

# AirTrafficController

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## Bush's executive order raises urgency of privatization issue

**W**ith a quick – and very quiet – stroke of his pen, President Bush took the issue of air traffic control privatization to a new and dangerous level on June 6 by amending a 2000 Clinton executive order to delete the phrase “an inherently governmental function” in describing the provision of air traffic services.

The amendment, released the same day as the president's plans for a massive government agency to oversee homeland security, was placed on the White House web site with no fanfare or announcement. Notification to

NATCA came in the form of a late-night phone call from a Washington, D.C., reporter seeking comment.

Subsequent Bush administration comment on the amendment was inconsistent. First, spokeswoman Claire Buchan, referencing the Federal Aviation Administration's Contract Tower Program, said the language in the Clinton order could have hindered additional efforts to contract out air traffic services in the future. She would not say if privatization was under serious consideration, despite budget language the past two years that indicates the administration's interest in leav-

ing privatization on the table as an option.

Next, Chief of Staff Andrew Card, interviewed by George Stephanopoulos on ABC “This Week with Sam Donaldson and Cokie Roberts” June 9, refused to answer a question of whether air traffic controllers are essential to national security. Instead, he praised Canada's privatized system.

Finally, Transportation Secretary Norman Mineta, after several days of widespread criticism of the president's action, said that although the

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## NATCA members look back fondly as Jane Garvey's five-year term winds to a close

FAA Administrator Jane Garvey announces the collective bargaining agreement in 1998.



As the summer winds down, so does Federal Aviation Administration Administrator Jane Garvey's term. Not only was Garvey the first administrator to have a five-year appointment and the first woman in the position, she was perhaps the

first to forge a mutually respectful and beneficial relationship with NATCA.

“She is forthright, honest and noble, with just the right mix of New England

charm and Boston brawl,” remarked President John Carr. “She is an astute politician, and she has worked the Hill better than perhaps any administrator in history. Even when the Congress has not agreed with her they have done it dutifully and

with respect.”

Most union members will remember Garvey for her appreciation of their work and expertise. Mike Coulter, facility representative at Denver Tower, observed, “She displayed faith in her workforce, rather than viewing controllers as an obstacle to her own plan. She consulted us, listened to us and understood us.”

Added Andy Chalot of Erie Tower, “It is evident that Garvey and Carr have insisted at the upper levels of FAA management that workgroups be satisfied with the performance of new equipment before it is deployed. This has had an enormous effect on the delivery of usable equipment

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# Presidential Perspective

**F**ederal Aviation Administration Administrator Jane Garvey, faced with a morning full of reporters and an afternoon of Congressional testimony last year, joked, "I'd rather be at the dentist." While her position - called by many observers the most punishing job in Washington, D.C. - always has been difficult, Garvey, who will complete an unprecedented five-year term on Aug. 4, also dealt with incredible challenges, such as Y2K, flight delays and capacity issues, massive modernization of the air traffic control system and, of course, Sept. 11.

Jane, as she always insisted we call her, also built the first true bridge to FAA organized labor since the Professional Air Traffic Controllers Organization strike of 1981. She insisted on collaboration and consensus and she tackled her responsibilities with zeal. She also brought to the NATCA/FAA relationship three qualities we find so important we had them codified in our collective bargaining agreement - Trust, honor and integrity.

The almost 20,000 air traffic controllers and other safety related professionals in NATCA long ago discovered what many are only now beginning to realize: Garvey has been the best administrator in the history of the FAA.

Garvey moved more new equipment off of the drawing boards and into the air traffic control facilities than her five predecessors combined. She placed both the era of vacuum tubes and the term "antiquated

air traffic control system" into the history books. This will undoubtedly emerge as her enduring legacy. She moved our National Airspace System into the 21st Century.

Garvey tackled runway incursions, safety issues, modernization problems and capacity and infrastructure dilemmas with grace and style. Her honest, strong leadership and disarming personality made working with her a pleasure and facilitated the amicable resolution of many disputes. She built strong coalitions and relationships with key stakeholders, NATCA includ-

ed, and she wisely included controllers' input in the design and development stages of new technology. Thanks to Administrator Garvey NATCA currently has representatives working with FAA personnel on more than 60 technology programs and safety procedures, as well as continued hard work on a massive redesign of our nation's extremely complex airspace.

And of course Garvey oversaw the greatest display of controller skills and abilities on the morning of Sept. 11, when controllers guided over 4,500 aircraft to safe landings in a little over two hours. Many high-

ranking officials conclude, and I agree, that this unprecedented action prevented the probability of further aviation attacks on our country that day.

The relationship between unionized controllers and the FAA has a well documented past - much of it negative. But under Garvey's leadership our union has enjoyed a mutually beneficial relationship with the FAA built on trust, honesty and integrity. We take great pride in our unprecedented involvement in the continued development of the safest, most sophisticated air traffic system in the

world. Garvey deserves the thanks of this union, the U.S. aviation community and our nation. Thank you, Madam Administrator, for a job well done.

Garvey leaves incoming FAA Administrator Marion Blakey an incredible foundation on which to build. Blakey comes to us from the National Transportation Safety Board where she served as chairwoman for 10 months. Prior to that, Blakey spent eight years in Washington, D.C., as head of her own consulting firm, focusing on transportation issues and traffic safety.

Blakey has served in five gov-

ernment departments and agencies, including the Department of Commerce, the Department of Education, the National Endowment for the Humanities, the White House and the Department of Transportation. She has held four previous presidential appointments, two of which required Senate confirmation.

She served in the Reagan and first Bush Administrations and is considered a close ally to White House Chief of Staff and former Transportation Secretary Andy Card. She is smart, thoughtful, clever, loyal and dedicated, and Chairman of the House Aviation Subcommittee John Mica, R-Fla., said, "They couldn't have picked anyone better. She's got great experience. She's a tough administrator and she has great credentials."

Blakey will face many challenges. She must balance growth with capacity and modernization on an ever-shrinking budget. She inherits a good working relationship with NATCA but other FAA unions are lining up for their turn at the table. Administrator Blakey must clear several hurdles with industry, as well, not the least of which is how to balance NTSB recommendations against the needs of a business model already hemorrhaging from the fallout after the terrorist attacks. General aviation waits for word on access to Washington National Airport and other constituencies have their questions as well. The line outside Blakey's door is expected to be long, indeed.

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***"Jane F. Garvey has been the best Administrator in the history of the FAA. She leaves incoming FAA Administrator Marion Blakey an incredible foundation on which to build."***

# From the cover: Bush's executive order raises urgency of privatization

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Department of Transportation is preparing to establish a new performance-based Air Traffic Organization within the FAA, it would not at this stage propose further privatization moves for the agency. "It is clear that any large-scale privatization of air traffic control would be highly controversial in Congress, and I have no present intention of initiating that debate," Mineta told The Associated Press.

Conversely, NATCA's response to the president was swift, focused and hard-hitting – the first stage of what President John Carr calls a "marathon, not a sprint" in describing the privatization battle.

"This action is a slap in the face to the men and women who worked President Bush's aircraft as he flew from Florida to Louisiana to Nebraska on Sept. 11," Carr said. "If this nation's air traffic controllers didn't prove their mettle on that fateful morning, when they landed 700 aircraft in five minutes and almost 5,000 in two hours, then I suppose there's nothing we can do to prove ourselves critical to this nation's safety and security."

Especially outrageous to NATCA is that the executive order came just 17 days after Deputy Secretary of Transportation Michael Jackson told NATCA in Washington and a nationally-televised audience: "Understand how truly impressed this country is with the work you do. On that day

(Sept. 11), your work inspired the nation. The president understands how important your job is, how important your work is. He supports you, he's been praising you."

Carr noted, "The president hasn't found a new (FAA) administrator, he hasn't found a new deputy administrator, he hasn't found a COO, he hasn't formed the PBO, he hasn't filled the labor seat on the Management Advisory Council, and he hasn't implemented a single recommendation from the aviation subcommittee of the MAC. In short, with all the

streamline activities, increase efficiency and improve our personal safety, he is tearing at the very fabric of our aviation infrastructure by removing controllers' inherently governmental designation."

Carr also noted that Congress had recently federalized baggage screeners in a bill the president signed. Carr quipped, "Well, at least your underwear's safety is an inherently governmental function."

Several organizations and lawmakers echoed NATCA's immediate and loud public opposition to the Bush amend-

The International Transport Workers' Federation also jumped to NATCA's defense. "President Bush's action is scant reward for the thousands of men and women, controllers and engineers, who daily take personal responsibility to ensure that aircraft, including international flights, operate safely in U.S. skies," ITF Aviation Secretary Shane Enright said.

Sen. Ernest Hollings, D-S.C., chairman of the Senate Commerce, Science and Transportation Committee, which oversees DOT, clearly stated that any privatization proposal would be dead on arrival in the Senate.

"Sen. Hollings is against the privatization of any air traffic control services for two reasons," one aide told *Federal Times* June 12. "One, he has just led the effort to make airport security screeners federal employees based on safety. Two, safety would drive [air traffic control] positions, too."

Hollings sponsored legislation last year that made airport passenger and luggage screening a federal function.

Rep. James Oberstar, D-Minn., the top-ranking Democrat on the House Transportation and Infrastructure Committee, would "definitely oppose" such privatization, as would other committee members, the lawmaker's spokesman, Jim Berard, told *Federal Times*.

*"This action is a slap in the face to the men and women who worked President Bush's aircraft as he flew from Florida to Louisiana to Nebraska on Sept. 11."  
-President John Carr*

unfinished aviation safety business yet before us I find it bizarre that the president's people found the time to demonize air traffic controllers."

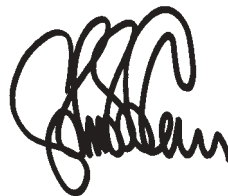
The executive order "does nothing to improve the safety or security of our National Airspace System and seems designed only to pacify the pro-privatization proponents in his own administration," Carr continued. "It's hard to believe that on the same night the president proposed putting all our nation's security functions under one governmental roof in order to

ment, which included half-page advertisements in both *The Washington Post* and *Washington Times* on June 10. The Transportation Trades Department, AFL-CIO and the Aircraft Owners and Pilots Association both issued press releases, with AOPA President Phil Boyer saying, "We're absolutely flabbergasted the administration thinks aviation security and safety aren't a government function. We must never forget the primary function of air traffic control is public safety."

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NATCA would like to thank Administrator Garvey for her service to our nation during some of the most turbulent times in our republic's young history. We also welcome Administrator Blakey to her new post, and look forward to working with her. Aviation is the transportation infrastructure of the 21st Century, and we look forward to

working with Blakey and all stakeholders to remain the world leader in air traffic control.



## Report supports union position of impending controller staffing shortage

**A** General Accounting Office report, released June 16, details what NATCA members already knew: air traffic controller staffing is reaching a critical stage, and if the current inadequate hiring process continues, it will only get worse.

"This report says it all," said President John Carr. "We're going to lose one in every three controllers we have in the next five years, and the Federal Aviation Administration's plans are inadequate for making up for that shortfall."

The report states that 5,000 controllers, one-third of the nations' total controller workforce, will retire by 2007, a figure the GAO cited as "more than two times higher than that for the past five years." Although the FAA plans to hire thousands of controllers to fill

the positions, the report clearly explains the agency's hiring process does not adequately take into account the time necessary to fully train replacements.

"The time to plan ahead is rapidly escaping us," remarked Executive Vice President Ruth Marlin. "The year 2007 is only five years away, and we're already at the point where we should prepare for the worst case. We cannot replace retirees with trainees, we must fill these rapidly vacating positions with fully certified controllers in order to maintain the performance of the National Airspace System."

NATCA has pressed the FAA to address the shortfall, even taking the unprecedented step of making the hiring goal one of its five promises to House Appropriations Transportation Subcommittee Chairman Hal Rogers, R-Ky., during last sum-

mer's "Gang of Six" hearings held to address aviation delays. Carr told Rogers he would ask for more controllers to deal with the impending wave of controller retirements. More recently Carr remarked, "Consider that one promise I'm keeping right now. I'm asking for massive air traffic controller hiring to begin immediately."

The GAO report indicates the FAA needs a more comprehensive work force plan for air traffic controllers, including the development of strategies for integrating hiring, recruiting, training and "ensuring that appropriately skilled employees are available when and where they are needed to meet the agency's mission."

NATCA and the FAA have a five-year agreement on staffing due to expire next September, but Carr noted, "In light of the GAO report, I think it's prudent to sit down and negotiate

staffing numbers immediately." The report also noted that staffing at the busiest facilities could be impacted the worse and that as staffing becomes more strained, mandatory overtime will actually accelerate the rate of retirement up to approximately 33 percent. "Failing to plan ahead will only make the problem worse," observed Marlin.

"We've always said controllers are like runways," stated Carr. "It takes three to five years to make a good one. We must hire a bubble of controllers that will move the NAS smoothly through the next decade without the turbulence of short staffing and its numerous associated problems."

The GAO report is available online at: [www.gao.gov/new.items/d02591.pdf](http://www.gao.gov/new.items/d02591.pdf).

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in the field, instead of taking two or three years to fine tune, as was the norm in the past."

Carr concurred, "She has moved more new equipment off of the drawing boards and into the radar rooms than her five predecessors combined. The era of vacuum tubes is over, and that is her enduring legacy. She moved the National Airspace System into the 21st Century."

Don Brown of Atlanta Tower remarked that Garvey gave NATCA members hope the FAA could improve, a sentiment echoed by Bob Marks, facility representative at Southern California TRACON. "She is a woman of honesty, kindness, integrity and vision. Her unwavering dedication to these principles is the key to her success. She will be remembered as the 'Soldier's General' much as Omar Bradley was in World War II. She was tried and tested again and again, yet she always managed to come through for those of us in the ATC foxholes."

"She has built coalitions and relationships with key stakeholders, us included," observed Executive Vice President Ruth Marlin. "She has wisely included users on the design and development stages of new technology, cutting development time and preventing another costly waste of funds and inoperability concerns and computer/human interface issues are

dealt with on the front end, rather than the back."

Todd Kerekes of Caldwell Tower observed that Garvey stood her ground on what she believed in, even if her view of what the agency could be was unpopular. Andy Cantwell relayed an episode from the 1998 collective bargaining agreement negotiations to demonstrate his respect for the administrator. "In the beginning of the negotiations, we completed eight articles in six very intense months. Garvey then made some changes to the FAA's negotiating team, and we proceeded to complete the remaining 98 articles and a number of memoranda of understanding in the next six months."

"Whether Garvey was attending a NATCA convention, lobby week or general meeting, she would always demonstrate the utmost respect for others," remarked Labor Relations Director Bob Taylor. "No matter what the occasion, she would always address people with a positive note of appreciation for what each individual contributed."

"Garvey's legacy will always remain with us," concluded Marlin. "And we will give the next administrator the same opportunity. We have demonstrated that working with NATCA is the path to success. No one is more concerned with the future of the civil aviation infrastructure than we are and we are more than willing to lend our talents to help meet the needs of the future."

*Garvey poses with members of the New England Region at this year's lobby week reception.*



He said, "Garvey

*Carr, Marlin, ATA's Carol Hallet and FAA's Monte Belger join Garvey at the 2001 lobby week reception.*



## *Crumbling conditions in centers bring numerous NATCA calls for action*

Chicago Center (ZAU) has a new nickname, and it has nothing to do with its standing as the nation's third-busiest en route facility.

It's the "Duct Tape Palace," according to Facility Representative Bryan Zilonis.

"Every carpeted area has torn sections, all repaired with gray duct tape," Zilonis says. "Another nice touch is the use of duct tape to keep the paper towel dispenser from falling open in one of the men's restrooms. Also, the old control floor tested positive for asbestos. So the old entrance is covered with a sheet of plastic and - you guessed it - duct tape."

ZAU's problems are not unique. Several of the nation's 21 centers - the workplace of over 6,500 controllers - report varying stages of decay and disrepair, some consistent with the advancing age of the buildings and others due to years of neglect.

Duct tape appears to be the adhesive of choice at Seattle Center (ZSE) as well. ZSE controllers say the entrance to their old control room - off lim-

its due to asbestos - is closed up with duct tape. Budget shortfalls appear to have stalled the \$4 million abatement proposal, leaving the crudely duct taped door to view as you enter ZSE's current control room. Controllers say it's not exactly a glowing first impression.

Back at ZAU, Zilonis reports that many of the toilets and urinals are not functioning. In addition, many of the ceiling tiles throughout the facility are yellowed and deteriorating due to water damage from leaks. "Especially unsettling is the clump of filth and mold that hangs from the air vent in the downstairs break room," Zilonis remarked.

Air quality is also an issue at New York Center. "Numerous people have developed respiratory problems over the years they feel are associated with the building," Facility Representative Mark DiPalmo stated.

At the nation's busiest facility, Cleveland Center, representative Bill Liberty estimates the building needs about \$1 million in repairs, beginning with the men's restrooms. "Only four or

five urinals out of 14 work," he says. "This has been an ongoing problem for over 25 years."

Furthermore, Liberty reports, "we have secretaries working with chunks of crumbling plaster dangling over their heads and most of the kitchen equipment has been inoperative for years."

Things at Memphis Center got so bad, Facility Representative Frank Caldwell even wrote up a lengthy laundry list to Sen. Fred Thompson, R-Tenn., earlier this year.

Caldwell told Thompson, "The (Federal Aviation Administration) is failing in its responsibility to provide safe and healthful working conditions for its employees," and listed many problems, including sewage leaks, mold and mildew woes, crumbling walls and peeling paint, water leaks which need large trash cans as a stopgap measure, years of bad heating, air conditioning, ventilation, air quality, water quality and lighting and a broken fire alarm system.

"Our airways facilities personnel are doing a tremendous job keeping our four chillers and

three boilers running, but in order to do so, they must divert money from other needed projects," Caldwell wrote in his letter.

Atlanta Center (ZTL) Facility Representative Tim Leonard also credited what he called "a handful of magical FAA airways facilities personnel" holding together a building that he says is falling apart due to FAA downsizing. "Each year, I see more of their loyalty and expertise to the air traffic mission contracted out and more segments reduced to the loyalty of a private contract," Leonard continued. But Leonard also has the issue of staffing shortage to worry about at ZTL and, cognizant of the value of political exposure, concluded, "If the flying public had to walk through the world's busiest air traffic control facilities on the way to their departure gates, we wouldn't be disgustingly short on air traffic controllers, technicians or funding for maintenance and necessary improvements."

## *PAC funds nearing NATCA's goal of two million in contributions*

President John Carr has overseen a great deal of goals for NATCA; ending the privatization debate, increasing staffing at air traffic control facilities and improving conditions in centers are just a few. However recently, the union's goal of reaching two million dollars in increased contributions to the union's political action committee seems to be coming to fruition.

"I'm very happy to say that as of July 15 our PAC contributions have increased to \$1,874,936.96 for this election cycle. This is an amazing feat for the members of our great union," Carr observed.

And a great deal of this push has occurred just in the last month and a half. Since June 1, the amount of new PAC members has

increased by 445 members. And 287 members have increased donations per pay cycle.

"Members are now realizing the importance of the PAC to our union," said Legislative Director Ken Montoya. "As more and more of our issues become a matter of public debate, more and more members see how their dollars and cents are impacting the future of NATCA as well as the aviation industry as a whole."

Please contact your national legislative committee member if you have any questions about the PAC.



## **NATCA scholarships given to 20 sons and daughters of union members**

NATCA is proud to announce the following scholarship winners for the 2002-2003 academic year:

- ♦ Rachael Baczenski, daughter of Eric Baczenski, Providence Tower
- ♦ Daniel Murphy Baechle, son of Kathryn Murphy, Champaign Tower
- ♦ Seth Barringer, son of Stephen Barringer, Atlantic City Tower
- ♦ Bronwyn Beck, daughter of Robert Beck, Memphis Center
- ♦ Megan B. Borchardt, daughter of Greg and Louise Borchardt, Madison Tower
- ♦ Leah DeGarmo, daughter of Kevin DeGarmo, Minneapolis Center
- ♦ Kelly Dolphin, daughter of Jim Dolphin, Kansas City Tower
- ♦ Katherine Lee Esau, daughter of Michael John Esau, Terra Haute Tower
- ♦ Jenna Gilbert, daughter of John and Patricia Gilbert, Houston Center
- ♦ Christopher M. Gray, son of Michael T. Gray, Seattle TRACON
- ♦ Arthur James Janowski, son of Randy Alan Janowski, Madison Tower
- ♦ Tammy Shim Klier, daughter of Robert A. Klier,

- Terra Haute Tower
- ♦ Jonathon Lyens, son of Thomas and Sandy Lyens, Raleigh Durham Tower
- ♦ Ricardo McKillips, Jr., stepson of Patrick J. Powell, Southern California TRACON
- ♦ Jonathon Pacheco, son of Laurie Pacheco, Pittsburgh Allegheny Tower
- ♦ Katherine Primm, daughter of Darrell Prim, Cleveland Center
- ♦ Heather Schlegelmilch, daughter of Vincent Schlegelmilch, New York Center
- ♦ Jeff Smith, stepson of Ronald Bond, Flint Bishop Tower
- ♦ Logan Stortz, daughter of Les Stortz, Denver Center
- ♦ Lindee Weese, daughter of Richard Weese, Kansas City Center

These students, chosen by lottery as mandated by NATCA's Constitution, will receive a scholarship of \$1,000. The union confers the President's Award with its \$2,000 prize, given for the essays (shown below) that best captures the spirit of NATCA, to Kirsten Hersh, daughter of Gary Hersh of Eugene Tower and Jennifer Nichole Reyes, daughter of Beverly S. Taggart of Kansas City Tower.

### **President's Award Winner- Kirsten Hersh**

Barely tall enough to see over the window, I balanced on my tiptoes to study the metallic bird on the runway. Tarmac lights glinted off the fuselage and I was already dreaming about flying one, even though I was only seven.

From an early age, a fascination with aviation manifested itself in me. I am now on the verge of realizing this dream. I will be the first in my family since my mother to attend a four-year university and I am excited by what has yet to come. I hope to become a professional pilot or air traffic controller one day and I know I will be a union member regardless of which path I choose to follow. Upon retirement, I hope to open a flight school with its focus on adolescents, in an effort to nurture an early love for aviation. The union will be very important in the realization of my aspirations.

Before the union's formation, air traffic controllers were subject to the amorphous whims of their superiors and the government. There was no way for the lone worker to stand up for himself. Now 15,000 strong, there is no lone worker; what affects one man affects them all. The

union fights for each man to have the rights and privileges that he deserves. I am grateful that I have chosen to enter a career that is strong because of the union. I have seen the union protect my father as an air traffic controller and although I cannot yet anticipate the ways that a union will protect me when I enter the working world, I am sure I will always be appreciative of the opportunities and rights I will be afforded.

I know I am most definitely in the minority in my aspirations. I will be attending a university in which the aviation program is less than 10 percent female, and an industry that is only slightly better. Being a female in such a male-dominated workplace could be very difficult, were there not a union to support me. I would hope my gender would not effect the working environment, but realistically I know the issue will come up. However, I believe the union will not only protect my rights as a worker, but also as a female. It is comforting to know that should the gender issue ever arise, the union will stand up for me.

When I was but seven years

old, I had no idea what it would take to become involved in aviation. It never occurred to me I would need a union's protection. And I am optimistic in my hope that I won't, but I know when the time comes I will be thankful to have a union to protect my rights. That way, I can concentrate on what I really enjoy, the airplanes.

### **President's Award Winner - Jennifer Nichole Reyes**

The last 12 months have been 12 of the most trying months of my short life. Suddenly the question of the future seems to pale in comparison to the importance of the present. The events of Sept. 11 brought my family together, and in bringing us closer, I began to realize the important role my parents play in ensuring the security of our country...and ultimately, ensuring my security, something I take for granted each and every day. My parents work in the aviation industry, my mother and stepfather are air traffic controllers and my father works for Continental Airlines. The attacks on the World Trade Center hit close to home, and our lives have been changed forever.

Growing up I had never before

thought so much about what my parents and all the people they work with were actually responsible for. I never looked at their jobs as "critical to national security," I never before thought they would be in danger just by showing up for work each day, I never thought the next time I took my mom dinner at the tower there would be an armed guard at the gate, I never imagined.

My mom is a part of the NATCA Critical Incident Response Team, and shortly after the Sept. 11 attacks, she traveled to New York, N.Y., to help those air traffic controllers that were affected by that horrible day. I overheard many of her conversations with her friends, controllers, usually the ultimate tough guys... pranksters, now pulling together and coming to the aid of total strangers. Total strangers, yet part of an extended family, NATCA. Never before did I even know what the letters NATCA stood for, I do now, as does most of the country. I thank the union for many of the safeguards now in place to protect my mom, dad and stepdad and also myself, my family and friends as we fly.

## *Air National Guard controllers seek better compensation for their work abroad and stateside via the Reservists Pay Security Act*

The heroic efforts of the U.S. air traffic controllers never ceased after the Sept. 11 tragedy, when they cleared the airspace of all commercial and general aviation aircraft for the first time in history. In fact, for 93 Air National Guard (ANG) controllers, their jobs were only beginning.

Since the end of the Cold War, the military downsized significantly, which created a greater dependence on the nation's ready reserve in times of national crisis. Today's Air Reserve Component is activated more frequently to help with the growing requirements placed on the military.

After the tragic events of Sept. 11, the Air Force activated and mobilized the ANG controllers to installations throughout the world. More specifically, under Military Operation Noble Eagle, officials dispersed 28 ANG air traffic controllers to facilities in the United States, while under Operation Enduring Freedom the other 65 were sent to undisclosed locations overseas.

Although these controllers proudly protect the country during this critical time and leave behind their families, they are paid less, sometimes as little as half the salary of a federal employed air traffic controller. Unfortunately, once duty calls, the significantly lower salary stipulated by the Department of Defense budget begins rather than that of the Department of Transportation.

ANG Master Sergeant S. Alex Silva suggests that instead of decreasing the salary of ANG controllers, why not continue to pay them the same for their more than noble deeds since the funds have already been allocated under the DOT budget as recommended by the Reservist Pay Security Act (H.R. 337/S.1818)? This bill asks that "members of the National Guard shall continue to receive pay in an amount which will be no less than the basic pay such individuals would then be receiving if no interruption in employment had occurred." As the NATCA Salt Lake City Facility Representative, Silva believes it is a fairness issue for the government. "Many fear that if federal employees are allowed to keep higher wages when activated to serve our country that it could undermine the morale of the military. In actuality, their argument shows lack of confidence and trust as members of the armed forces. We put on the uniform to serve our country and accept the risk, yet as an ANG controller, we are expected to put our families at financial risk with lower wages," said Silva.

NATCA believes the decrease in pay is unfair. As a result, the union supports Rep. Robert Wexler, D-Fla. and Sen. Richard Durbin, D-Ill., Reservist Pay Security Act (H.R. 3337/S. 1818). The House Government Reform Committee has not taken action on H.R. 3337, nor has the Senate Governmental Affairs

Committee begun debate on S. 1818. NATCA stands firmly behind the act and has requested its members to ask their senators and representatives to co-sponsor H.R. 3337/S. 1818.

Senior Master Sergeant and Boston Center Controller Mark McKelligan thinks the act is great for retention. "I believe it is the only way to keep people in the reserves. If this bill passes it would help everyone out on both sides of the situation," stated McKelligan.

As a controller at Portland Tower, Master Sergeant Todd Worcester strongly agrees. "Absolutely. This bill would definitely make a significant difference. The reserves are being called upon much more and it would be great to not have to worry about money, or more importantly our families without money."

One of the hardest things for ANG air traffic controllers to deal with is missing their families. Some of the controllers stationed in the United States are able to see them on breaks and holidays. However, those stationed overseas are unable to see any. Most are unable to even make telephone calls home. To help cope with the loneliness and financial hardships, NATCA members once again stepped in to help. "My union brothers and sisters donated leave to both myself and McKelligan," said Worcester. "My family and I are extremely thankful for their assistance."

McKelligan also thanks NATCA members who donated leave. "Everyone really worked together to help us out. Things are still considerably tighter, but it helps to alleviate part of the burden."

Although the situation is still on the Congressional table for debate, Scott Duke, chief of Air National Guard Air Traffic Systems is extremely impressed by the performance of the ANG controllers. "It amazed me everyday when I think about ANG air traffic controllers who work 50 to 60 hours a week in their civilian jobs. Then they put that Air Force uniform on to deploy to some of the most austere locations imaginable in support of the war on terrorism. ANG controllers comprise 62.5 percent of the Air Force's air traffic control wartime mission and in order to meet that mandate, they must remain proficient as air traffic controllers. This requires them to train more and sacrifice more time away from their families so they can be ready and qualified when mobilized. I am proud to be deployed right along side the air traffic controllers. Their long hours and dedicated service, ensuring the radar is operating at peak performance, the mobile navigational aids are up and running and the radios are in good working order are all invaluable to the overall success of the air traffic control mission in support of Operation Enduring Freedom."

## *Cleveland 2002 Updates - news hot off the presses as convention approaches*

With September just around the corner, Convention 2002 looms closer and closer. The following are a few updates to keep union members up to the minute with the latest developments for the trip to Cleveland, Ohio.

◆ For those members planning to bring a guest to convention, if they are not a NATCA member, please remember that you must register them and pay the \$100 fee if

you would like them to attend the reception, Rock Hall party or closing banquet.

◆ Members in Cleveland have worked diligently to arrange transportation during convention. Busses will run from Cleveland Hopkins Airport to the Sheraton and Holiday Inn on Sept. 4 and Sept. 8 from 5:20 a.m. until noon. Also, busses will transport registered attendees to and from the Rock Hall party on Sept. 6.

◆ The document containing the proposed constitutional amendments and resolutions have already arrived in member mailboxes this week.

If you have any further questions or concerns, please contact Director of Administration Adell Humphreys at the national office at 800/266-0895 or [ahumphreys@natcacdc.org](mailto:ahumphreys@natcacdc.org).

## Author Paul McElroy to unveil NATCA history book "Against the Wind" at 2002 convention

From the unprecedented commitment of courageous controllers who unionized in the late 1980s to the threat of privatization at the threshold of the new millennium, NATCA's illustrious story unfolds in the book "Against the Wind: The History of the National Air Traffic Controllers Association." The 272-page hardcover makes its first debut at the 2002 NATCA convention in Cleveland, Ohio.

"NATCA's story is a love story—a love of aviation, a love of safety and a love of each other strong enough to cause ordinary people to do extraordinary things," said President John Carr. "This book is a small token of appreciation for all the dedication and sacrifices the membership made to make us successful."

Documenting the union's past was the brainchild of Atlanta Center Controller Don Brown and Providence Tower/TRACON Controller Howie Barte. "It seemed like a natural thing in the course of NATCA's growth," said Brown.

"Preserving the history of our formation is a great idea," Barte added. Both wanted to provide a record for members as well as

help Congress and the media better understand NATCA and its issues. They submitted a resolution at the 2000 convention where delegates adopted their proposal mandating a finished book by September 2002.

NATCA commissioned veteran Journalist Paul McElroy, author of the air traffic control novel "TRACON," to help define the project's scope and write the manuscript. The union retained Graphic Designer Amy McElroy to create the visual concept and produce an elegant coffee table-style volume. With its dynamic cover crafted by Artist Sherry Stinson, "Against the Wind" includes an engaging narrative, numerous personality profiles, sidebars and fact boxes, around 200 photographs, a timeline of key events, listing of every bargaining unit

member and several pages for autographs. Naturally, the book is also the product of union labor. Paul McElroy is a member of the National Writers Union and Stinson belongs to the Graphics Arts Guild, which are both affiliated with the UAW. Workers at Valco Graphics Inc., the printer, and Lincoln & Allen, the binder, are members of the Graphic Communications International Union.

"I'm humbled that NATCA involved me in such a significant endeavor," said McElroy, an associate member who will be in Cleveland for the book's unveiling. "I also laud their courage in directing me to write this history with balance and honesty. I believe the final product authentically reflects NATCA's evolution and provides a legacy that members and their families can be proud of."

NATCA granted the author open access to its archives and members to research the work. During much of 2001, Paul McElroy traveled 50,000 miles interviewing about 175 people before finishing the draft manuscript last March. A 10-member review committee praised its comprehensiveness and accuracy. "I couldn't put it down," said President Emeritus Barry Krasner. "I thought it was superb." Nevertheless, reviewers suggested additions that boosted content by another 40 percent.

Paul McElroy wishes "Against the Wind" could include even more. "NATCA members go above and beyond for their union. It's a shame I can't document it all."

Carr agrees that such limitations are inevitable: "Time, space and budget prevent us from detailing every brush stroke on this canvas. I hope the unnamed thousands who contributed time, effort and energy to our success find their accomplishments reflected in NATCA's history. I hope they will look at the book and say, 'I helped.'"



Copies of the NATCA history book "Against the Wind" roll off the presses.

*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.



# NATCA and NASA work together to improve the air traffic control system

Rod Hieronymus

One of the best reasons to attend a *Communicating for Safety* conference is to meet and network with other people in the aviation industry. As controllers, we tend to remain concerned chiefly with air traffic control issues. The same is true with pilots to some extent, although some groups are much more involved in ATC than one might expect.

The National Airspace System is far from perfect, and controllers should continue to make suggestions or report problems in an effort to improve it. Being a controller working with today's technology and procedures gives first-hand knowledge of any problems or limitations. Controllers shouldn't have to continually work around system problems or procedures designed during the pre-deregulation era.

Break time is incredibly important at work and not many controllers would consider taking any "extra" ATC work home at the

end of the day. Unfortunately, controllers are the ones working in the trenches every day and are the best source of information on the state of the system. Getting information from the controllers to people that can make a difference is the first step in finding solutions.

NATCA has been working with the National Aeronautics and Space Administration ASRS for years on several different issues and are both members of many of the same work groups. NASA has been very receptive to input from NATCA and recently delivered on one of its requests, to create a "controller-friendly" ASRS form. NATCA then if there a better way existed to get these new ASRS forms in the hands of the controllers. Fewer than half of the controllers reading this actually have the new ATC ASRS forms available at work or know where they are kept.

NATCA also suggested if ASRS forms were available on the internet, controllers

would be much more willing to fill them out and submit them. NASA then made ASRS forms completely confidential, although it is unable to accept reports through electronic means due to security reasons. As an alternative, it has created a blank form that controllers can fill out while online. Once completed, simply print the two pages and send them in. It will only cost a stamp and an envelope.

NATCA also requested a better system to report problems. It is now the controller's turn to step up to the plate and give the ASRS Team the information it can use to improve the system.

Pilot ASRS reports outnumber controller ASRS reports by a ratio of 10 to one and it's time to start tipping the scales back our way. The problems we deal with aren't going to fix themselves. It's time for NATCA to deliver!

*All of these features and more can be found [http://asrs.arc.nasa.gov/forms/PDF\\_Files/controller.pdf](http://asrs.arc.nasa.gov/forms/PDF_Files/controller.pdf)*

## NATCA members form musical group "Aire Traffic" to fight cancer

**B**esides keeping the skies safe, what do Jacksonville Center Controllers Rich Hale, Quentin Ogilvie, Brian Tourkin and Jacksonville TRACON/Tower's Ray Schall have in common? They are part of the musical entourage *Aire Traffic*.

Air Traffic Supervisors David Blumberg and Wayne Lee, Blumberg's brother Leo and son Will and with the support of their Executive Producer, NATCA Member Robert Martone performs original music and donates the proceeds from their concerts to finding a cure for cancer.

The band originally formed in 1995 to pay tribute to fellow Controller Dwight Thomas, who died after a battle with cancer. Blumberg and Lee, both controllers and NATCA members at the time, recorded a compact disk of original tunes and dedicated it to his memory. The CD showcased their musical talents and as a result, the band produced "In Control" with all proceeds from the CD going to their philanthropy.

With the success of their first CD, more musicians joined, enabling the band to perform their first concert at the Little Theater in Jacksonville, Fla., in 1996. The Claudia Adams Barr Program in innovative basic cancer at the Dana Farber Cancer Institute received all the profits from the event. J. Wayne and Delores Barr Weaver, owners of the National Football League's Jacksonville Jaguars, started this program in an effort to fight cancer. Sharing the same passion with the group of air traffic controllers, the Weavers are proud sponsors of *Aire Traffic* and its efforts.

The concert was a huge success, and became an annual gathering of great music and non-stop fun. "When I first saw the band

perform I was marveled by their talent," says NATCA Member Bruce Reagan, the band's business manager. "The most rewarding thing is seeing people leave after the concerts with the same look of awe in their eyes as I had when I first saw them."

All of the music performed is written by six members of the band and is a unique blend of original jazz, rock and contemporary music. Using aviation as an inspiration in writing, producing and performing, *Aire Traffic* was able to donate over \$150,000 to help their noble cause.

"We hate cancer," explains Tourkin, vocalist, guitar and harmonica player. When he was four, he lost his father to the illness. Ogilvie, who plays the keyboard and saxophone, lost his wife and Hale, who plays keyboards, saxophone, drums and flute, lost his mother-in-law, while his wife is a cancer survivor. "We're on a mission from God and if we can make any difference at all, it's well worth all the time and effort."

While working on their fourth CD, the band is also preparing for their next annual concert, now called "Flight For The Cure." It will be held on Feb. 23, 2003, at the Florida Theater. "We went from the 300-seat Little Theater, to the Wilson Performing Arts Center at Florida Community College to this 1,900-seat facility," says Reagan. "Our aspiration is to play at the 2005 NFL Super bowl halftime."

To find out more about this incredible band and purchase one of their CDs, "Inbound Rush," "Winter Traffic," or "In Control," check out their website at [www.airetraffic.com](http://www.airetraffic.com) or write to *Aire Traffic Productions*, 9117 Arundel Way, Jacksonville, Fla., 32257.



# LR Report

## *Negotiations over FAA's new process for record retention requested*

The Federal Aviation Administration released guidance on its management of personnel records. This assistance comes as a result of two class actions suits filed against the agency, one concerning Hispanics and one concerning women. The FAA instructed its offices to maintain all personnel records indefinitely pending a class action suit regarding career-enhancement assignments and opportunities, resulting in their non-selection for promotions to grades (or pay band equivalent) 13 through 15. This includes, but is not limited to: merit promotion records and all associated documents concerning all vacancies

filled at grades (or pay band equivalents) 13 through 15, temporary promotion records, detail records and training records. NATCA believes this practice can and will affect our bargaining unit employees by resurrecting stale issues to which the parties contractually agreed to destroy in accordance with the negotiated collective bargaining agreement. NATCA has filed an Article 7, on behalf of all NATCA represented bargaining units, claiming this a change in practice.

## *Pay negotiations underway*

The union resumed pay negotiations for all bargaining units who have completed discussions on work rules. They include: AAM, ABA, ARC, ARP, AGC, AOS-300, ATB-200, AOS-200/510,

AVN, AOS-260/270, AIR and Drug Abatement. The parties scheduled two negotiation sessions during the week of July 15 and the week of Aug. 5.

## *Fourth level review scheduled*

NATCA scheduled fourth level review for the week of Aug. 26. During this process Director of Labor Relations Bob Taylor, President Emeritus Barry Krasner, Deputy Assistant Administrator for the Department of Labor Ray Thoman and Central Region Division Manager Herman Lyons will process all air traffic grievances elevated to the national level in an attempt to settle many of these outstanding issues.

## *Negotiations begin for staff*

## *specialists and drug abatement bargaining units*

The union set tentative contract negotiations dates for the staff specialists and drug abatement bargaining units. Staff specialists are meeting internally the week of July 8 and with the FAA the week of Oct. 28. Drug abatement negotiations with the agency will take place the week of Oct. 21.

## *Security negotiations enter into mediation with FMCS*

The parties began mediation at the Federal Mediation and Conciliation Service regarding security negotiations on June 19. The parties will continue with mediation at the FMCS on July 2. NATCA will keep you updated on the outcome of this process.

## *It's never too early to begin planning...*

**Annette Haigh**  
**Investment Consultant**  
**FAA First Financial Services**

Whether you fall under CSRS, FERS or OFFSET there's no question the retirement issue is a complicated one. Your pension and social security are lifetime income, available to you at a certain age depending on your years of service. The Thrift Savings Plan is a plan in which you can make 12 percent of your pay or an \$11,000 contribution pre-tax. These savings grow tax-deferred and have a matching contribution up to a maximum of five percent. Contribution limits increase in 2003 (13 percent) and 2004 (14 percent).

The reality is that you may be retired for more years than you have worked! Life expectancies are longer and retirements tend to be earlier. My suggestion is this...establish a plan today. Do not wait until you are a few years away from retirement to plan for your retirement. There is a cost of waiting.

You may also be eligible to roll over your TSP (IRA's and 401k may also qualify) to have more investment choices and this is where you decide when, how much and how often you would like to receive income. Call me with questions at 800-421-7111, Extension 7581.

## *Recently signed memoranda of understanding:*

IRM Life Cycle Management Implementation Plan	May 1
IRM Consolidated Plan dated January 1998	May 1
Stand Alone Tower Display Systems at Vero Beach and Prescott Towers	May 14
FAA/NATCA Operational Error Reduction Plan for 2002-2004	May 22
Internal placement transfers under hardship conditions	June 6
Control Pilot Data Link Communications user team charter	June 6
Air Traffic Tactical Operations Program Liaison	June 10
National En Route Automation Division Liaison	June 10
Aviation Weather Requirements Division Liaison	June 10
ATS Development Directorate, En Route and Oceanic Systems	June 10
Air Traffic Planning and Procedures Program Liaison	June 10
Air Traffic Airspace Management Program Liaison	June 10
Office of Runway Safety Liaison	June 10
Safe Flight 21 and Surface Technology Liaison	June 10
Air Traffic Resources Management Program Liaison	June 10
Research and Requirements Development Directorate Liaison	June 10
Air Traffic System Requirements Service Liaison	June 10
Terminal Business Service Liaison	June 10
Free Flight Program Office Liaison	June 10

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<p><b>Northwest Mountain</b>  <b>Carol Branaman</b>                  PO Box 2250                  Monument, CO 80132                  Phone: 719/487-7711                  Fax: 719/487-7722                  carolrvp@earthlink.net                  PIN: 16001</p>	<p><b>Southern</b>  <b>Rodney Turner</b>                  100 Hartsfield Centre Pkwy.,                  Suite 510                  Atlanta, GA 30354                  Phone: 404/766-3118                  Fax: 404/766-4265                  nsorvp@natca.org                  PIN: 17001</p>	<p><b>Southwest</b>  <b>Mark Pallone</b>                  1001 W. Eules Blvd.                  Suite 215                  Eules, TX 76040                  Phone: 817/540-6661                  Fax: 817/354-8589                  nswrvp@natca.net                  PIN: 18001</p>	<p><b>Western Pacific</b>  <b>Bob Marks</b>                  5230 Carroll Canyon Rd.                  Suite 210                  San Diego, CA 92121                  Phone: 858/453-5225                  Fax: 858/453-5256                  nwprvp@natca.org                  PIN: 19001</p>	<p><b>Engineers &amp; Architects</b>  <b>Jim D'Agati</b>                  231 W. Main Street                  Suite 207                  Carpentersville, IL                  60110                  Phone: 847/551-3320                  Fax: 847/551-3396                  jdagati@natca.org                  PIN: 32000</p>

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**Inside this issue**

**Bush's Executive Folly**  
 Read about Bush's removal of air traffic controls "inherently governmental" designation.

**Garvey's Term Ends**  
 Take a look back over FAA Administrator Jane Garvey's term.

**GAO Report**  
 Learn how a recently released report concurs with NATCA's warnings about an impending controller shortage.

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