

14TH BIENNIAL CONVENTION

NATCA

DAILY DISPATCH

THURSDAY, MARCH 29, 2012

TODAY'S HIGHLIGHTS:

9:00 a.m.

Opening Remarks
AFL-CIO President
Richard Trumka

11:15 a.m.

NATCA: Here and Now
NATCA EVP Trish Gilbert speaks about the success of NATCA's collaboration efforts and discusses how we are involved and engaged in the issues that are critical to our members and workplaces.

12:30 p.m.

NATCA Awards Luncheon
Centennial Ballroom

6:00 p.m.

NCF Relax & Reload
The Tavern at Cowboy Lounge

7:00 p.m.

NATCA Reloaded Solidarity Event
Cowboy Lounge
Featuring Grammy Award-winning musician Tom Morello: The Nightwatchman

TODAY'S T-SHIRT:



NATCA
Daily Dispatch

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Convention photographs
courtesy of Carly Rose Photo

ENTHUSIASM, EXCITEMENT MARK DAY 1

The 14th Biennial Convention got underway yesterday with plenty of ambiance and festivities rivaling those of a marquee sporting event. NATCA members from across the country were treated to a rousing opening speech from President Paul Rinaldi, and wrapped up the day with a ceremony marking 25 years of defending those who keep America's airspace safe.

After Charlotte ATCT controller AnnMarie Taggio kicked the convention off with the national anthem, the nearly 1,300 attendees were treated to a video montage of the union's recent successes, while being reminded of the need to remain vigilant against anti-worker interests.

Rinaldi spoke warmly of the tremendous effort Denver Convention Committee and the Northwest Mountain Region put forth to make this an already successful convention, saying it has lived up to the high standard set two years ago in Honolulu. He also discussed the recent FAA reauthorization bill, and said he was proud of NATCA's pragmatic approach in supporting the bill when other unions did not.

Following lunch and nearly three hours of convention business, which is covered in detail on page three, NATCA's former presidents spoke about their experiences and the history of the union, as well as the future of NATCA members' careers and the aviation system as a whole.

John Carr, who served as NATCA president 2000-2006, said the union weathered a major anti-labor storm during the Bush Administration, but that the tough times really reinforced the meaning of solidarity. "One thing everyone in the union knew was that they could count on each other," Carr said. "You knew then, and today, that the union always has your back."

Before the confetti rained from the ceiling and members stood up en masse holding NATCA signage, Rinaldi closed the day's business by thanking the attendees and congratulating them on a quarter-century of success.

"Twenty-five years have brought us to this day," Rinaldi said. "This is a remarkable union built on remarkable passion and pride."



NATCA leaders, past and present, celebrate 25 years of success.

NATCA Commends President for Nominating Huerta to Lead FAA

WASHINGTON – National Air Traffic Controllers Association President Paul Rinaldi welcomed the news that President Obama has nominated FAA Acting Administrator Michael Huerta to serve as administrator of the agency:



Michael Huerta and Paul Rinaldi

"NATCA commends President Obama for nominating Michael Huerta as the administrator of the Federal Aviation Administration. We strongly support Mr. Huerta's selection and plan to work in any way we can to help him win confirmation. NATCA appreciates the many ways that he is collaborating with air traffic controllers and all aviation safety professionals to improve the safety of U.S. aviation. We congratulate Mr. Huerta for the nomination and look forward to working with him as FAA administrator."



AFL-CIO President Richard Trumka to Open Day 2

Richard Trumka, President of the AFL-CIO, knows what it's like for working men and women in this country. He started his career as a Pennsylvania coalminer in 1968, following his father and grandfather into the mines. In the mines as elsewhere, unions play a powerful role in ensuring that perilous jobs provide a ticket to a stable middle-class life.

As a young man from a blue-collar family, President Trumka worked in the mines while attending Penn State for undergraduate studies. He likely would never have been able to graduate if not for the protections his mine union afforded him. After graduation, the union paid for him to attend law school at Villanova, and his lifelong devotion to labor unions was in full swing.

President Trumka rose up the ranks of the United Mine Workers Association (UMWA), spending the late 1970s in Washington as their staff attorney, before returning to the mines for three years. During that time, he helped workers get entitlements after developing black lung disease.

Returning to Washington, Trumka was elected president of the UMWA in 1982, the year after the PATCO strike ended in disaster for the controllers. He led a successful nine-month walkout against the Pittston Coal Company in 1989 and another strike against Peabody Coal in 1993.

From 1995 to 2009, President Trumka served as the federation's secretary-treasurer before being elected to the top job three years ago following the retirement of John Sweeney.

President Trumka recognizes that air traffic controllers hold an iconic role in American history, and have a vital job that ensures a free flow of commerce and people across the world's busiest and most valuable airspace.

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WEDNESDAY



Rules Committee Chairman Steve Hylinski (ORF) was presented the official Convention Gavel by NATCA President Paul Rinaldi. Following 25 years of service, Hylinski will be retiring from NATCA this Saturday.



Former PATCO member Bob Butterworth provides perspective following Prof. Joseph McCartin's presentation.



President Paul Rinaldi opens convention business.



Isabel Cole (SEA) proposes an amendment.



Presidential Panel: Steve Bell, Barry Krasner, Mike McNally, John Carr, Pat Forrey and Paul Rinaldi



NATCA 25th Anniversary celebration

THURSDAY AGENDA

All times are approximate depending on the movement of business.

- 8:00 - 5:00 **Registration Open**
Centennial Foyer
- 9:00 - 9:45 **Opening Remarks**
Centennial Ballroom
AFL-CIO President Richard Trumka
- 9:45 - 10:45 **Convention Business**
Centennial Ballroom
- 10:45 - 11:15 **BREAK**
Centennial Foyer
- 11:15 - 12:15 **NATCA: Here and Now**
Centennial Ballroom
NATCA Executive Vice President Patricia Gilbert
- 12:15 - 12:30 **Committee Reports**
Centennial Ballroom
- 12:30 - 2:00 **NATCA Awards Luncheon**
Centennial Ballroom
- 2:00 - 2:30 **BREAK**
Centennial Foyer
- 2:30 - 5:00 **Convention Business**
Centennial Ballroom
- 5:00 - 5:30 **Regional Breakouts**
Alaskan: Mineral D, Level 3
Central: Capitol 3, Level 4
Eastern: Centennial G-H, Level 3
Great Lakes: Capitol 5-7, Level 4
New England: Mineral E, Level 3
Northwest Mtn: Mineral F-G, Level 3
Southern: Capitol 4, Level 4
Southwest: Centennial Foyer, Level 3
Western Pacific: Capitol 1-2, Level 4
Region X: Mineral B-C, Level 3
- 6:00 - 7:00 **NCF Relax & Reload Event**
The Tavern at Cowboy Lounge
Tickets are \$35 and include a symposium on the sense of wine, an introduction to wine making, a tasting selection of five to seven wines and a special gift from NCF sponsors. Colorado's own Palma Cigars will be on hand rolling cigars with custom 25th anniversary cigar bands from 6:30 p.m. until 10:30 p.m.
- 7:00 - 10:00 **NATCA Reloaded Solidarity Event**
Cowboy Lounge
*Featuring Grammy Award-winning recording artist Tom Morello: The Nightwatchman. Wristbands are required to get in the door! This event is open only to those 18 and over. Wristbands will be sold for \$10 each during convention - **ONLY** at the Reloaded booth.*



FRIDAY AGENDA

All times are approximate depending on the movement of business.

- 8:00 - 1:00 **Registration Open**
Centennial Foyer
- 9:00 - 9:15 **Committee Reports**
Centennial Ballroom
- 9:15 - 9:30 **Opening Remarks**
Centennial Ballroom
U.S. Rep. Ed Perlmutter (D-CO)
- 9:30 - 10:30 **Convention Business**
Centennial Ballroom
- 10:30 - 10:50 **BREAK**
Centennial Foyer
- 10:50 - 12:00 **NATCA Future Leaders Panel**
Centennial Ballroom
Moderated by Jim Ullmann. Featuring John Bratcher, Lisa Cyr, Eddie DeLisle, Jamaal Haltom, Dawn Johnson, Elena Nash, Nate Pair, Trisha Pesiri and Dan Stefko
- 12:00 - 1:00 **LUNCH**
- 1:00 - 3:00 **Convention Business**
Centennial Ballroom
- 3:00 - 3:20 **BREAK**
Centennial Foyer
- 3:20 - 5:00 **Convention Business**
Centennial Ballroom
- 6:00 - 10:00 **Closing Event: Sports Authority Field at Mile High Stadium**
Bus service from the Hyatt to the stadium will run continuously from 5:30 p.m. until 6:30 p.m. Bus service for the return trip to the Hyatt will run continuously from 9:30 p.m. until 10:30 p.m.
- With a feeling of a sporting event, concert and sports bar with dueling pianos all in one, along with access to the entire stadium and a jaw-dropping finale, there will be no doubt that this promises to be a unique event that will leave people talking about the Denver Convention for years to come!*



Convention Business Sparks Debate, Progress

The opportunity to amend the NATCA constitution only comes around once every two years, so Wednesday could easily have been a contentious day filled with debate. And while there were spirited discussions on the pertinent issues, there was a remarkable amount of consensus as the union's rules came up for examination.

To the benefit of the convention schedule, voting attendees resolved all the proposed resolutions with the exception of R12-13 regarding NATCA executives' salaries, and many of the amendments as well, without the need for a time-consuming roll call vote. The first order of business was passing, by voice vote, an amendment that changes the application date of the seniority provision affecting members who left the NATCA bargaining units for management and supervisory positions and subsequently returned to NATCA bargaining units to the date that it originally passed, Sept. 12, 2008. The retroactive application of that section has been eliminated by the amendment.

On that same note, members sent a strong message against future members leaving the union to join FAA management by moving the intent of an existing resolution into the body of the Constitution. The amendment requires elected or appointed representatives to resign their NATCA position if they apply for or voluntarily accept a supervisory or management position, and prohibits them from serving in a NATCA position at least 12 months after they return to the union.

Troy Harrison, a controller from Seattle Center, proposed striking the 12-month ban from the proposed amendment, saying the measure takes too much punitive power away from local centers and towers, which he felt should be allowed to mete out punishment on a case-by-case basis.

"We're from the West Coast, we're more forgiving sometimes," he said. "And I think it is fair to allow us to determine what to do on a local level instead of tying our hands."

However, controller Thomas West from Camarillo (Calif.) ATCT said Harrison's proposal would have allowed for major conflicts of interest and that a punishment for leaving NATCA needs to be enshrined in the constitution.

"A member holding a NATCA position taking a supervisor job goes against everything we stand for," West said. "12 months is a punishment for that, and 12 months is just." Ultimately, the membership agreed with West.

Mike Patterson of Evansville (Ind.) ATCT proposed a ban on write-in votes for local elections, which he said would save time and money. The delegates overwhelmingly agreed.

"It works great on a national level, on a regional level already," Patterson said. "So this seems like a natural next step, and a cost-saving one as well."

The convention also passed a measure to allow more freedom in appointing members to the convention-planning committee, as opposed to requiring the majority of them to be from the host region. This was strongly supported by members from Minneapolis, who said they want more input from past convention planners as they ready to host the 2014 convention.

A measure that would require the convention to be held in Las Vegas once every four years failed to receive a second, while a proposal was withdrawn that sought to forbid members who misappropriate NATCA funds from ever holding a union position, irrespective of whether they were charged with a crime or not.

The union passed a resolution to increase the minimum dues rebate to locals, but rejected a constitutional amendment which that would have significantly changed the structure of dues reimbursements to locals. Patricia Gilbert said that the amendment would likely result in less support from the national budget in terms of union-wide training programs and similar programs.

After a relatively lengthy discussion, the membership postponed indefinitely a proposal that would have prevented locals from rebating initiation fees except with specific approval of the NEB.

"We need to be making it more attractive for people to join," said John Bratcher, the facility representative in Fort Smith, Ark., and the chair of the Organizing Committee. "We shouldn't be out there trying to push them away."

PRESTIGIOUS TIM HAINES MEMORIAL AWARDS TO BE GIVEN TODAY



Tim Haines

At each NATCA convention, union members and employees who have done an exceptional job representing NATCA values are honored with the Tim Haines Memorial Award of Honor and Distinction, otherwise known as the "Timmy Award." This prestigious award was originally named the "Natty Award," first presented by former President John Carr at the 2002 NATCA Cleveland Convention, then at the 2004 St. Louis and the 2006 Boston Conventions. The "Natty Award" was changed to the "Timmy Award" during the 2008 Miami Convention in honor of Tim Haines, who, with hard work and dogged determination, successfully implemented a reclassification project into the NATCA's third contract, the Green Book.

Starting as a controller and then facility representative at Pittsburgh Tower (PIT), Tim Haines was elected Eastern Region RVP in 1991. Haines is remembered as a NATCA member who never backed down. Because of this staunch dedication to his union, NATCA appointed him to a reclassification project that would revolutionize the way in which members of the union are paid fairly. Many did not believe this project would be successful and thought the FAA would never agree to it. But Haines never faltered in his resolve to protect his profession and the well-being of each and every member of his union.

After 18 months and 200 facility sites visits to observe air traffic operations, Haines and his team collected loads of data and presented their proposal at the 1994 convention in Tampa, Fla. Shortly after, FAA managers came onboard and the project was put into effect in the 1998 Green Book.

Haines passed away in 2006 and this award recognizes members of the NATCA family for their relentless dedication and Haines-worthy commitment to NATCA.





DENVER
THE MILE HIGH CITY

DENVER CENTER MEMBER HELPS SHAPE THE FUTURE OF NATCA

There are over 15,000 NATCA members scattered across the U.S., and many are largely unaware of the ways in which they can get involved in the union beyond their daily duties. However, many members are heavily involved and so clearly passionate about their union that they strive to live by example and educate these members on how they can become a bigger part of NATCA. One of those members is Jennifer Van Rooy, a member of the planning committee for the NATCA Convention and a volunteer for the NATCA Charitable Foundation (NCF).

Hired just five years ago, Van Rooy quickly became involved in as much as she could after being asked to join the Convention planning committee. It was during this time that she found out about NCF and realized she had fun, resourceful ideas for the nonprofit.

Although many of these ideas were hers, Van Rooy feels her coworkers and volunteers deserve most of the credit for donating their time and working hard on behalf of NCF, Van Rooy said, "I couldn't have done it without the help of others."

At this convention, Van Rooy is selling NATCA luggage tags at the registration table that are laminated on site for five dollars each. She has also expanded her efforts to go green by selling the reusable NCF coffee mugs with which purchasers receive half-off their coffee at the hotel's coffee shop.

"Last year at CFS I saw a lot of people carrying Starbucks disposable coffee cups," said Van Rooy. "I thought, wouldn't it be great to make a little difference and sell coffee mugs everyone can consciously reuse and recycle?"

All these efforts fuel her initiative to get anyone she possibly can to get involved with NATCA because there's so much to learn and so much to engage in. In fact, Van Rooy is so invested in this cause that she has set a goal to get one member from each NATCA facility to attend next year's Communicating for Safety conference (CFS) in Las Vegas. Van Rooy said that a lot of people don't realize how much they can take away from attending and the knowledge you learn is invaluable.

"I met Jen some time ago and was immediately drawn to her energy and her passion towards our Union," said Northwest Mountain Region RVP Jim Ullmann. "The work she has done in a very short period of time on everything from the Denver Convention Committee to the NATCA Charitable Foundation is to be commended. With a new wave of NATCAvists becoming more involved, it is encouraging to see that the future of NATCA lies in the hands of members like Jen who are willing to spend their time and energy for the sake of their profession and their Union."

Van Rooy believes that everyone has a spot at NATCA, whether it's attending NATCA in Washington, Communicating for Safety or getting involved with NCF. She also believes everyone has their own personal skills, such as being a good photographer, having construction skills or being a great writer. All of those skills are useful, and can make a big impact on the union. Getting active only makes NATCA stronger, continuing towards making the aviation system the most efficient and safest in the world.

"My goal is to leave a smaller footprint and make a larger impact," said Van Rooy.



Jennifer Van Rooy

Pictured left to right:
NCF President Elena Nash, NATCA Executive Vice President Trish Gilbert, Northwest Mountain Region Administrative Assistant Kristi Stickland, Jennifer Van Rooy and Northwest Mountain Regional Vice President Jim Ullmann.



NCF toy drives are well-known at NATCA Convention and other NCF events, where donated toys have been collected and distributed to the Marine Corps Toys for Tots program and various children's hospitals, depending on the location of the toy drive. In an attempt to involve her local, Van Rooy took the NCF toy drive even further by getting the Denver Convention Committee to host a toy drive where all toys were donated to the Children's Hospital Colorado last December.

Van Rooy wanted to get her facility (ZDV) involved with NCF, so she contacted local sports venues to match the Colorado Rockies and Colorado Avalanche tickets that she sold with the proceeds benefiting NCF. Her facility brothers and sisters not only had a great time at the games, but were also able to give back to a good cause.

Another NCF event Van Rooy hosted was during Halloween when she teamed up with a local farm to sell tickets for their corn maze. Again, proceeds from the ticket sales were given to NCF.

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NCF by the numbers



It's hard to believe the NATCA Charitable Foundation (NCF) has now been operating for 18 years. What once was a dream to reach \$1,000,000 is almost a reality.

"I always thought we could reach a million," said one of NCF's founding members Darrell Meachum. "And I think we are capable of raising half a million a year."

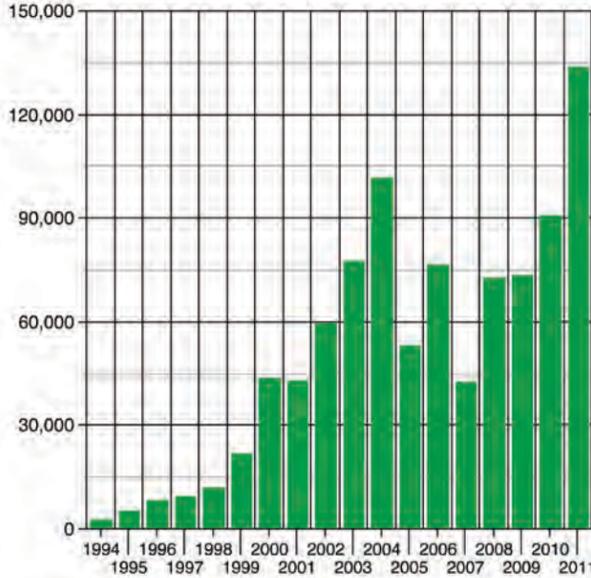
With their first year bringing in just over \$2,000, it's an incredible accomplishment to see NCF's annual income now reaching between \$80,000 to \$100,000 per year. And they don't expect to stop there.

"NATCA is still gaining strength and the charity will keep gaining strength with it," said Meachum. "Everyday, more and more members see the difference NCF can make in the lives to the underserved. NCF allows NATCA members to give back to our communities in the name of our union."

Meachum said he'd like to see NCF become NATCA members' charity of choice, and he noted this has become possible due to NATCA leadership's overwhelming support during Convention and other national and regional events. Currently, NCF is heading in the right direction as the foundation continues to grow.

The numbers at right detail NCF's income from year to year. Amounts varied as conventions were biennial. Amounts increased as the donor base increased. Amounts made larger jumps as NATCA National Office participation increased through direct donations as well as covering event costs in most recent years.

1994	\$2,594	2003	\$77,565
1995	\$5,165	2004	\$101,597
1996	\$8,164	2005	\$53,324
1997	\$9,609	2006	\$76,587
1998	\$12,000	2007	\$42,731
1999	\$21,773	2008	\$72,858
2000	\$43,625	2009	\$73,555
2001	\$42,882	2010	\$90,707
2002	\$59,502	2011	\$133,975



Show Your ROOTS!

The trees and plants that adorn the Centennial Ballroom and the Centennial Foyer are part of the SHOW YOUR ROOTS campaign that supports the Denver community. Each tree and plant is sponsored by a local facility, region or individual, who donated \$50. After the convention, all the trees and plants will be donated to Habitat for Humanity of Metro Denver for future use in their Urban Development projects.

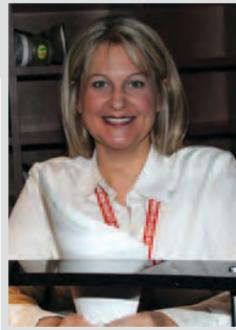
50% discount at Perks Coffee Shop with purchase of NATCA travel mug!



One thing everyone will need at Denver is a warm cup of coffee to get the day started. You can't go wrong with NCF's 20-OUNCE TRAVEL MUG (made in the U.S.) with logos to commemorate NATCA's 25th anniversary on one side and the NCF logo on the other. With this mug – sure to be a collector's item – attendees will receive a 50% discount from Perks Coffee Shop, a Starbucks affiliate, located in the Hyatt Regency Convention Center. Present this mug to the barista and receive the discount for your favorite "must-have" morning drinks for all three days at the convention.

NCF spotlight: Marlene Mendel

Marlene Mendel has always been active in NATCA since its establishment. Her father, Martin Mendel, was an air traffic controller during the PATCO years, and she followed his footsteps by joining NATCA when it was first chartered in 1987. She involved herself in NATCA in Washington and Communicating for Safety, while taking special interest in core safety issues and procedures at her local facility. Not only has she been active at NATCA, she has also been a driving force for the NATCA Charitable Foundation (NCF), where she has served as treasurer for 15 years.



got NCF's and NATCA's names out to the world.

Mendel said NCF's fundraising efforts draw in between \$80,000 to \$100,000 a year, and that kind of money can really make a big difference to local charities.

Mendel said they choose to donate to local charities that are close to NATCA members' homes.

"We want to give our donations to charities that controllers really care about in their hearts," said Mendel. "To aid local and underserved communities is really important to us."

Mendel's favorite donation that still keeps her charitable spirit going was 14 years ago when NCF was donating holiday gifts to needy families. One family with two young boys needed a simple kitchen table. She recalls bringing that table in to the family's home and how the two boys excitedly asked their mother to make them something to eat. Their mother began to cry, telling Mendel that this was their first kitchen table.

"At that moment, I was proud of my NATCA brothers and sisters for their help in making this happen," said Mendel. "The thought of these boys, who are young adults now, has motivated my continuing involvement in NCF."

Mendel hopes to see sustained growth and visibility for NCF and inform controllers that NCF will offer their help in their local community, especially with monetary needs. And although she is retiring soon, Mendel is very excited about the new leadership at NCF and knows they will continue to carry out the nonprofit's mission.

Mendel got involved in NCF when founding member and friend Cathy Meachum asked her to become treasurer and board member of a brand new nonprofit in 1996. With experience in accounting, Mendel was perfect for the job, but handling the money's internal and external flow is no easy task to accomplish. Since NCF manages a 100% volunteer workforce, they are able to donate nearly everything they raise from fundraisers to local charities of their choice.

"We want to make sure the money is going to the charity," said Mendel. "We can keep our expenses low because we don't have physical buildings or salaries to pay for. The organizations we choose to give to are organizations that are underserved, and while the American Cancer Society is a great organization, we feel our efforts can make a bigger impact in the community if we choose to donate to a local soup kitchen, for example."

One of Mendel's favorite NCF events was last year with her husband, Andy McGowan, a retired air traffic controller, at the International Air Traffic Controllers Hockey Tournament held in Dallas/Ft. Worth, Texas. NCF held a Texas Hold'em poker tournament and other fundraisers in which controllers from all over the world participated. Over 200 attended the fundraiser, half of those being poker players. Mendel said it really



Relax & Reload

Tonight (March 29), NCF and NATCA Reloaded team up for RELAX AND RELOAD at the Tavern (on the second floor of the Cowboy Lounge) starting at 6:00 p.m. NCF will host a wine tasting fundraiser to celebrate NATCA solidarity and the 25th anniversary of the union. Tickets are \$35 and include a symposium on the sense of wine, an introduction to wine making, a tasting selection of five to seven wines and a special gift from NCF sponsors. At the conclusion of the wine tasting, attendees may re-join all NATCAvists at the Reloaded Solidarity event for a continued celebration of NATCA's 25th anniversary. Be sure to stop by the NCF table and get your door prize tickets for a spectacular Wine Grand Prize Basket. Colorado's own Palma Cigar Company will be on hand rolling cigars with custom 25th Anniversary cigar bands from 6:30 p.m. until 10:30 p.m.

NCF FUN FACT Did you know that NCF gives over 95% of money raised to help those in need? Most charities have employees and overhead expenses, and with NCF now 18 years in operation, it has been able to maintain a 100% volunteer workforce.

NATCA HERE AND NOW



NATCA Executive Vice President Trish Gilbert

NATCA Executive Vice President Speaks Today

With Day 1 devoted to NATCA's proud and storied 25-year history, watch today at 11:15 a.m. as NATCA Executive Vice President Trish Gilbert details the successful progress of NATCA's collaboration efforts that defines the union's current situation and lays the groundwork for an optimistic future filled with potential. Gilbert is especially concerned about the changing demographics within NATCA and what that means for the future of the union.

NATCA has 15,549 members; 6,551 (42%) have been employed since Nov. 1, 2006. This statistic is at once exciting and a cause for concern. Because of the long hiring gap and then a dramatic influx in hiring, our workforce is very much divided in terms of age and experience. It is more imperative than ever that veteran NATCA members mentor and involve younger members before they retire en masse. It is also imperative that younger members listen and learn from these experienced professionals so that, one day, they may do the same. Trish Gilbert agrees, "If we accept the differences we have and come together to utilize the best from every generation, then we will be stronger than ever."

From ATSAP to Professional Standards, fatigue mitigation, safety and technology programs and myriad other programs and workgroups, NATCA is fully engaged in the issues that are so critical to its members and workplaces. Gilbert will discuss where things stand today and where they are headed tomorrow.

PROFESSIONAL STANDARDS

Professional Standards is a peer-to-peer program designed to teach controllers useful tools to improve their profession and pinpoint issues that need to be addressed. Supported and funded by the FAA, the goal of the Professional Standards Program is to promote and maintain the highest degree of professional conduct among controllers.

The program is a three-day course for committee members that covers a variety of valuable tools in administering the program and improving and maintaining professionalism within the bargaining unit.

"Professional Standards provides a unique opportunity to deal with issues before they arise," said NATCA National Training and Professional Standards Representative Garth Koleszar. "We're going to continue to roll out the professionalism program, hoping to reach out to en route facilities, large facilities and any other surrounding areas by the end of 2012."

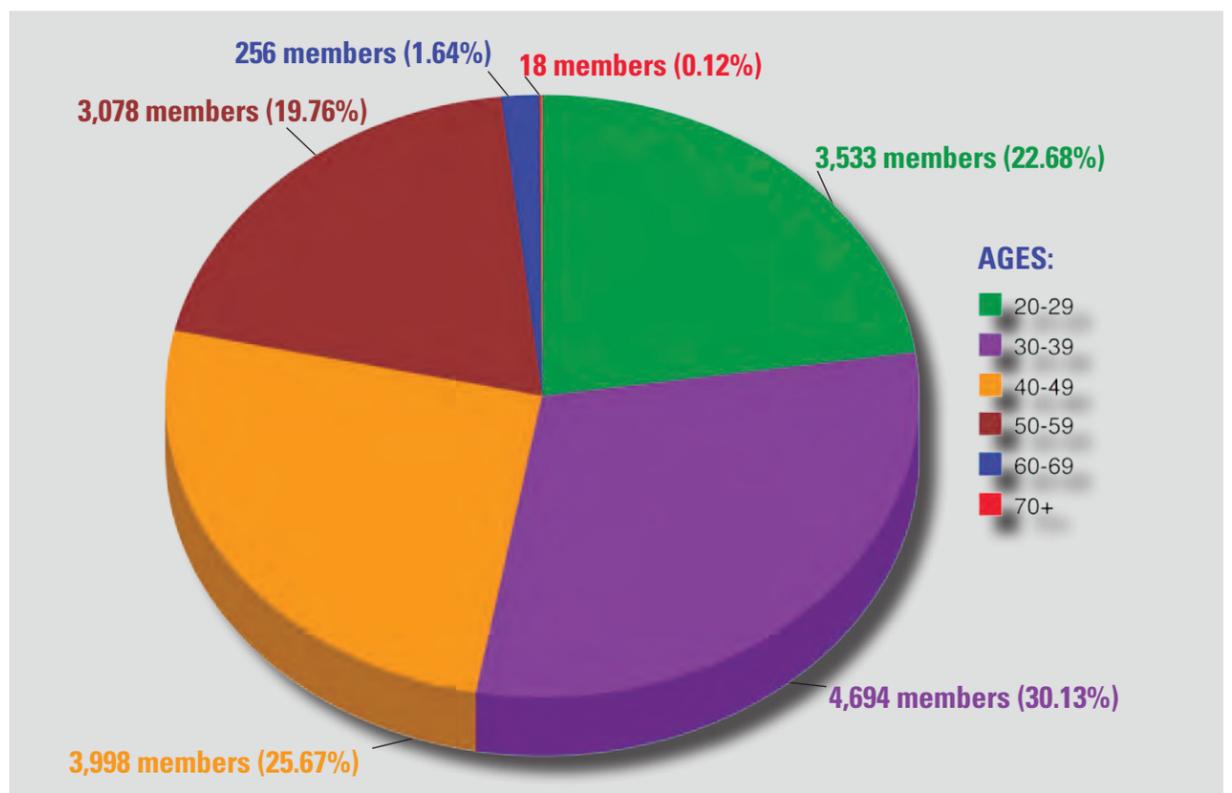
COLLABORATIVE PROCESS

Over the last 18 months, implementation of the **Collaborative Process** at all NATCA/Air Traffic Organization (ATO) field facilities has focused on initial process training, coaching and support provided by the 10 pairs of Regional Coordinators (RCs). Along with training and coaching, the Collaborative Working Group (CWG), and especially the RCs, have been collating the status of these efforts. This information is maintained in a centralized database and feedback is provided to NATCA and FAA leadership to keep them apprised of facility progress. Some of the successful undertakings have been published using a joint communication strategy between NATCA and the ATO, as both organizations seek to highlight these achievements.

Moving forward, efforts will focus on further embedding collaboration as the preferred approach for addressing issues at all levels of NATCA/FAA interaction. Throughout this year, Interest Based Skills training will be developed to deepen the understanding of collaboration at the Facility Representative/Air Traffic Manager level. This training will be rolled out nationally later this year.

The CWG and the Collaborative Steering Committee (CSC) continue developing "metrics" to demonstrate that collaboration not only produces better solutions, but is also often the most cost effective way for the parties to meet ongoing challenges. As facilities become more comfortable with collaboration, the process is being applied to issues outside of Article 48. NATCA's bargaining units outside of the ATO are also now training and implementing a Collaborative Process to bring collaboration success to all NATCA members.

NATCA MEMBERSHIP BY THE NUMBERS



WORKFORCE ENGAGEMENT

Workforce Engagement (WE) is an Air Traffic Organization (ATO) program aligned with the larger effort to make the FAA workplace culture more collaborative, engaged and just. It is one of a handful of new programs that support these goals. NATCA fully and enthusiastically supports WE and has been heavily involved in the program from the earliest steps.

In December 2010, the ATO partnered with Gallup to administer a short survey as part of the WE effort. NATCA strongly supported the effort and encouraged its members to participate, in order to be part of the workplace culture change they wanted to see.

The Workforce Engagement survey was administered again this year on February 27 and ended March 25. Results will be available this June.

"We recognize this is an atypical program many of us are uncomfortable with and/or have faith in making a difference," said NATCA WE team member Jerry Johnston. "Gallup has an extensive track record of assisting government agencies such as ours to achieve major improvements. We have to believe in a company whose specialty is improving engagement. We have to trust in their method and not assume we can make WE into our own. Once we have confidence in the Gallup process we can begin to move forward. WE can make a difference if we give it a chance and participate."

AIR TRAFFIC SAFETY ACTION PROGRAM

The **Air Traffic Safety Action Program (ATSAP)** uses voluntary employee input to identify significant safety concerns and issues and determine appropriate remedial actions, which are then monitored for effectiveness. The program promotes collaboration between employee work groups and management to maintain a proactive approach regarding safety concerns and corrective action recommendations. ATSAP provides safety data that would otherwise never see the light of day without voluntary participation.

NATCA Safety Committee Chair Steve Hansen reports that ATSAP is going strong – averaging approximately 300 reports filed nationally per week. There have been over 70 Corrective Action Requests (CARs) issued to the FAA as a result of the over 40,000 reports that controllers have submitted. The CARs have dealt with local and national issues, with topics ranging from local equipment issues, such as radar or frequencies to national Weather Deviation procedures and Similar Sounding Call signs.

"ATSAP is the primary source of information to the new recurrent training program," said Hansen. "It is providing valuable, frontline controller-reported information to those that are creating the training to ensure that the appropriate issues are addressed. Remember to file your ATSAP report, the information is valuable."



POWER OF SOLIDARITY SHOWS IN DEFIANCE TO ANTI-UNION LEGISLATION



Michelle Wroblewski (GRB) participates in the protests at the Wisconsin state capitol rotunda.

NATCA members in the FAA controller, traffic management coordinator and Notice to Airmen bargaining units recently had their agreements extended through June 2016. And on top of that, over the past two years, our union brothers and sisters have showed the true meaning of solidarity, by pushing back against anti-worker legislation.

Beginning last winter, with the anti-labor bills being pushed through state legislatures in Wisconsin and Ohio, NATCA members and the AFL-CIO have launched very successful drives to stop bills that harm middle-class Americans. Despite protests that attracted tens of thousands of union members and other working-class people, Ohio passed Senate Bill 5, which would have curtailed collective bargaining rights for state employees.

That same year in November, after months of campaigning and an AFL-CIO-sponsored petition drive, 61 percent of Ohio voters said no to that same anti-worker legislation and overturned Senate Bill 5. And after Wisconsin passed a similar measure, in spite of protests that reached nearly 100,000 people, working Wisconsinites and their allies led a drive to recall two state senators who voted for the bill.

Last winter's contentious battles in Madison and Columbus are well-known lore by this point; bills were jammed through that would restrict the collective bargaining rights of a host of public workers. But the backlash has been just as strong in those places, as voters in both states roundly rejected the bills as the approval ratings of those who supported them plummet towards historic lows.

Unions are, or have been, fighting back against coordinated anti-labor measures in Arizona, Michigan, Utah, Georgia, and Missouri, among other states. The AFL-CIO led a rally drawing thousands to the Arizona statehouse in Phoenix earlier this month to protest a rash of labor-busting bills that seek to reduce bargaining rights for public workers and make it harder for private employees to organize.

In Utah, labor solidarity has helped defeat or amend nearly half a dozen bills, including one that would have made all public employees "at-will" hires. A group of nine state unions, including those representing police officers and fire fighters, managed to convince legislators to back off of working people.

The backlash has been so strong, across so many states, that some state legislatures that had been planning right-to-work legislation have since shelved those plans. In Michigan and Missouri, labor leaders turned out in force to protest bills that would have harmed working people. In the Show-Me State in particular, leaders of the state Senate said the response from constituents was overwhelmingly against the bill, which is why they chose not to put it up for a vote. And in Florida, legislators there decided not to go forward with a measure that would have enabled a "free-rider" system in public unions.

And while Indiana did approve its own right-to-work legislation, they weren't able to do it without a fight. Tens of thousands of Hoosiers, including NATCA members, protested and pro-labor state lawmakers left the state for over a week in protest.

In addition to NATCAvists standing up for working Americans in statehouses across the country, there is work closer to home that needs resolving. The Engineer/Architect and Staff Support Specialist bargaining units face expiring contracts that will expire by year's end, and NATCA is working hard to ensure they don't end before a new agreement is reached.

While a lot of labor's near future will be riding on the 2012 elections, working people showed the power of solidarity and managed to fend off a lot of damaging legislative proposals in the wake of the most anti-union electoral wave in history. But we can take solace that poll after poll shows the majority of Americans support the rights of workers to have a voice, and that the political reality, by and large, bears that out.



NATCA members Brent Wedderspoon, Vivian Lumbard and Mike Hanlon join worker rallies outside the Ohio state capitol building on March 1, 2011.

EN ROUTE AUTOMATION MODERNIZATION

The **En Route Automation Modernization (ERAM)** system replaces the 40-year-old En Route Host computer and backup system used at 20 FAA En Route Traffic Control Centers. ERAM technology was developed with NextGen in mind and is vital to evolving the National Airspace System from a ground-based system of air traffic control to a satellite-based system.

NATCA Northwest Mountain Region Vice President Jim Ullmann said that through the outstanding efforts of many within NATCA, the ERAM project continues to see positive improvement. National and local NATCA representatives and facilities are currently awaiting the latest software drop that addresses many issues that have been identified by not only ERAM key sites Seattle Center and Salt Lake City Center, but also the additional six facilities that have declared Initial Operation Capacity (IOC). The newest software update should allow the majority of IOC facilities the ability to have longer operational runs as NATCA representatives continue to ensure that ERAM is robust enough to be run during times of peak traffic at these facilities.

"There is no doubt that through the hard work of many, NATCA has become an integral part of this program and have proven our commitment to the much needed modernization of the National Airspace System," said Ullmann. "We will continue to work in a collaborative manner with the FAA to ensure that when ERAM is implemented at additional facilities, it is done so in a manner that ensures not only the greatest chance of success, but in the safest manner possible."

OPTIMIZATION OF AIRSPACE AND PROCEDURES IN A METROPLEX

The **Optimization of Airspace and Procedures in a Metroplex (OAPM)** is a structured, systematic and repeatable approach to Performance Based Navigation (PBN) and the associated airspace changes to accommodate these types of procedures. OAPM provides a geographic approach to problem solving and delivers an expedited process for integrated airspace and procedures efforts. It uses an educated prioritization process with transparent teams that operate under collaboration between the FAA, NATCA and users of the associated airspace.

The initial phase is the Study Team, a collaborative group of outside experts that study a geographic area's airspace and procedures. Based on input from the facilities and airspace users, the Study Teams formulate a roadmap for approval that will be utilized by the Design and Implementation Team (D&I Team). The D&I Team takes the conceptual design from the Study Team and designs, evaluates and implements the new procedures and related airspace.

NATCA National Airspace Rep. Jim Davis said that PBN procedures designed through the OAPM process will save airspace users millions of dollars a year at each location and reduce hear-back read-back errors for controllers.

"Many have identified this initiative as the beginning of NextGen, and the procedures created may become the backbone," said Davis. "The Houston OAPM project was one of 14 initiatives in the country identified by the White House and included on a new dashboard for tracking. The most important part of OAPM at this point is that we know it is not perfect and are willing to improve and learn from our mistakes."

TERMINAL AUTOMATION MODERNIZATION REPLACEMENT

Terminal Automation Modernization Replacement (TAMR) is a collaborative NATCA/FAA effort to have all terminal facilities utilize one automation platform. This will happen with the conversion of the 11 Common ARTS IIE (CARTS) facilities and 94 ARTS IIE facilities to the Standard Terminal Automation Replacement System (STARS) system. TAMR has been identified as one of the FAA's three highest priorities along with En Route Automation Modernization (ERAM) and Airspace Redesign. NATCA is involved in every aspect of TAMR and is committed to its success.

The NATCA TAMR Team has never expressed a preference for one product over another (CARTS or STARS), but strongly supports the initiative of achieving a common automation platform for all terminal facilities.

NATCA TAMR Representative Mitch Herrick said that in order to understand TAMR's direction, the NATCA TAMR Team looks to the history of terminal automation modernization.

"The FAA does not have a track record of consistent success with modernization programs," said Herrick. "But with complete NATCA involvement from the outset, the TAMR program can move forward and deliver a quality product of which NATCA and the FAA can be proud."

NATCA at

25

SCOT MORRISON, CENTRAL REGION

"NATCA for me... means solidarity," said Scot Morrison, Lincoln Tower (LNK) facrep and Central Region Alternate RVP (ARVP). "It's the workers joining together for the common causes that we have."

Morrison has been a controller since 1982, a NATCA member since 1988, facrep for 17 of his 20 years at LNK, ARVP since spring of 1998, Central Region labor relations lead, member of the former and currently reforming National Validation Team, arbitration advocate, selected as a member of the 2003 and 2009 contract teams, a NATCA Academy instructor and part creator/writer of the basic facrep class. All of this begs the question: is there anything Morrison doesn't do for NATCA?

Morrison started his career in flight service at Grand Island Tower, Neb., joined NATCA in 1988 and was promoted to LNK in 1990. He was elected LNK facrep in the summer of 1991 and has held that position ever since.

According to Morrison, during the early years of NATCA, the issue at the forefront of most LNK members' minds was figuring out what joining the union meant, and in what direction to take it. When Morrison took over as facrep, he realized that he didn't fully understand the position and, in order to do so, he would have to learn through experience.

Morrison quickly learned that being a facrep meant self-educating and standing firmly behind his decisions.

"Back then, for me, I just had to not be afraid to roll up my sleeves and get to work on something and hope I was going down the right road," he said.

When the Central Region facreps realized the Federal Aviation Administration (FAA) was treating their region's controllers more punitively than anywhere else, Morrison tackled the challenge headfirst.

"Basically the FAA wanted to regain what they thought was control they had lost in the workforce and they wanted to dictate workforce conditions more in the Central Region," said Morrison.

Morrison's advice to NATCA's young members is to find an issue they are passionate about and get involved.

"The big thing is to just find something to help your facility and your members and work on their behalves... don't be afraid to step up and say what you think if it's in the best interest of NATCA," he said.

Morrison's mandatory retirement is in 2016, but he plans to leave in 2015 so he can walk away from the job, and not be "forced out."

As for retirement, Morrison doesn't have any specific plans besides picking up his granddaughters from school each day and staying involved with NATCA.

Editor's note: These are two of a ten-part series of articles spotlighting veteran NATCA members, looking back at the first 25 years of the union leading up to the June 19, 2012 silver anniversary of NATCA's FLRA certification. We profiled one member each month from each of the 10 regions, in addition to also remembering key events that have helped shape the union and its growth as a strong advocate for its members and aviation safety.

CHRIS BOUGHN, EASTERN REGION

"NATCA means everything to me," said Chris Boughn, former New York Center (ZNY) president and current controller at Washington Center (ZDC).

"It's always been very special in my life. It's a camaraderie throughout every region."

Joining the union days after its certification, Boughn is among the "original-originals" – a walking, talking history and personification of NATCA.

After leaving his post as a controller for the U.S. Army, the FAA hired Boughn in 1984. Shortly after starting at ZNY – before NATCA existed – he was handing out signature cards for the Federal Labor Relations Authority (FLRA). Boughn joined the union as soon as it received certification.

"The application came in the mail and I sent it back in the mail the same day," he said.

After joining, Boughn was recruited to be ZNY safety representative by ZNY facrep Mike McNally. The push from McNally was all Boughn needed to become an exceptionally active member.

Following his position as safety rep., he was area rep. from 1981 to 1991, ZNY Vice President from 1991 to 1993, ZNY President from 1993 to 1998, and Eastern Region Legislative Chair in 1999. In addition, he was involved as a NATCA rep. to the FAA Staffing Task Force for FAA Reform in 1996, a member of the Green Book contract negotiating team in 1998, and a basic rep. training instructor and advanced arbitration instructor in 1998. Boughn also became a NATCA National Arbitration Advocate in 1992 and a NATCA Academy instructor in 2009. He still holds both positions.

Prior to NATCA's existence, Boughn said that the work atmosphere was similar to the White Book years and, at his facility, the need for a union was obvious.

"It wasn't just controllers who were saying we needed a union," Boughn said. "It was management too. I distinctly remember talking to people and they were saying, 'you need to reorganize.'"

Of all the roles Boughn has served in NATCA, the most gratifying was his role on the 1998 contract team and his time as ZNY facility representative.

"I probably had one of the best locals in NATCA," said Boughn. "And I still feel that way even though I'm not a member there anymore. It's such a great group of people to work with and it was an honor working for them."

For young members looking to serve the union and build the kind of relationships Boughn has now, his advice is to get involved, take a NATCA course and let the "original-originals" share their knowledge.

"I'm the history of NATCA and it's time for us to put the future back out there," Boughn said. "It's an honor standing in front of these classes and passing on my knowledge."

Boughn will remain at the front of those classes for several years to come. He transferred to ZDC seven years ago and although he's been eligible to retire for three years, he plans to stay until he has to leave.

"I'll go out when I face mandatory retirement at 56, and I'll be active right up until the very end," Boughn said.



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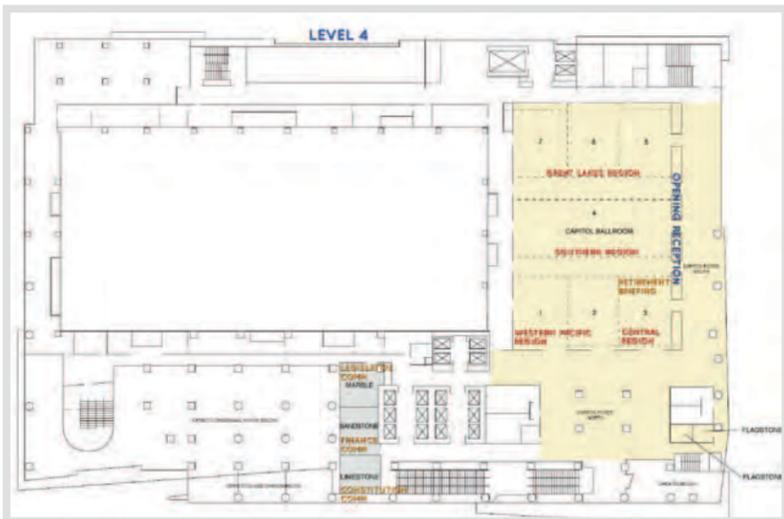
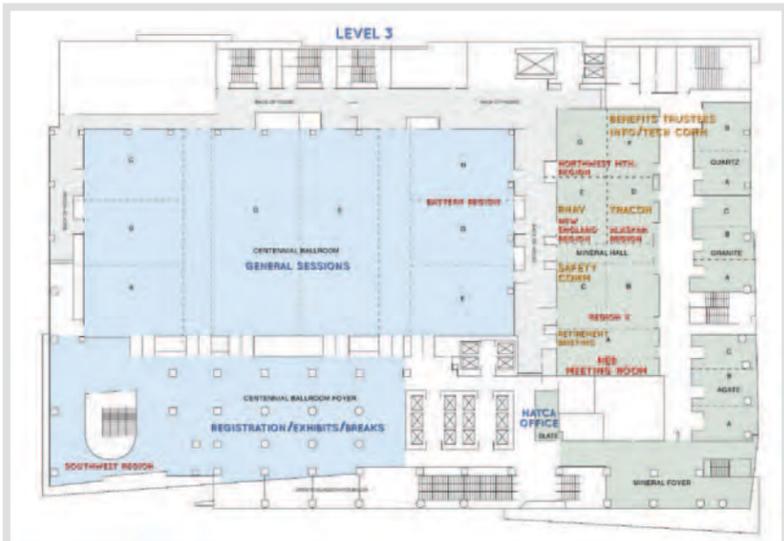
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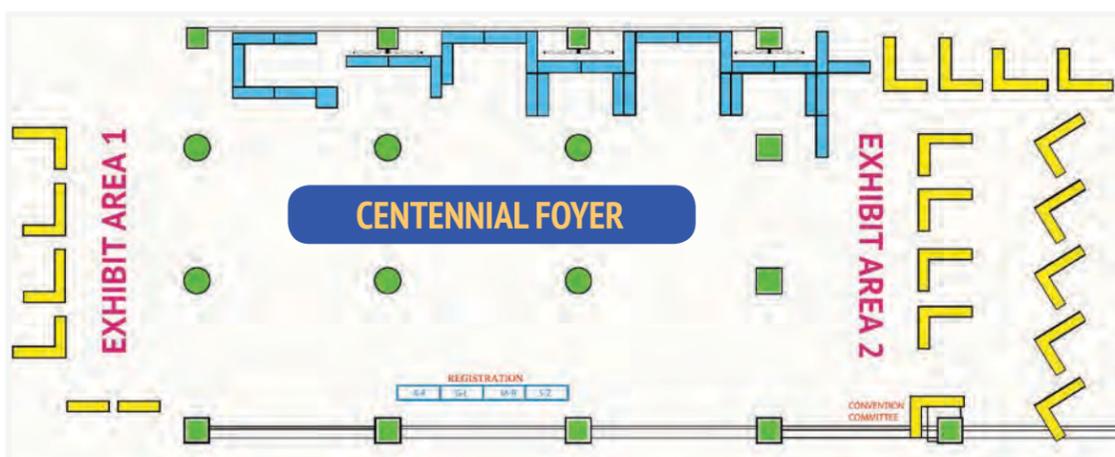


EXHIBIT AREA 1

- ☆ NATCA Benefits
- ☆ SkyOne Credit Union
- ☆ Geico

- ☆ Cambridge Financial
- ☆ RNAV
- ☆ Minneapolis 2014 Convention

EXHIBIT AREA 2

- ☆ NATCA Reloaded
- ☆ Union Plus
- ☆ National Labor College
- ☆ Workforce Engagement
- ☆ Thales
- ☆ K-PAX
- ☆ Long Term Care Partners
- ☆ IHC Financial
- ☆ Denver Convention Store

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- ☆ Hilton San Diego Bayfront
- ☆ NARFE
- ☆ Collaboration Workgroup
- ☆ Region X
- ☆ NATCA PAC
- ☆ IAI North America

Introducing...

the **NATCA** Historical Committee

The NATCA Historical Committee, established under NATCA Standing Rule SRH-7 is chartered for the exclusive purpose of documenting the official history of the National Air Traffic Controllers' Association at the national, regional, and local levels. Specifically, the Historical Committee is charged with making recommendations to the National Executive Board, and as approved, implementing methods and means to:

- Archive materials and documents associated with NATCA's official operations, functions and events, and elections;
- Where possible, convert NATCA's materials and documents into a searchable electronic database; and
- Ensure a chronological history of the Organization is documented and available to be used in conjunction with the activities of the Organizing and Reloaded Committees.

Roles and Responsibilities:

- Establish, in concert with the National Executive Board, measurable goals and objectives for the Committee;
- Brainstorm, evaluate, and implement suitable methods and means for achieving the Committee's purpose, goals, and objectives;
- Establish Regional and Local structures as appropriate and necessary;
- Develop processes, procedures, and templates for Locals' use; and,
- Once per year, provide the National Executive Board a written report concerning the Committee's recommendations and accomplishments, plus a synopsis identifying the status of, and obstacles and risks associated with, achieving the Committee's purpose and the committee's goals and objectives.

The NATCA Historical Committee will eventually be reaching out to all Locals and the membership for any historical information, documents or items. Contact Steve Weidner for more information: steve.weidner@natca.net.

COLLABORATE:

[kuh-lab-uh-reyt] to work, **ONE** with **ANOTHER**

NATCA President Paul Rinaldi has stated:

JOIN

"We want to be part of the solution. We want to be involved early in the pre-decisional stages of modernization. We want to lend our experience and expertise to NextGen. We want to be part of something we can be proud of and serve our country in a critical safety function that is so inherently governmental."

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Learn more about the joint NATCA/FAA Collaborative Process and get a chance to win an **IPAD** by visiting the Collaboration Booth located in Exhibit Area 2.

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