricula to the 40-hour "basic" fac rep training to equip reps – especially those newly-elected – with information needed to lead their local unions.
- ⊙ Assessed training needs for improving intra-facility communication flowing from fac rep to member.
- ⊙ Administered labor arbitration advocate training and observed a contract tower fac rep training.
- ⊙ Introduced experienced guest controller-peers as resources in training presentations.
- ⊙ Attended Air Traffic Teamwork Enhancement training. Discussed the testing of an operationally-oriented "next generation" ATTE at Denver Center.
- ⊙ Reactivate an informal NATCA Training Advisory Committee.
- ⊙ Developed and presented mandatory internal harassment training for NATCA staff in Washington, D.C.
- ⊙ Began planning of orientation training for incoming NATCA liaisons to the FAA.

LIST OF COMMITTEES

A bevy of projects transcend a single year. Following are lists of NATCA committees or other work groups, and liaisons who represent the membership on a variety of programs. The Executive Office directs the work of members serving on one or more year details to the Federal Aviation Administration, and guides committees as they implement policy and procedures.

NATCA National Liaisons

Air Traffic Service (AAT) Liaisons

- Air Traffic Airspace
- Air Traffic Procedures
- Air Traffic Labor Relations

Air Traffic Systems Requirements Service Liaisons

- Air Traffic Systems Requirements
- Air Traffic Requirements Development
- Air Traffic Weather
- Air Traffic Systems Development

NATCA Technology Representatives

Washington DC-based Representatives

- Airport Movement Area Surveillance System
- ARTS Color Display
- Automated Surface Observation System
- Automatic Lightning Detection and Reporting System
- Controller-to-Pilot Data Link Communications
- Controller Information Display Systems
- Display System Replacement
- Global Positioning Satellite
- Next Generation Weather Radar
- Oceanic IPT and Oceanic Requirements
- Stand-Alone Weather System
- Standard Terminal Automation Replacement System

Representatives Working from Home Facility:

- Automatic Dependent Surveillance – Broadcast
- Air Route Surveillance Radar – 4
- Airport Surface Detection Equipment (Lower Cost)
- Airport Surveillance Radar – 11
- Center/TRACON Automation System
- Common Automated Radar Terminal System (Common ARTS)
- Converging Runway Display Aid
- Digital Voice Recording System
- Electronic Drop Tube
- Gulf of Mexico Project
- Integrated Terminal Weather System
- Land and Hold Short Operations
- Low-Level Windshear Alert System
- Micro EARTS
- National Oceanic Review and Enhancement Program and Oceanic Procedures
- National Route Program and Preferential Route Reduction
- Next Generation Communications
- Operational Data Management System
- Precision Runway Monitor
- Reduced Vertical Separation Minimums
- Runway Incursions
- Standard Instrument Departures/Standard Terminal Arrival Routes
- Terminal Data Link Services
- Terminal Doppler Weather Radar
- Traffic Alert and Collision Avoidance System
- Unmanned Flight
- User Request and Evaluation Tool
- Video Time Compression
- Voice Switching and Control System
- Voice Switching for Terminals
- Weather and Radar Processing
- Weather System Processor



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