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NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION

1994 CONVENTION

TUESDAY, APRIL 19, 1994

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REPORTED BY: LYNDA J. MILLS, Notary Public
State of Florida at Large
CP, CM, RPR

1 P R O C E E D I N G S

2 MR. KRASNER: Would the Fifth Biennial
3 Convention of the National Air Traffic
4 Controllers Association come to order? To start
5 off our program today we are going to be led in
6 the Pledge of Allegiance, that's become the
7 long-standing tradition, by Rodney Turner,
8 Nashville Tower. If you would, Rodney.

9 MR. TURNER: Please rise. "I pledge
10 allegiance to the flag of the United States of
11 America and to the republic for which it stands,
12 one nation, under God, indivisible, with liberty
13 and justice for all."

14 (Applause.)

15 MR. KRASNER: Thank you, Rodney. Also,
16 as is our tradition, we start off our program
17 with the local President of our hosting facility
18 with opening remarks.

19 That individual, and I want to thank him
20 before he gets up, for all the hard work and
21 dedication of the Tampa local. They have been
22 working on this for months, and I think you can
23 see so far they have done an incredible job
24 putting it together. So, I would like to
25 welcome Joe Formoso, President, NATCA Tampa.

1 (Applause.)

2 MR. FORMOSO: Morning. On behalf of the
3 National Air Traffic Controllers Association in
4 the Southern Region in the Tampa Local, I am
5 proud to welcome my fellow brothers and sisters
6 to Tampa, Florida and at this Fifth Biennial
7 Convention.

8 I have been the President here at Tampa
9 Local for a little over two years. I have
10 traveled around the Eastern Region in Pittsburgh
11 and Washington National prior to arriving here.
12 And I don't regret, like most of you probably
13 don't, having to trade in the old snow plow for
14 a lawnmower.

15 This town here is very beautiful and we
16 are happy to have everybody here. I am told we
17 are around 850 people, and it looks like you all
18 got in here okay. And I think it says a lot
19 towards the strength of the commitment of this
20 union and I am very proud to be a part of this
21 record turn-out.

22 I am also proud to be a member of the
23 Tampa Local NSO. The convention team that we
24 put together in San Antonio has done a
25 tremendous job in assisting the National Office

1 staff. And I would like to tell those folks how
2 much I appreciate their hard work and dedication
3 in making this convention a success. So, thank
4 you.

5 (Applause.)

6 MR. FORMOSO: This convention here is
7 going to be just a little bit different. And I
8 think we are turning the corners in organization
9 in gathering speed as we will move ahead. Our
10 membership is growing and we are becoming more
11 united with common goals. So let's take care of
12 business here in the next few days and have some
13 fun, too.

14 And you all need to look at your
15 registration packages, see what we have planned
16 for you and follow them accordingly. There's
17 going to be a good bit to do in the next few
18 days on the floor and off the floor.

19 As a rule of thumb here in Florida, we do
20 two things, good things and bad things. Good
21 thing to do while you are in the area here is to
22 use one of the shuttle busses at nighttime or a
23 designated driver.

24 An example of a bad thing to do while you
25 are out there would be not to walk back and

1 forth along the main road with one of the
2 T-shirts that says "I am a tourist" on the front
3 and has a bulls-eye on the back. So, the bottom
4 line is be careful out there. And if we can do
5 anything to make your stay easier, just try to
6 hunt one of us down.

7 I asked for about an hour to speak and
8 you all don't want to listen to all that. I
9 have got about 30 pages here. So, I am going to
10 cut it short. I have got to go back to the
11 facility and drop off a box of parts from my
12 neighbor's Yugo to help put her SR-9 back
13 together.

14 (Applause.)

15 MR. FORMOSO: Okay. Everybody is awake.
16 I can always throw a side tone on here and make
17 you feel at home, too.

18 At this time I have been given the great
19 honor of introducing one of my very good
20 friends. This man and the national and regional
21 staff he has surrounding him have done a
22 tremendous job in leading this union in a
23 positive and futuristic direction. Thanks to
24 his strong leadership we are a highly respected
25 union that is rapidly surging ahead.

1 Now it is my extreme pleasure to present
2 to you the President of the National Air Traffic
3 Controllers Association, ladies and gentlemen,
4 Mr. Barry Krasner.

5 (Applause.)

6 MR. KRASNER: Brothers and sisters,
7 Honored Guests: It is with great pride I
8 welcome you to Tampa, Florida for the Fifth
9 Biennial Convention of the National Air Traffic
10 Controllers Association.

11 As those who have joined us in the past
12 will attest, our national convention is a
13 multifaceted affair. It is a time to renew old
14 friendships and it's a time to build new ones.
15 It is a time to share thoughts, ideas and
16 experiences from around the country. And it is
17 a time to set the direction for this great union
18 over the next two years.

19 Since we last met in convention, we, as a
20 union, have had a great many issues come before
21 us, both internally and externally. Thanks to
22 the hard work and dedication of the NATCA
23 National and regional staff, the Regional
24 Vice-Presidents, FAC reps, countless committees
25 and other NATCA activists, we'll call them

1 NATCAvists, NATCA has been very effective in
2 bringing those issues to a satisfactory
3 resolution.

4 Just to highlight a few of them, NATCA
5 debt reduction, first and foremost. Two years
6 ago we owed MEBA \$1.5 million which we were
7 paying off over a 15-year period at 6 percent
8 interest, which is pretty good interest rates
9 for two years ago. Since that time, we have
10 restructured that debt to pay it off in three
11 years at 3 percent interest, thereby saving over
12 \$900 thousand in interest payments.

13 (Applause.)

14 MR. KRASNER: So I am pleased to announce
15 at this time that on November 1, 1995 NATCA will
16 be debt-free.

17 (Applause.)

18 MR. KRASNER: You must remember, only
19 through this fiscal autonomy can we as a union
20 truly be masters of our own destiny.

21 As an adjunct to the debt reduction, we
22 also renegotiated the MEBA affiliation fee. In
23 the past this fee was based upon a percentage of
24 gross NATCA membership income, meaning that as
25 Air Traffic Controllers received pay raises,

1 which we did back then, so did MEBA. We didn't
2 think this made financial sense, so we entered
3 into a new agreement with MEBA with the
4 affiliation fee set a specific dollar amount per
5 member always.

6 The net result is that we currently pay
7 less in affiliation fees than we did at our last
8 convention, and the amount we pay remains
9 constant changing only as the membership grows.

10 In membership growth, the current NATCA
11 membership stands at approximately 10,500 active
12 dues-paying members. We continue to grow at the
13 rate of 25 to 30 new members per day each and
14 every day, representing a membership base of
15 about 70 percent, the highest of all federal
16 sector unions. The clout that this figure gives
17 NATCA is immeasurable, and it is a percentage to
18 which other federal unions can only hope to
19 aspire.

20 Internal training and communications. It
21 is our belief that the long-term success of
22 NATCA is dependent upon the strength of its
23 membership. Education and communication are the
24 key to that strength. This has been addressed
25 in two ways:

1 One, NATCA currently offers training by
2 way of basic FAC rep school, advanced FAC rep
3 school, basic and advanced arbitration school,
4 and courses in building a local union. We have
5 also instituted a program so that the members
6 may take courses on their own and receive
7 tuition reimbursement from the union.

8 In the future we will be instituting
9 workshops across the country three or four times
10 a year where members can receive specialized
11 training on a wide range of subjects. On the
12 communications aspect, realizing that's always
13 been our weakest link, we have created a
14 Communications Committee comprised of one member
15 from each region chaired by Mike Putzier, NATCA
16 Central Region Vice-President. This group will
17 develop a comprehensive system designed to
18 continuously improve NATCA's internal and
19 external communications.

20 NATCA Reclassification Project. As you
21 are aware, the 1992 Convention body deemed
22 classification and controller upgrades as the
23 number one priority to NATCA. This has been a
24 long and arduous process requiring enormous
25 amounts of personal time and effort on the part

1 of the Reclassification Committee. It appears
2 we finally reached Phase II of that process.

3 Just recently we petitioned OPM, Office
4 of Personnel Management, to begin a study which
5 would declare air traffic control as a unique
6 profession, with the end results being the
7 establishment of a distinctly separate pay scale
8 for Air Traffic Controllers.

9 (Applause.)

10 MR. KRASNER: Quality Through
11 Partnership. In September 1993, President
12 Clinton signed Executive Order 12871 which
13 mandated partnerships from federal agencies. In
14 the opening paragraph he stated, and I quote,
15 "Only by changing the nature of federal labor
16 management relations so that managers, employees
17 and employees' elected union representatives
18 serve as partners will it be possible to design
19 and implement comprehensive changes necessary to
20 reform government."

21 Our own partnership effort, QTP, has been
22 underway for over four years. In the beginning
23 it met with a fair amount of skepticism from
24 both managers and FAC reps. However, as time
25 progressed, it's becoming accepted as a better

1 way of doing business.

2 QTP is currently on 85 percent
3 implementation nationwide, and although it's
4 still far from the partnerships we envisioned,
5 we are still light-years ahead of any other
6 federal union in this regard.

7 PER Arbitration. I guess you have heard
8 of that. In mid 1993 NATCA filed a grievance
9 alleging that the FAA's Performance Appraisal
10 System was not objective and, therefore, in
11 violation of 5 U.S.C. 4302.

12 The system, as we knew it, had been in
13 place since 1988. The arbitrator not only
14 agreed with our assertion of illegality, the
15 Federal Labor Relations Authority later upheld
16 that decision. Although a system could have
17 been made legal simply by removal of two of the
18 five tiers in the system, NATCA saw this as an
19 opportunity to revamp the entire system.

20 Now, while our original intent was to
21 develop and implement a two-tier model, just a
22 pass-fail kind of model, we lacked the
23 regulatory authority to do so. We did agree
24 just last week to a three-tier system as an
25 interim measure until we can get OPM approval

1 for the two-tier system.

2 We have made some changes in the
3 three-tier system which were long overdue. And
4 as I said, it is a long way from where we need
5 to be, but that's Phase II. Some highlights of
6 the MOU on the three-tier system are as follows:

7 One national part for the NATCA
8 bargaining unit will be established. For the
9 first time pay-outs will be equal regardless of
10 region.

11 (Applause.)

12 MR. KRASNER: Those rated fully
13 successful will receive pay-outs as well as
14 those who exceed the standards.

15 (Applause.)

16 MR. KRASNER: Pay-outs will be equal
17 regardless of facility level. This means that a
18 Level I --

19 (Applause.)

20 MR. KRASNER: This means that a Level I
21 fully successful will receive the same pay-out
22 as a Level V fully successful. And finally, the
23 parties will meet within 60 days to develop a
24 two-tier system and we will jointly petition OPM
25 for authority to implement that system.

1 Finally, my personal favorite. Sunday
2 settlement pay.

3 (Applause.)

4 MR. KRASNER: As you are well aware, this
5 win resulted in a settlement with FAA for over
6 \$19.5 million. NATCA distributed this money to
7 all bargaining unit members. Now, some have
8 contended that this was money that was coming to
9 them anyway. But I want you to know that Air
10 Traffic Controllers are the only employees to
11 receive any pay-out to date. Since you all know
12 the story already, I will let the issue go by
13 saying one last time, Merry Christmas 1993.

14 (Applause.)

15 MR. KRASNER: Now, these issues represent
16 a small fraction of the overall accomplishments
17 of the union over the last two years. Due to
18 the fact that we have to move business through
19 the convention I had a need to cut them short.
20 We have asked for -- no pun intended.

21 (Laughter.)

22 MR. KRASNER: We have asked for your
23 commitment, your input, your dedication and your
24 enthusiasm and you have come through with flying
25 colors time and time again. But this is the

1 past. And while we always have a need to
2 celebrate our successes, we must look to the
3 future.

4 Times have changed in the FAA, and in
5 government as a whole. We now live in a time
6 where the Administration is committed to the
7 reduction of size and abuse in the federal
8 government. One cannot expect the government to
9 be reduced by a quarter of a million employees
10 in the next five years without some residual
11 effects. Agency budgets are getting smaller and
12 smaller each year. Federal raises diminish or
13 disappear every year and not a congressional
14 session goes by without somebody attempting to
15 reduce the value of our retirement.

16 Even as we assemble today, we are engaged
17 in a bitter fight over the elimination of 1,100
18 bargaining unit positions in Level I's. And
19 that's only the beginning. If the FAA has their
20 way, these controllers will no longer be
21 considered bastard stepchildren, they will
22 simply no longer be considered at all.

23 However, we do believe there is a bright
24 star on the horizon. The proposal for the
25 government corporation is due to be delivered to

1 Secretary Pena later this week. If you recall,
2 it was NATCA that delivered the original
3 proposal to President Clinton during his
4 campaign. It has always been our belief that
5 the only real future for the air traffic system
6 and for our profession lies within the
7 government corporation.

8 With relief from congressional budget
9 process and ability to procure equipment without
10 going through massive amounts of bureaucratic
11 red tape, we can finally realize a system which
12 could keep up with the times from a
13 technological standpoint.

14 Additionally, with the ability to deal
15 with personnel issues, such as compensation, PCS
16 money, and promotional opportunities, we will
17 finally be able to staff the air traffic system
18 with highly trained, highly qualified, properly
19 compensated Air Traffic Controllers.

20 (Applause.)

21 MR. KRASNER: As I stated, we believe the
22 only real future for the air traffic system and
23 the profession lies within the government
24 corporation. But please be assured that NATCA
25 has not given its blind, unconditional support

1 for restructure. If the model recommended by
2 the FAA and introduced to Congress by the
3 Administration does not meet our requirements,
4 does not give us the protections we need as a
5 union, then we will forcibly oppose its
6 adoption.

7 Today, more than ever before, there are
8 great challenges facing us as a work force and
9 as a union. These next three days have been
10 structured to allow for information and debate
11 on a wide variety of issues. This will be
12 unlike any convention we have had before. It
13 will not be all constitution.

14 (Applause.)

15 MR. KRASNER: But I like that stuff. For
16 the first time we, in the union, will not spend
17 our entire convention debating constitutional
18 issues. There are more important decisions to
19 make and it's only proper that this esteemed
20 body be the one to make them.

21 I urge you all, listen to our speakers,
22 listen to the presentations, speak with your
23 fellow NATCA members. We have tried to
24 structure this meeting so that it presents all
25 sides of the issues.

1 We will tell you all that we know and all
2 that we believe. However, when the ultimate
3 decisions of this body, whatever the ultimate
4 decisions of this body, we as a union must be
5 unified in our support of those decisions.

6 In closing, I am going to reiterate some
7 of what I stated when I last appeared before the
8 convention where it was applicable then and
9 still rings true today. We are counting on you,
10 the delegates, FAC reps, the membership to be
11 the strength behind NATCA's mission. We are
12 dependent upon your commitment, your enthusiasm
13 and your dedication. The heart, soul and
14 strength of NATCA comes from you, the
15 membership.

16 Although we have come a long way, we
17 still have a long way to go and there are no
18 quick fixes. If we stand together, if we are
19 unified in our resolve, then we have the
20 credibility and ingenuity to achieve our goals,
21 for our strength comes from within. Thank you.

22 (Applause.)

23 MR. KRASNER: Before I introduce our
24 keynote speaker, I am going to count on his
25 patience to allow me to introduce some special

1 guests we have, some people you need to be aware
2 of. I will run down the list fairly quickly. I
3 would like you to hold your applause until I
4 introduce them all, and then I will be more than
5 happy to give them all a round of applause.

6 First one is Fuzz Bhimji. He's here from
7 KAFCA joining us. Fuzz, where are you? Stand
8 up. We won't make you stand until the end,
9 Fuzz. Walter Browne, MEBA V-P Associate, who
10 you met last night. Jim Breen, former NATCA New
11 England Regional Vice-President. John Leyden,
12 Secretary-Treasurer of Public Employees
13 Department of the AFL/CIO. Gary Molen, former
14 NATCA Northwest Mountain Regional
15 Vice-President. Monte Pacey, Canadian Air
16 Traffic Controllers Association. Mark Zalinski,
17 MEBA Secretary-Treasurer. And Gordon Ward, MEBA
18 President.

19 (Applause.)

20 MR. KRASNER: And one more list because
21 this group really loves the embarrassment
22 factor. This is our National Executive Board,
23 the Regional Vice-Presidents. Sam Rich, Alaska
24 Regional V-P. Mike Putzier, Central Regional
25 V-P. Tim Haines, Eastern Region V-P. Jim

1 Poole, Great Lakes Regional V-P. Craig Lasker,
2 New England Region V-P. Jim Ferguson, Northwest
3 Mountain Region V-P. Randy Schwitz, Southern
4 Region V-P. Ed Molen, Southwest Region V-P.
5 Karl Grundmann, Western Pacific V-P. And Joe
6 Bellino, Executive Vice-President.

7 (Applause.)

8 MR. KRASNER: I would also like to let
9 you know we do have NBC and CBS joining us.
10 They will be here for various parts of the
11 convention. And I hope you will all take the
12 opportunity to speak with them if they are
13 requesting assistance on the issues. I have
14 never known an Air Traffic Controller to shy
15 away from a camera, so don't start now.

16 Today I am especially pleased to
17 introduce our keynote speaker to you this
18 morning. In fact, we're very honored to have
19 him addressing our convention. Because of the
20 activities surrounding the Administration's
21 effort to corporatize air traffic control, I
22 have been working very closely with the
23 Secretary and have got to know him quite well.
24 He truly exemplifies all that is good about
25 public service.

1 At the beginning of the Clinton
2 Administration, like you, we heard a lot about
3 Federico Pena, the former Mayor of Denver. We
4 heard that he was a hands-on administrator, that
5 he was an individual who excelled at coalition
6 building, and that he could and would cut
7 through the bureaucratic red tape to get the job
8 done.

9 We finally got to meet Secretary Pena in
10 late 1992 when he was named by President-Elect
11 Clinton to head up the transportation transition
12 effort. And you know what? He was everything
13 that they said he was. He went that extra mile
14 to make sure all segments of the transportation
15 industry, including its unions, were heard.

16 And you have to understand, in Washington
17 during these previous twelve years unions were
18 not exactly valued guests. When Federico Pena
19 was named and confirmed as Secretary of
20 Transportation, along with all the other
21 transportation unions we raised our voices to
22 cheer this nomination. We felt that finally our
23 concerns would get a fair hearing as
24 transportation policy was being developed, not
25 after the fact.

1 I am very happy and proud to assure you
2 that this is indeed the case today. Brothers
3 and sisters, I am very honored to introduce to
4 you a proven friend of NATCA, the Secretary of
5 Transportation, Federico Pena.

6 (Applause.)

7 MR. PENA: Thank you very much. Thank
8 you. Thank you very much. Thank you very much,
9 everyone, for that very warm reception. I
10 should come to your conventions more frequently.

11 Let me first tell all of you how happy I
12 am to be here with you. I have been looking
13 forward to this session for sometime. And I
14 felt a little uncomfortable walking in when I
15 saw Barry and Joe and everybody else and I
16 looked out at all of you sitting in the audience
17 and realized that we were the only ones with
18 suits on. I said, "Barry, are we in the right
19 place?" He assured me that we were.

20 I want to first make a couple of comments
21 about Barry. And I hope I don't embarrass him
22 too much, but if I do, fine. I have had an
23 opportunity meet with your outstanding leader
24 over the last, well, year or so. And as I
25 listened to Barry stand here before you and give

1 you a report on your accomplishments with his
2 leadership, I was once again convinced about the
3 high level of professionalism that you have
4 brought to our country. I think Barry
5 exemplifies that.

6 He has been working very closely with me
7 and our Administration on a number of issues.
8 And you heard the report today that it is
9 abundantly clear that he is providing
10 outstanding leadership to all of you and, I want
11 to say, to our country. And so, Barry, I want
12 to thank you very much for inviting me here
13 today and for all that you have done since you
14 and I have been working together. Thank you
15 very much.

16 (Applause.)

17 MR. PENA: I also want to thank Joe
18 Bellino, to my right to your left, because we
19 also have worked very closely together also.
20 And, Joe, it's been a delight working with you.
21 You have always been direct with me. How
22 unusual for Joe, right?

23 (Applause.)

24 MR. PENA: Such a quiet, reserved, humble
25 person. You always have to ask him what his

1 as I have learned more and more about the
2 environment in which you work in, the structures
3 and the processes that you had to deal with for
4 so many years, I have to tell each and every one
5 of you that I am in awe of what you have been
6 able to do for our country. I mean that.

7 When I look at the obstacles and the
8 problems and the red tape and the regulations
9 and all of the things that Barry talked about, I
10 am absolutely astounded that we continue to have
11 the finest and the safest air traffic control
12 system in the world. And, ladies and gentlemen,
13 it is because of you.

14 (Applause.)

15 MR. PENA: Just hearing Barry talk about
16 some of the creative things he did, reducing the
17 interest rate and saving you \$900 thousand, he
18 sounded like a corporate executive making those
19 hard decisions for the betterment of the
20 organization. And I have heard those stories
21 time and time again as I travel around the
22 country. People like you who have, in spite of
23 the system we have created -- I say "we," I
24 suppose because I am now part of the federal
25 government and so I must, I guess, assume part

1 of the mantle of those who come before me -- but
2 we, the federal government, have created, and in
3 spite of all that you have come up with creative
4 solutions to make this system work better.

5 I can't tell you the number of stories I
6 have heard from the maintenance people who have
7 talked to me about equipment that doesn't work,
8 and they couldn't find the company that had
9 invented the equipment forty years ago because
10 it went out of business. And only because of
11 the sheer ingenuity and talent of those people
12 were they able to maintain it and keep it up to
13 speed. And I have heard those creative stories
14 of ingenuity and American genius that all of you
15 typify, and I just want to say thank you for
16 doing that for so many years. And it's now time
17 to do things differently, and I think better,
18 for our country. And not only --

19 (Applause.)

20 MR. PENA: And not only am I proud to be
21 with you today and to be working with you, but I
22 am also proud of our President and this
23 Administration which has also brought bold and
24 dynamic change for our country and proud of the
25 fact that we are finally making dramatic change

1 and beginning to improve the quality of life for
2 Americans.

3 More than any President in a generation,
4 President Clinton recognizes and appreciates the
5 role that working men and women have brought to
6 our country.

7 (Applause.)

8 MR. PENA: And you have, and you have
9 seen him time and time again through his
10 actions, through his leadership, and through his
11 words where he has said to all of our country
12 that we can no longer as a nation continue to
13 have the turmoil and the bitter battles that we
14 saw the past twelve years between working men
15 and women and management, that we must find a
16 new way to work together.

17 (Applause.)

18 MR. PENA: That's a President that
19 believes we ought to support working people who
20 play right by the rules and who work by the
21 rules.

22 In just over fifteen months this
23 President made some very tough decisions, tough
24 and bold actions which are beginning to pay real
25 dividends for working men and women throughout

1 our country.

2 We now have a budget where we're reducing
3 the deficit in our federal government for three
4 years in a row for the first time in 40 years.
5 For the first time in 40 years --

6 (Applause.)

7 MR. PENA: -- we finally see the economy
8 is picking up. Home sales and car sales are up.
9 We have seen 2 million new jobs created last
10 year, and we're going to create another 2
11 million jobs this year. Inflation is low. The
12 economy is finally underway.

13 And just this past month, on April the
14 15th when we all rushed to file our income
15 taxes, we realized that for the middle class
16 working men and women of this country their
17 income tax did not go up as a result of the
18 budget decisions this President made. And that
19 is the kind of leadership that we have brought
20 to this country.

21 Instead, the President's plan has
22 actually expanded things like the earned income
23 tax credit for those working men and women of
24 our country who are the lowest-paid workers.
25 And this year they are going to get expanded

1 refunds for low and minimum wage jobs, and they
2 lift hundreds and thousands of working men and
3 women out of poverty. That's not just talk
4 about family values, that's valuing families.

5 We saw that same principle in action, not
6 in talk, when Bill Clinton won passage of the
7 Family Leave Act to enable employees to take
8 leave to take care of their sick children or
9 their elderly parents without losing their jobs.

10 (Applause.)

11 MR. PENA: And last year the President
12 introduced, and we got passed, a National
13 Service Program to give the sons and daughters
14 of so many families in our country the
15 opportunity to go to college, as they so wanted
16 to, and to find a way to work off those loans
17 through national service.

18 And most importantly, this President is
19 now leading an historic fight to win health
20 security for all Americans, health care that can
21 never be taken away if you lose your job or move
22 somewhere else. The kind of health care that
23 all Americans would love to have, we will
24 finally have if we get this health care bill
25 passed this year. That's the kind of leadership

1 that President Clinton has brought to our
2 country.

3 I am also proud of the fact that the
4 Department of Transportation has been able to
5 reach out to many working men and women
6 throughout this country and to deal with the
7 questions that are facing so many of you. We
8 hope, for example, to facilitate an agreement
9 between Northwest Airlines and its unions that
10 help protect jobs and provide employees with a
11 greater stake in the airline, and to keep the
12 carrier and its passengers flying.

13 And when American Airlines and its
14 workers and passengers were suffering through
15 its strike, we worked to bring those two sides
16 together. And, once again, the President
17 suggested the arbitration process that brought
18 that strike to an end.

19 (Applause.)

20 MR. PENA: I don't know how many times I
21 have heard Barry and Joe, and people like Randy
22 Babbitt from the Airline Pilots' Association,
23 Ron Carey from the Teamsters, and John Peterpaul
24 of the Machinists, who have said to me that they
25 have never spent so much time on the Tenth Floor

1 of the Department of Transportation talking
2 about your concerns, talking about your issues.

3 Because, friends, it has been a long time
4 since we have had an Administration that has
5 appreciated what all of you do for our country.
6 And I want you to know today, and every day,
7 that so long as Bill Clinton is your President
8 and so long as I am Secretary of Transportation,
9 our doors will always be open to you.

10 (Applause.)

11 MR. PENA: I am here today to talk about
12 a new, bold initiative that Barry had discussed
13 in his opening comments, and that's the need to
14 reform the Federal Aviation Administration and
15 to create a new air traffic control corporation
16 for our country.

17 As you know, this was a suggestion that
18 was made some time ago by you. It also came out
19 of the work of the National Airline Commission,
20 which met for 90 days last year, a 50-member
21 group that looked at a number of problems in the
22 airline industry, and finally came out of a
23 report that the Vice-President led where we
24 talked about reinventing government and making
25 this government work better for the American

1 people.

2 There is no single area where this
3 Administration's new spirit of access and
4 partnership with labor has been, and will be,
5 more important.

6 And I want to again thank Barry and Joe
7 and John Thornton for their support, for their
8 guidance, for their advice all during this
9 process.

10 And we know that Barry indicated that
11 from the very beginning we have ensured that we
12 have included his views and your views as we
13 were developing this concept. While it is not
14 finalized yet, it will be very soon. We will
15 continue to include your ideas as we shape this
16 proposal, as opposed to actions in past years
17 where decision were made in the Administration
18 without including you at all, and then presented
19 to you for the first time when they were already
20 finally done.

21 So I am delighted to have your advice.
22 We are going to need more and more of that as
23 this process moves forward. And I want to
24 ensure that we get the full involvement of your
25 membership as we make this change happen.

1 One reason that I believe I can count on
2 that is because I know that Air Traffic
3 Controllers know better than anybody else the
4 ridiculous constraints that our air traffic
5 control system now experiences when it comes to
6 budgets, when it comes to procurement, and when
7 it comes to personnel policies. These are the
8 three principal problems that we are trying to
9 correct, and you know them better than anybody
10 else.

11 I could say that it's a miracle that the
12 system works as well as it does. But it is not
13 divine intervention that does it, it is you. It
14 is the dedication and determination of thousands
15 of Air Traffic Controllers that keep this system
16 running -- against the odds, through
17 bureaucratic nonsense and in the face of
18 ridiculously complex rules and jungles of red
19 tape.

20 What I have seen in the last several
21 months convinces me that the main reason that
22 this system holds together is that you just
23 refuse to let it fall apart. Your
24 professionalism makes all of us who fly as safe
25 as it is humanly possible. But it's past time

1 we provided the people who control America's air
2 traffic with some better tools to do their job.

3 And at the risk of preaching to the
4 choir, let me tell you just a few, just a few of
5 the horror stories that I have observed in my
6 visits with Air Traffic Controllers around the
7 country.

8 I remember Barry and I were at National
9 Airport in Washington and I saw my first Univac
10 system, and not my last. It was the size of a
11 truck with less computing power than a lap-top
12 computer that you could buy off the shelf.

13 I thought Univacs had gone out with
14 Dr. Strangelove. But not at the FAA. I saw my
15 second Univac in St. Louis, where they also
16 showed me a piece of 35-year-old technology that
17 they had to buy brand new to match the old
18 equipment. And I didn't know whether they had
19 bought that from a junk yard or bought it from a
20 museum.

21 In Seattle I saw some more vintage
22 equipment, a mainframe the size of three washing
23 machines side by side. It probably has less
24 memory than a single pentium chip has today.

25 And in Detroit -- is anybody here from

1 Detroit? Over here. I was in Detroit, went to
2 visit your very nice tower. Everybody would
3 love to have a tower like yours, plenty of room,
4 looked very nice, new space, the whole thing.
5 Until I learned -- and I was with a camera crew
6 and some reporters and I was trying to explain
7 the problems of the air traffic control system,
8 but things looked too good in Detroit, until I
9 realized that after building that we took the
10 old equipment and put it in the new tower. It
11 didn't make any sense.

12 (Applause.)

13 MR. PENA: So, then I came across those
14 famous vacuum tubes from 1946. It wasn't in
15 the Smithsonian, it was from one of our ground
16 radar systems. And those vacuum tubes and that
17 system are older than I am.

18 I never thought I would be looking at a
19 piece of air traffic control technology that
20 would make me feel like a kid again. I brought
21 one with me today. This one happens to be made
22 in the United States of America. Some of them
23 are not. And I am a little -- I feel a little
24 guilty carrying this around because I think I
25 ought to return it as quickly as possible.

1 (Laughter.)

2 MR. PENA: But, friends, we can do better
3 than this. There is no excuse to having vacuum
4 tubes in our system anywhere in our country.

5 And then when I talk to the young people
6 who are being trained by those that are about
7 ready to retire, and the fact that we are
8 training them to take care of technology in a
9 way that they will never be able to use it in
10 any other life situation, training that is
11 outdated, training to take us back 40 years, 50
12 years, it simply doesn't make sense.

13 But then again, I have had several Air
14 Traffic Controllers point out to me that they
15 are working with equipment which is older than
16 they are. And they showed me towers that are so
17 crammed with old gear that the work is cramped
18 and technicians can hardly make the repairs --
19 or even fit any of the new equipment in.

20 And I have heard the horror stories of
21 people trying to take machines down the
22 stairways trying to get them repaired or fix
23 them right there in the control room, if you are
24 lucky to have an opportunity to get it fixed.

25 I have had Air Traffic Controllers tell

1 me it would take three and a half years to get
2 all the authorizations it takes to simply tear a
3 wall down. That's a big triumph if they can
4 manage to buy a new piece of gear in just a year
5 and a half.

6 I won't embarrass the person who made
7 this statement at one of the facilities, but I
8 asked them one day how long it had taken to get
9 a new piece of equipment, and he was thrilled
10 that it only was delayed 18 months. We have all
11 become accustomed to accepting an 18-month delay
12 as good news.

13 The problem has been that you have all
14 been operating in such a system that we have
15 become accustomed to accept those kinds of
16 delays. And that's intolerable, friends. You
17 ought not to be getting equipment 18 months
18 behind schedule, or worse, getting equipment so
19 late in the process that by the time it's
20 installed it's outdated and no longer
21 functional.

22 And I am sure everybody in this room, if
23 I went around and asked each of you to give me a
24 horror story, I am sure you could come up with
25 them. I heard them from Washington to Columbus,

1 Ohio to Portland, Oregon, all over this country.

2 I have to tell you that that actually
3 makes me very sad because it's just not right
4 that it takes so many years to buy computer gear
5 and our air traffic control systems are
6 chronically obsolete.

7 It's not right that we have run a \$2.2
8 billion overrun in the Advanced Automation
9 System, and that it is years behind schedule.
10 That is unacceptable. The lesson that I draw
11 from all of this is that it is now time to take
12 action -- now. You deserve better. So does the
13 American aviation industry, the traveling
14 public, and our entire economy.

15 So we need to create a modernized air
16 traffic control system that can move quickly and
17 keep pace with the 60 percent increase in air
18 travel over the next 12 years.

19 But, as I have been around the country, I
20 can't say that the system we now have can beat
21 that geography. The equipment is old and
22 getting older. Time after time I am told that
23 the facilities are at or near maximum capacity.
24 We simply cannot keep going this way.

25 It is hard to ask you to bring out much

1 more efficiency with the equipment that you now
2 have. You have been doing it for many years.
3 When I think about the future and the kinds of
4 pressures you are going to experience in years
5 to come, I am hard-pressed to hear from you how
6 you are going to be able to do it.

7 So we need to fix this system and to
8 reform it fundamentally. We need to get rid of
9 the 11-foot stack of procurement rules that
10 keeps our ATC technology years behind the times.

11 (Applause.)

12 MR. PENA: And we need flexible,
13 up-to-date personnel rules so that we can pay
14 people what they deserve and be able to place
15 them where they are needed most.

16 (Applause.)

17 MR. PENA: And finally, and finally, we
18 need a reliable funding system, free from the
19 annual budget roulette game, to pay for ATC
20 services and to make long-term investments for
21 our system so we can keep up with the technology
22 of the aviation industry itself.

23 In short, we need to change the whole
24 culture of the ATC system to permit flexibility,
25 ingenuity, and efficiency to come to the fore.

1 And we need to ensure that safety, that safety
2 remains our number one priority as we make all
3 these changes.

4 All of these goals, I believe, can best
5 be served by creating a new government
6 corporation to embrace all of the 38,000 FAA
7 employees directly involved involving ATC
8 services.

9 This new federal services corporation
10 will have a Chief Executive Officer with full
11 powers and accountability to run the system, and
12 it will have a Board of Directors on which
13 employees will have a voice.

14 The FAA will retain authority for safety
15 oversight of the new corporation, just as it
16 does over private airlines and aircraft
17 manufacturers.

18 There will be no bottom-line incentive to
19 cut corners on safety. To the contrary, because
20 it will be free from today's ludicrous
21 procurement rules, the Air Services Corporation
22 will improve safety by rapidly introducing the
23 latest technology and by improving the working
24 conditions and conditions to enable you to do
25 your jobs better.

1 I remember a meeting I had with
2 controllers in Detroit recently. We were
3 talking about some of the critics who were
4 beginning to suggest that somehow this new
5 corporation is going to jeopardize safety. One
6 of the controllers looked at me and asked, "Why
7 would they think that I would be less concerned
8 about safety than I am now?"

9 The answer is very clear. No one in this
10 entire system is more committed to safety than
11 you are. So, when I think of replacing vacuum
12 tubes from the 1940's or computers from the
13 1950's, when I think about better working
14 conditions, then I think about safety, greater
15 safety.

16 That's what this reform is all about,
17 ensuring that we have the safest system possible
18 today, tomorrow, and into the next century.

19 Let me underscore this point once more.
20 Neither President Clinton, Vice-President Gore,
21 or this Secretary of Transportation, nor any
22 member of this Administration, would propose any
23 reform that would hazard the record of safety
24 that you have worked to hard to create.

25 And, finally, let me say that the Air

1 Traffic Services Corporation will also be freer
2 to hire, train, to deploy, and to compensate Air
3 Traffic Controllers without struggling with
4 today's absurdly complex personnel regulations.

5 (Applause.)

6 MR. PENA: This will enable a corporation
7 to offer more businesslike compensation for
8 employees in high-cost and hardship areas. We
9 are going to work closely with NATCA to see that
10 the proposed personnel rules are not only
11 flexible, but fair and equitable as well. And
12 that means that as we transfer over to this
13 corporation, the current rights in health care
14 and retirement will be protected.

15 So, ladies and gentlemen --

16 (Applause.)

17 MR. PENA: Ladies and gentlemen, we are
18 going to be sending our proposal to the Congress
19 in the early part of May.

20 I am pleased to have been working very
21 closely with NATCA on this reform, as well as
22 the Professional Airways Systems Specialists and
23 the Airline Pilots' Association.

24 I am convinced that this proposal will
25 not only be good for our aviation industry, but

1 will improve your working conditions and will
2 enable us to provide you with the
3 state-of-the-art gear that professionals deserve
4 to work with.

5 I hope I can count on your active support
6 as the debate on the ATC reform heats up this
7 Spring. Because you, more than anyone else,
8 knows about the bold new change we need to
9 bring, and I hope you will help us deliver this
10 message.

11 So, in conclusion, reforming the air
12 traffic control system is real opportunity to
13 demonstrate one of the central beliefs of this
14 Administration -- the idea that we can, in fact,
15 reinvent government, making it better and cost
16 less.

17 This isn't just an idea designed to
18 please efficiency experts or policy specialists,
19 it's consistent with the goal of improving the
20 lives of working Americans, whether they are Air
21 Traffic Controllers at their consoles or
22 tourists or business people waiting for a
23 flight.

24 That same goal, improving working
25 people's lives, is at the very heart of every

1 one of our top priorities. That's true whether
2 you look at the National Service Program or the
3 Labor Department's effort to replace the
4 unemployment system with a re-employment system;
5 or the Education Department's "Goals 2000"
6 effort to raise public school standards across
7 the country, or the single most important
8 struggle that everyone in this Administration is
9 waging, the struggle for health care reform.

10 I'm proud to be part of an Administration
11 that has finally shown the courage to tackle the
12 issues of health security for all Americans. A
13 whole series of Presidents have been putting off
14 these important issues for too long, and we now
15 have a President who has the guts to take on
16 these issues.

17 The President's Health Security Plan will
18 answer the deepest anxieties of working
19 Americans -- the terrible fear of losing health
20 coverage when you change a job, or your fear of
21 losing it because of a catastrophic illness.

22 And now that we have a President who is
23 going to fight for health security every day, we
24 need you to be with us on this one until we get
25 the job done.

1 This is a dream that has been delayed for
2 generations by bitter opposition from those who
3 want to keep the status quo. And so whether
4 it's reforming the air traffic control system or
5 winning health security, we are in for a tough
6 fight.

7 But I am convinced that with your help
8 these are battles that we can win together.
9 Thank you very much.

10 (Applause.)

11 MR. KRASNER: Okay. The next part would
12 be running into our business of adopting
13 reports, stuff like that. Due to the
14 Secretary's schedule, he's going to have to be
15 phasing out. He's going over to Tampa later
16 this morning to visit the facility. He has a
17 couple of things to do on the way.

18 I also need to get a couple things done
19 in reshifting our focus to moving into business.
20 So what I am going to offer at this time is why
21 don't we take a 10-minute break, and I say 10
22 minutes so I know you will actually be here in
23 15 to 20. I am going to try to do this in 15
24 minutes, to start this off and running again, so
25 why don't we take a break and then we will get

1 into business. Thanks.

2 (Recess at 9:40 a.m.)

3 AFTER RECESS

4 10:00 a.m.

5 MR. KRASNER: May the convention please
6 come to order? Yo. Okay, let's please be
7 seated.

8 May the convention please come to order.
9 I have a couple of reminders first. There is a
10 lot of delegates who have not picked up their
11 credentials yet, and there are a lot of
12 delegates who are not carrying their credentials
13 with them.

14 Those are essential. If there is a roll
15 call vote you will not be giving your votes if
16 you don't have those credentials. You must have
17 credentials as a delegate to be a voting member
18 of this body.

19 There was something else. Oh, yes.
20 Here's the good news. I want to give you the
21 list of Sergeant At Arms for the morning. Let's
22 find some Sergeant At Arms. See, I want you to
23 recognize them because they are important, not
24 only for throwing you out if you are unruly, but
25 also because on passing messages up to the front

1 and that kind of stuff.

2 Why don't you bring me Sergeant At Arms
3 so I can show you who they are. They are Jim
4 Allerdice, Jerry -- Jim, raise your hand.

5 (Hand raised.)

6 MR. KRASNER: That's Jim. Jerry Tierney.
7 Where is Jerry? Someone threw him out already I
8 guess.

9 UNIDENTIFIED SPEAKER: He's shoving
10 everybody in.

11 MR. KRASNER: What? He's shoving
12 everybody in, okay. He's the big guy. Okay.
13 We have got Ken Kluge. Ken? And Bill Johannes.
14 Bill Johannes is over there. They are
15 identified by the orange badges, the all orange
16 badges that say "Sergeant at Arms. Mess with
17 me, you are a dead man." Okay.

18 We'll be rotating them off because it's a
19 very difficult job and we don't want to, you
20 know, overtax them.

21 Okay. The next item of business is the
22 report of the Convention Credentials Committee,
23 Mike Palumbo. You all remember Mike. He's the
24 Chair of this committee and will give the
25 report.

1 MR. PALUMBO: Hi. Attached is a list of
2 the voting members of the 1994 Convention and
3 their alternates that have been registered up
4 until 9:30 a.m. this morning, the 19th of April,
5 1994.

6 There are 394 delegates here, 95
7 alternates, representing a total of 9,367 votes.
8 On behalf of the committee, I move that the roll
9 of delegates hereby submitted be the official
10 role of voting members of the convention at this
11 time.

12 MR. KRASNER: Okay. And for anyone who
13 isn't aware or doesn't remember, the Credentials
14 Committee report is given at the beginning of
15 each business session, or, I'm sorry, each
16 business meeting, so, it is the first order of
17 business, because that number changes depending
18 on people checking in or not checking in.

19 So, anyway, the question is on the
20 adoption of the report of the Credentials
21 Committee. Are you ready for the question? No
22 one answered. That's great.

23 Those in favor of the adoption of the
24 report of the Credentials Committee signify by
25 saying aye.

1 UNIDENTIFIED SPEAKERS: Aye.

2 MR. KRASNER: Those opposed say nay.

3 UNIDENTIFIED SPEAKERS: Nay.

4 MR. KRASNER: The ayes have it. The
5 report of the Credentials Committee is adopted.
6 A quorum is present and the voting body of this
7 convention is established.

8 Okay. One more quick announcement. The
9 Constitution Committee is apparently having a
10 constitutional crisis. All members of the
11 Constitution Committee, they want you in the
12 Cormorant Room. I guess it's on the second
13 floor. The Cormorant Room like ASAP.

14 UNIDENTIFIED SPEAKER: Why?

15 MR. KRASNER: I have no idea why. I
16 couldn't tell you. Okay. Where are we? The
17 next item of business is the report of the
18 Convention Rules Committee. Mike McNally is the
19 Chair of that committee. Mike? And will
20 deliver that report.

21 MR. MCNALLY: Hello, everyone.

22 UNIDENTIFIED SPEAKERS: Hi, Mike.

23 MR. MCNALLY: The National Standing Rules
24 Committee wishes to propose the following rules
25 for your consideration. And this is a long

1 process because I have to read them to you,
2 unfortunately, so please bear with me.

3 Does everyone have a copy of the rules?
4 If you do not have a copy of the rules we do
5 know they are outside the door on a table just
6 outside.

7 The following rules have been unanimously
8 recommended by the National Convention Rules
9 Committee and newly adopted to be enforced
10 during this convention, if you so desire.

11 Rule Number 1. Convention Chair. The
12 President of the union shall be the standing
13 Chair of a convention. The Chair may delegate
14 all or any part of the Chair's duties during all
15 or any part of the convention.

16 The Chair shall appoint a parliamentarian
17 who shall be a member in good standing of NATCA,
18 to whom all disputed questions of procedure
19 shall be referred. The parliamentarian's
20 decision, off here to the left, if adopted by
21 the Chair, shall become the ruling of the Chair.

22 Rule 2. Convention Hours. Unless
23 otherwise directed by the convention, the
24 convention shall be called to order at 8:30
25 a.m., recess at 12:00 p.m., reassemble at 1:30

1 p.m., and adjourn at the time designated in the
2 convention program.

3 Additional meetings or extended meeting
4 hours shall be held when directed by the
5 convention for a time period determined by the
6 convention in order to facilitate its work.

7 No motion to adjourn shall be entertained
8 by the Chair during meeting hours so long as
9 there is any business upon which the convention
10 can act.

11 Rule Number 3. Addressing the
12 Convention. Subject to the limitations of Rule
13 4, each member who rises to speak shall
14 respectfully address the Chair, state name and
15 name of their local or other affiliation, and
16 shall speak for no more than two minutes
17 confining themselves to no more than two times
18 on the issue under debate.

19 All recision is directed to the Chair.
20 Excuse me. All discussion is directed to the
21 Chair. When two or more members rise to speak
22 at the same time, the Chair shall decide who is
23 entitled to the floor, and the Chair's decision
24 shall be final.

25 No member shall interpret another --

1 shall interrupt another except in accordance
2 with Robert's Rules of Order Newly Revised.
3 Robert's Rules of Order Newly Revised shall
4 govern this convention in all cases in which
5 they are applicable in which they are not
6 inconsistent with the NATCA Constitution.

7 A timekeeper shall be appointed by the
8 President. A green paddle indicates when the
9 speaker properly has the floor. A red paddle
10 indicates when the speaker's two minutes are up.

11 Rule Number 4. Rules on Delegates. All
12 voting members shall register with the
13 Credentials Committee before assuming their
14 seat, their status as delegates. Delegates
15 shall wear their identification badges issued by
16 the Credentials Committee at all meetings.

17 A member who registers with the
18 Credentials Committee after submission of the
19 first report of the Credentials Committee
20 assumes their status as a voting delegate upon
21 completion of registration with the Credentials
22 Committee.

23 Delegates shall be seated together in the
24 meeting hall in sections reserved for them under
25 their regional banner. Delegates shall be in

1 their seats at least five minutes before the
2 scheduled meeting time. Delegates' early
3 leaving of the meeting may not relinquish his or
4 her badge to an alternate to vote in his or her
5 stead. If an alternate has replaced a
6 registered delegate, proper evidence of that
7 delegate's withdrawal from such status must be
8 approved by the Credentials Committee and the
9 alternate properly registered as a voting
10 delegate.

11 When issued a delegate identification
12 badge, the alternate can sit as a voting
13 delegate of the convention. No alternate or
14 other person may substitute for a delegate who
15 remains registered.

16 A delegate permanently leaving the
17 convention shall report to the Credentials
18 Committee and surrender his or her badge. The
19 alternate taking his or her place shall assume
20 his or her status as a delegate for the
21 remainder of the convention upon clearance of
22 the Credentials Committee.

23 Only voting delegates may conduct the
24 business of the convention and make motions on
25 the floor. Any member in good standing may

1 attend the convention and speak on any issue.

2 Delegates must be members in good
3 standing of the union, and of their respective
4 locals. No paid employee of any local or of the
5 union, other than duly elected officials, may be
6 a delegate.

7 The Chair shall appoint members in good
8 standing in attendance at the convention to
9 serve as Sergeants At Arms for the general
10 assembly. The Sergeants at Arms shall assist
11 the Chair as requested in maintaining order for
12 the conduct of business.

13 The possession or consumption of
14 alcoholic beverages shall not be allowed in the
15 general assembly. Smoking shall be prohibited
16 during business hours in the convention hall.

17 Notices for announcements at the
18 convention shall be in writing signed by the
19 person giving the notice and shall be presented
20 to the Sergeant at Arms prior to each recess.
21 The Sergeant at Arms shall deliver them to the
22 podium prior to each recess.

23 Any person who attends the business
24 meetings shall conduct themselves in a manner --
25 in such a manner as to be a credit to the

1 convention and the union. Any person not
2 displaying exemplary behavior shall be subject
3 to removal by order of the Chair.

4 Rule Number 5. The following motions
5 shall have precedence in the following order in
6 accordance with Robert's Rules of Order. A, fix
7 the times to adjourn; B, to adjourn; C, recess;
8 D, point of privilege; E, to lay on the table,
9 F, to close debate; G, to limit/extend debate;
10 H, to postpone to a definite time; I, to defer;
11 J, to amend; K, to postpone indefinitely; and L,
12 make motion.

13 Items A through G shall be decided
14 without debate. A motion shall not be subject
15 to debate until seconded and stated from the
16 Chair.

17 A motion to amend a motion shall be put
18 before the original motion. A motion to amend
19 the amendment shall be put before the original
20 amendment.

21 When a motion is postponed indefinitely,
22 it may not be called up again. A motion laid on
23 the table may be removed from the table only by
24 a majority of the delegates present and voting.

25 A motion for consideration on any matter,

1 except amendments to the NATCA Constitution, may
2 be entertained at the meeting during which the
3 matter was considered, or at the latest at the
4 close of the following business meeting, and
5 then only if such motion for reconsideration is
6 made by a delegate who voted on the prevailing
7 side.

8 The majority vote of the delegates
9 present and voting is required for
10 reconsideration. The motion to close debate is
11 supported by two-thirds affirmative vote of the
12 delegates present and voting shall be sufficient
13 to put the motion or submit it to a vote without
14 further debate.

15 No motion, amendment, or resolution shall
16 be acted upon without an opportunity being given
17 to the author introducing it to speak on it
18 first, if the author exercises that right. This
19 privilege also applies to the Chairs of each
20 National Standing Committee for any motion,
21 amendment, or resolution put forth by that
22 committee.

23 Any person called to order by the Chair
24 who refuses to obey such an order may be
25 excluded from that meeting. If such behavior

1 persists, the person may be excluded from
2 remaining meetings of the convention.

3 Rule 6. Amendments to the Constitution.
4 The Constitution Committee shall prepare, print,
5 and distribute to the delegates proposed
6 amendments to the Constitution prior to the
7 opening convention meeting at which the
8 amendments are to be considered.

9 Timely amendments when properly submitted
10 to the Constitution Committee but not printed
11 with a recommendation of the committee may be
12 presented from the floor and considered by the
13 delegates in accordance with the Rules of Order.

14 Amendments to the sections and articles
15 that have been acted upon by the convention
16 shall not be reconsidered by the convention
17 except upon majority vote of the delegates
18 present and voting, for such reconsideration
19 upon the meeting section or article was acted
20 on, or at the latest at the close of the
21 following business meeting.

22 All amendments to the Constitution shall
23 be passed by a vote of two-thirds of the votes
24 of the delegates present and voting on that
25 amendment.

1 Unsigned amendments to the Constitution
2 may be considered from the floor by
3 three-fourths votes of the delegates present and
4 voting.

5 Adoption of one time amendments are by
6 two-thirds of the delegates present and voting.
7 The adoption of amendments to the Constitution
8 by the delegates shall be subject to review and
9 final editing for form and style only by the
10 members of the Constitution Committee as soon as
11 practical, but not later than 45 days after the
12 close of the convention. The Constitution as
13 amended will be printed and distributed to the
14 membership.

15 Rule Number 7. Resolutions. To be
16 considered timely resolutions must be submitted
17 to the Executive Vice-President by noon prior to
18 the opening of the convention business meeting
19 where they will be considered between 3:30 p.m.
20 and close of business or at the end of
21 previously scheduled business.

22 All timely resolutions will be reported
23 at a committee as soon as possible for
24 considerations at the next business meeting.
25 Timely resolutions submitted by the National

1 Standing Committee or individual delegates may
2 be considered at such a time as determined
3 relative to the amendments to the Constitution
4 and before the assembly as far as Robert's Rules
5 of Order. The authors of said resolutions can
6 identify them by point of order to the Chair
7 prior to the effective amendment being properly
8 before the convention body.

9 If deemed appropriate by the Chair, such
10 resolutions may be heard prior to its
11 corresponding amendment.

12 Untimely resolutions may only be
13 introduced at the convention by two-thirds vote
14 of the delegates present and voting. Passage of
15 resolutions require a majority vote of the
16 delegates present and voting.

17 Rule Number 8. Bylaws. Bylaws or
18 resolutions previously adopted may be rescinded
19 or amended in accordance with Robert's Rules of
20 Order. Bylaws may be amended or rescinded by
21 motion to amend something previously adopted or
22 motion to rescind.

23 Either motion requires a two-thirds vote
24 of the delegates present and voting to pass as
25 no prior notice is given, i.e., similar type

1 timely resolutions. With prior notice either
2 motion requires a majority vote of the delegates
3 present and voting to pass.

4 Prior notice will be considered timely if
5 the intent of the motion stating the complete
6 substance of the proposed change having been
7 submitted to the Executive Vice-President by
8 noon prior to the opening of the convention
9 business meeting where they will be considered
10 between 3:30 p.m. and the close of business or
11 at the end of the previously scheduled business.

12 To rescind. A motion to rescind a bylaw
13 or portion of a bylaw requires the intent of the
14 motion and bylaw or portion of bylaw being
15 deleted.

16 To amend something previously adopted. A
17 motion to amend something previously adopted
18 requires a specific language change to the
19 bylaw.

20 Rule Number 9. Voting. All voting at
21 the convention shall be by voice vote. If the
22 Chair or any delegate is in doubt on a voice
23 vote, a standing vote shall be taken.

24 If thereafter a division of the house is
25 called for by a motion duly made by any

1 individual delegate a roll call vote may be
2 taken. Roll call vote shall be taken by the
3 Vice-President by recording yeah and nay votes
4 of such delegate according to the votes the
5 delegate is entitled to cast.

6 Rule Number 10. Miscellaneous. An
7 appeal may be made on any decision of the Chair
8 but may be made only at the time the ruling is
9 made. The appeal, if seconded, shall be put to
10 a vote. Majority vote is required to overturn
11 the Chair's decision.

12 The Chair shall determine and may change
13 the order of business of the convention and the
14 time, subject to the approval of a majority of
15 the delegates present and voting.

16 There shall be no use of unauthorized
17 voice amplification in the hall or in adjacent
18 areas. No unauthorized recordings may be made
19 of the proceedings of the meetings other than
20 those made by individuals approved by the
21 National Executive Order.

22 Rule Number 11. Suspension of Rules.
23 The rules may be suspended, amended, or
24 rescinded by a two-thirds vote of the delegates
25 present and voting.

1 Rule Number 12. Quorum. A quorum shall
2 be required to conduct the business of the
3 convention. A quorum shall mean a majority of
4 the delegates properly registered as attained by
5 the Credentials Committee.

6 Mr. Chairman, on behalf of the Rules
7 Committee, I move the adoption of rules as
8 proposed.

9 MR. KRASNER: Can you hear me? Can
10 everyone hear that? Okay. The question is on
11 the adoption of the convention rules. Are you
12 ready for the question? Cool. Those in favor
13 of the adoption of the convention rules, please
14 rise. This is exercise period.

15 (Rising.)

16 MR. KRASNER: Please be seated. Those
17 opposed to the adoption of the convention rules,
18 please rise.

19 (Rising.)

20 MR. KRASNER: There being two-thirds in
21 the affirmative, the convention rules are
22 adopted. Let me take this opportunity before we
23 move on -- thank you. Before we move on I want
24 to take this opportunity to introduce the front
25 table so you know who you are going to be

1 staring at for the next couple of days.

2 Starting on this side we have Jim Morin,
3 general counsel for NATCA. We have Tim "Beach
4 Man" Loisel, timekeeper. Yeah, I know, I think
5 he's pretty funny, too. We have Howie Barte,
6 NATCA parliamentarian. Lila Crowley, who is our
7 Registered Parliamentarian.

8 (Applause.)

9 MR. KRASNER: Occupying the batter's box
10 over there we have Rod Hieronymus of the Safety
11 Committee. I'm sorry, Chairman of the Safety
12 Committee.

13 I also want to share with you I was
14 approached in the hallway by Ed Mears of the
15 Southwest Region who told me that he spoke with
16 a staff president, okay, staff person who said
17 that this staff person was approached by the FAA
18 and said they are indeed going to pay all the
19 Sunday settlement pay for non-bargaining unit
20 members. They intend to do it at the rate of 50
21 per month. So, using simple math that will take
22 the FAA eleven years to satisfy that obligation.

23 (Applause.)

24 MR. KRASNER: Okay. The next item of
25 business is the report of the Program Committee.

1 Mr. Karl Grundmann is the Chair of this
2 committee of one and will give the report.

3 (Applause.)

4 MR. GRUNDMANN: Jesus. How many of you
5 went to Chicago? Look at this. It's
6 incredible. All right. Before I give my report
7 from the rules, I'm sorry, from the committee I
8 am on, the Program Committee, I get to do
9 something every year that's kind of interesting
10 and I will do it real quickly so we can get a
11 move on with the business of the convention.

12 Last year Western-Pacific Region adopted
13 Pango Pango into our region because it wasn't in
14 our Constitution. We also had a gentleman who
15 traveled the furthest to attend our convention,
16 Mr. Dean Edmonds, I don't know if you remember
17 him from last year, he's here with us again
18 today and he now represents Kona Tower.

19 Now, let's talk about the farthest travel
20 to come to this convention and the dedication it
21 took to get here. If you take a globe -- you
22 did that in high school -- put your finger on
23 Tampa and you look around to the other side of
24 that globe, you will find a small island called
25 Guam.

1 We're proud to present today to the
2 convention the President and Vice-President and
3 the Guam CERAP Local that have traveled the
4 farthest to come to this convention, Mr. Richard
5 Poalillo and Mr. Dave Whalen.

6 (Applause.)

7 MR. GRUNDMANN: Thanks, guys. Have a
8 great time.

9 UNIDENTIFIED SPEAKER: They're paid for?

10 MR. GRUNDMANN: Were they paid for it?
11 Themselves this time. Mr. President, an amended
12 printed copy of the program as proposed by the
13 Program Committee, that's me, is in the hands of
14 each registrant for the convention. By
15 direction of the committee, I move the adoption
16 of the program as printed.

17 MR. KRASNER: Does everybody have a copy
18 of that? It's not the one in the convention
19 book. We had an amended one. It looks kind of
20 laid out like this with this schedule of
21 everything for the next three days. If anyone
22 doesn't have it then it is available, I assume,
23 outside the door? It is available outside the
24 door. The Sergeant at Arms will lock you out
25 and you won't be able to come back in.

1 Anyway, this being a committee of one, is
2 there a second on the adoption?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Okay. Moved and seconded.
5 What? Okay. The question is on the adoption of
6 the amended program as printed. Are you ready
7 for the question?

8 Those in favor of the adoption of the
9 program as printed signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: Those opposed say nay.

12 (No response.)

13 MR. KRASNER: The ayes have it and the
14 program as printed is adopted.

15 Thanks. One more quick announcement. I
16 have gotten word from the National Office, as
17 you know, on a traffic management petition drive
18 to petition them to be a part of NATCA.

19 It requires 30 percent of all traffic
20 management people in favor of it to even get it
21 to come to a vote. We have been working on this
22 for quite a while. Craig Lasker, New England
23 Regional V-P has been heading it up.

24 I am pleased to announce to you that the
25 traffic management petition is signed, sealed --

1 signed, sealed and by this time it's been
2 hand-delivered over to the FLRA, so we should be
3 expecting a vote sometime in the very near
4 future.

5 (Applause.)

6 MR. KRASNER: If you will bear with me, I
7 am going to try this again. I am getting a
8 little too old to be bending over. No smart
9 comments from the floor. Okay. That's not so
10 good, huh?

11 UNIDENTIFIED SPEAKER: What?

12 MR. KRASNER: Oh, you want me to turn it
13 on? How about this?

14 UNIDENTIFIED SPEAKER: No.

15 MR. KRASNER: You just want to see me
16 work for it, huh?

17 UNIDENTIFIED SPEAKER: Bend over.

18 MR. KRASNER: Isn't that the way it
19 always is at a convention? Okay. We will now
20 hear reports from the Standing Committees.
21 First on the list is the Chair of the Finance
22 Committee, Curt Nichols. Curt?

23 MR. NICHOLS: Thank you, Mr. Chairman.
24 Good morning, ladies and gentlemen. My name is
25 Curt Nichols. I am the Chairman of the National

1 Finance Committee. I am here to present the
2 Finance Committee report to you.

3 If anyone doesn't have copies of this,
4 there are some available outside the door and
5 you can secure it later. Anyway, the NATCA
6 Finance Committee respectfully reports the
7 financial activities for our organization. The
8 Finance Committee has met with the National
9 Executive Board in October of 1992 and October
10 of 1993 to review our budget requests and
11 formulate budgets for NATCA.

12 The Committee has also performed
13 quarterly oversight audits and reviewed external
14 audit reports on NATCA finances. From our
15 review of this information we are pleased to
16 report that the finances of NATCA are in proper
17 order.

18 As Barry has already said, the most
19 significant change in NATCA'S financial
20 condition are involved around the MEBA debt
21 restructuring. This debt was originally
22 scheduled to be retired on January 1, 2005, but
23 will now be retired as of November 1, 1995.

24 The National Finance Committee has also
25 reviewed the proposed amendments that concern

1 finances. And the Committee's recommendations
2 are follows: On Amendments 6, 7, 8, 16 and 17
3 the Committee unanimously recommends against
4 adoption.

5 Amendment Number 18 was recommended
6 against adoption with a one to eight vote. All
7 of this report is respectfully submitted to the
8 convention body.

9 Also, in closing, NFC would also like to
10 thank Mr. Krasner, Mr Bellino, Ms. Frances
11 Alsop, and all the members of the accounting
12 department of this organization.

13 These ladies and gentlemen have worked
14 long hours to ensure the financial integrity and
15 strength of our union. They have also been
16 invaluable in ensuring that NFC has the tools,
17 resources and support to do our job of financial
18 oversight and to make sure that the members can
19 rest assured of the finances of this
20 organization. Thank you.

21 (Applause.)

22 MR. KRASNER: Are there any questions on
23 the report of the Finance Committee? Committee
24 reports don't get voted on, they are simply
25 received. But they are open to questions should

1 anybody have any. Cool.

2 Okay. The next order of business is the
3 report from the Chair of the Safety Committee.
4 That's Rod Hieronymus.

5 (Applause.)

6 MR. HIERONYMUS: Thanks, Barry. Fellow
7 controllers, delegates, members of the Executive
8 Board, National Office staff, and honored
9 guests: I would like to start by saying it's a
10 great honor and I'm very proud to be associated
11 with the finest group of Air Traffic Controllers
12 in the world.

13 Through your continued support of the
14 Safety Committee we will strive to address and
15 work towards solutions to any and all safety
16 issues that effect the air traffic system today
17 and in the future.

18 If I were back home in L.A. right now, I
19 would introduce the following individuals as the
20 nominees for the Best Supporting Actor. But
21 since we are here in Tampa, I will introduce
22 them by their official titles, the NATCA
23 Regional Safety Reps. And if you hear your
24 name, please stand and be recognized.

25 From the Alaska Region at Anchorage

1 Center, Mr. Steve Munroe. I don't think Steve
2 made it, though. Central Region, St. Louis
3 Tower, Mr. Joe Siesener. Eastern Region, North
4 Philadelphia Tower, Mr. Rick Shavensky. He's
5 our newest member of the Regional Safety
6 Committee. Thanks, Rick. Great Lakes Region,
7 Chicago Center, Mr. Ken Kluge. He's also
8 Sergeant at Arms. New England Region,
9 Burlington, Vermont Tower, Mr. John Glasserman.
10 Northwest Mountain Region, Spokane Tower,
11 Mr. Bob Field. You all know his wife,
12 Mrs. Field.

13 Southern Region, Atlanta, Hartsfield
14 Tower, Mr. Jim Allerdice. Southwest Region, San
15 Angelo, Texas Tower, Mr. Ben Phelps. I am the
16 Western-Pacific Regional Rep and I work at Los
17 Angeles International.

18 I would like to encourage each of you to
19 introduce yourselves to your respective Regional
20 Safety Rep and while you are in here in Tampa
21 some time over the next couple of days so that
22 you can at least put a name with a face the next
23 time you need to contact one of us for anything.

24 This would also be an excellent
25 opportunity for you to discuss any safety issues

1 or questions you may have. In addition to being
2 the Regional Safety Reps, the Safety Committee
3 has members representing NATCA on the NASA ASRS
4 Committee work group, ATPAC, which is the Air
5 Traffic Procedures Advisory Committee, and we
6 also have terminal and center reps in the TCAS
7 work group. The TCAS reps are Colleen Zwirble
8 from New York Tracon and Mr. Bill Johannes from
9 Boston Center. And if Colleen or Bill are here,
10 would you please stand so we can recognize them?

11 (Rising.)

12 MR. HIERONYMUS: Thanks, Bill. By far
13 the most important issue of the Safety
14 Committee's involvement is TCAS. Currently,
15 TCAS is the only product or system that is
16 actually causing losses of separation and an
17 occasional near mid-air collision. Yet, the FAA
18 and the manufacturers are still saying TCAS is
19 operating as designed.

20 Since safety is the number one priority
21 for every controller, it is imperative that we
22 continue to report, via the TCAS incident
23 reporting forms and the NASA ASRS reporting
24 form, each TCAS event.

25 A TCAS event is any event where a pilot

1 deviates from an ATC clearance due to an RA,
2 attempts to use TCAS in lieu of visually
3 sighting aircraft, or any use of TCAS that adds
4 to controller workload.

5 The TCAS incident reporting form is the
6 FAA's only way of tabulating TCAS occurrences,
7 and they also help NATCA's campaign against TCAS
8 in the RA mode by supplying us with our most
9 effective weapon, which is documentation.

10 The NASA form is also an important tool
11 because their information goes to an independent
12 group for tabulation, and that information is
13 then readily available to any group,
14 organization, company, or agency for review.

15 The Boeing 757 wake turbulence problem
16 was addressed recently, and it was the Safety
17 Committee's decision to recommend that the 757
18 be classified as a heavy aircraft for the
19 purposes of ATC separation and identification.

20 Even though there have been at least four
21 accidents involving smaller aircraft operating
22 behind 757's, two of these accidents having
23 facilities, the FAA is still claiming they need
24 to do more testing and research on this problem.

25 If two fatal accidents don't warrant

1 change, I don't know what does. But then again,
2 over 140 incidents of separation losses caused
3 by unnecessary TCAS RA's has yet to make the FAA
4 make any moves toward any unilateral changes in
5 TCAS use.

6 The only way the Safety Committee can
7 continue to work effectively for you is by
8 getting input from each facility. Ongoing
9 problems with the ASR-9, ICSS communications
10 failures, and ASDE-3 limitations are all
11 concerns we are working on in addition to
12 several other items.

13 We are not hardware specialists, nor are
14 we technicians. The only process we have to
15 solve these problems is to tabulate information
16 from each facility, document problems, and
17 compare this information with information from
18 other facilities.

19 In some cases we have contacted other
20 facilities where they have actually found
21 solutions for these problems and we can share
22 these solutions.

23 One of our biggest hurdles is actually
24 getting needed information from the facility.
25 We would prefer it if each facility would

1 contact their respective Regional Safety Rep
2 directly. But we realize that with all our
3 separate schedules it is sometimes hard to do.

4 To make it easier for you to forward your
5 information to us, we have developed the NATCA
6 Safety Check Program. In the next couple months
7 each facility is going to receive a poster, one
8 or two, like these. And we hope you will post
9 them in a very highly visible spot in your
10 facility.

11 These posters are going to have a pad of
12 send-in reply cards with your Regional Safety
13 Rep's name and address, phone number, and fax
14 number so you will have access readily available
15 for any event.

16 Also, you can mail these cards in. They
17 will be pre-addressed on one side. Pull off,
18 peel off the back, send a stamp in it and you'll
19 be all set. And these will be coming out at the
20 latest two months from now.

21 The Local Facility Safety Manual has
22 recently been completely rewritten and you
23 should be receiving that in the mail in the next
24 couple months also. The new manual has been
25 updated and includes some very user-friendly

1 guidance for local facility safety reps.

2 The NATCA and the Safety Committee also
3 co-sponsor the Communicating for Safety Seminar.
4 This year's seminar is May 18 and 19 in Orlando.
5 And this is an excellent opportunity for NATCA
6 to send many working controllers and give
7 valuable exposure to other aviation user groups,
8 including FAA, AOPA, NBAA, and most airlines.
9 This is a great forum for you to represent your
10 union, your profession, and your facility.

11 In closing, I would like to thank the
12 National Office staff, Barry, Joe, and the rest
13 of the Executive Board, for their continued
14 support of the Safety Committee, and for the
15 fine job they have done in putting this
16 convention together.

17 I am going to wrap this up now by giving
18 you one last thought. To borrow a modified
19 quote I got from ALPA last month, the next time
20 someone asks you is being a union controller
21 worth it, you can tell them, "You Bet Your Life
22 It Is." Thank you.

23 (Applause.)

24 MR. KRASNER: Are there any questions on
25 the report of the Safety Committee? Yes? Step

1 up to a microphone.

2 MR. BIEBER: Mr. Chairman, my name is
3 Allen Bieber. I am a delegate from John Wayne
4 Tower. I am just curious. We were one of the
5 facilities that had a fatality in a 757. And
6 did they even come out and did they even talk to
7 anybody from John Wayne before they decided to
8 classify 757's, or try to, as a heavy, and what
9 impact is that going to do on airports that have
10 less than standard separation between runway
11 center lines?

12 MR. KRASNER: Do you want to address
13 that?

14 MR. HIERONYMUS: We didn't talk to
15 individual facilities, the safety members
16 represent a lot of the reports. My report in
17 particular will be affected also. And we were
18 very well-aware of the passage that a lot of
19 airports is going to, mine as well as yours, but
20 we are under the impression if there is a safety
21 problem what the reason was behind it
22 (inaudible).

23 MR. BIEBER: For example, I understand
24 also the proposed change having been submitted
25 to the (inaudible) --

1 MR. KRASNER: I understand also that the
2 FAA's position, the recommendation that was
3 coming with it at the FAA was to come up with a
4 separate separation standard for the 757's,
5 which was not heavy but it was not normal, it
6 was something in between.

7 So, what we seek to do is say if you have
8 a wake turbulence problem then classify it for
9 separation purposes as a heavy. But at what
10 point does it end where we will have three,
11 four, five different types of separation
12 standards that we will have to be dealing with
13 for different types of airplanes. So, if it is
14 a turbulence problem, then let's say so. Joe.

15 MR. BELLINO: The hearing in which that
16 was decided to come up was the NTSB hearing in
17 which the NTSB decided to come up with a new
18 classification was the type of NTSB hearing
19 which did not allow for input from the audience.

20 FAA was there, NTSB was there, we were
21 there. It was the type of hearing in which the
22 NTSB conducts its business and everyone else,
23 all others, listen.

24 So maybe that addresses your question,
25 too, whether the matter of -- we had no input.

1 This was their recommendation to the FAA and I
2 think that's why the FAA did it in the manner
3 that they came up with. That's why we are just
4 going for just make it a heavy jet.

5 MR. BIEBER: Basically the question was
6 is he said that they talked to different
7 facilities when they should have talked to the
8 facilities where, you would think they would
9 have talked to facilities that had the accidents
10 or had the problem. That would have been the
11 first place to talk and see if it occurred
12 before and got input from the facilities that
13 this accident occurred at.

14 MR. BELLINO: Are you saying the NTSB
15 should have talked or we should have?

16 MR. BIEBER: No, the Safety Committee
17 when they made a decision or they chose to agree
18 with the reclassification and they said that
19 they went to different facilities, well,
20 shouldn't they have gone to facilities where
21 this did affect or where this did happen?

22 MR. HIERONYMOUS: It is going to affect a
23 lot of facilities. And there is no doubt it is,
24 everyone it is going to effect. I work in an
25 airport where it definitely did affect it and I

1 am sure facilities like Atlanta will be affected
2 the same way we will.

3 I realize Orange County will be affected
4 much greater than we will, but still our
5 objective was to determine the safety of the
6 operation, that anyone behind a 757 that wasn't
7 getting more than standard air bite separation.
8 We didn't really consider capacity a determining
9 factor in our decision, we considered the
10 accidents and the fatalities of anyone behind
11 the airplane. And that was our main objective.

12 MR. BIEBER: Thank you.

13 MR. KRASNER: Yes? I can't see this far.
14 Mike seven, eight, mike nine.

15 MR. ACKERMAN: Mr. Chairman, my name is
16 Bob Ackerman. I am the delegate from the
17 Brownsville Tower in South Texas. I just wanted
18 to know if there was any consideration for your
19 committee on Safety Committee concerning the
20 implementation of (inaudible) in a vector unit
21 and the impact that might have that individual
22 feels (inaudible). Seems to me he doesn't have
23 a committee that official (inaudible).

24 MR. HIERONYMOUS: (Inaudible). It's
25 pretty effective also. So I can't tell you

1 right now what's really going to happen. But
2 Ben Phelps will probably give a better --
3 (inaudible).

4 UNIDENTIFIED SPEAKERS: Speak up.

5 MR. KRASNER: Are there any other
6 questions? Forgive me. It is tough to see the
7 microphones when I am staring at palm trees
8 straight ahead swaying in the breeze.

9 Okay. If there are no more questions on
10 the report of the Safety Committee, the next
11 order of business is a report from the Chairman
12 of the Legislative Committee. Debbi Cunningham
13 is at the Chair and will deliver the report.
14 Debbi.

15 (Applause.)

16 MS. CUNNINGHAM: Good morning. On behalf
17 of the National Legislative Committee, I would
18 like to welcome everyone to Tampa. Your
19 Legislative Committee has had various successes
20 since our last convention. Without any doubt,
21 our greatest success was Lobby Week 1993.

22 Approximately 250 members came to
23 Washington for the legislative training. After
24 the training our group took to the Hill and
25 visited over 400 members of Congress. NATCA

1 advocates were well-received on the Hill, and
2 they educated members of Congress on who we are
3 and what we do.

4 Many of these encounters resulted in
5 facility visits and the ability of ongoing
6 relationships with congressional members. Our
7 members obtained a new awareness about the
8 legislative process and have continued to grow
9 and create an identity for NATCA as they
10 developed grass-roots political awareness.

11 Grass-roots political developments and
12 action is crucial to any further legislative --
13 excuse me, I have got the dry throat here.
14 Grass-roots political activity is crucial to
15 this union.

16 As you know, we have the strongest
17 contract of any federal union, and further gains
18 must be gained through the legislative activity.
19 Thanks, Joe.

20 NATCA has recently hired Jane Clancey, an
21 experienced lobbyist and grass-roots activist,
22 to work with us as we grow legislatively. The
23 National Legislative Committee has submitted a
24 resolution for support of additional Lobby
25 Weeks.

1 We are requesting the National Office to
2 set aside a sufficient amount of funds to
3 separate from the legislative budget to fund
4 annual Lobby Weeks for NATCA advocates and all
5 Legislative Committee members. This yearly
6 event would ensure grass-roots political
7 activity and training would be continued and
8 ongoing for our members.

9 This year's Lobby Week attracted members
10 from 48 states and two territories. The
11 interest and dedication for grass-roots
12 political activity is growing. Your duty is to
13 ensure our membership that this process
14 continues.

15 Every region has an established
16 Legislative Committee structure ready to
17 coordinate with and render assistance to our
18 members. This is the foundation for grass-roots
19 political action. Each member is similar to a
20 building block. As you begin to experience and
21 grow with grass-roots political activity, our
22 legislative direction will become strong and
23 solid.

24 Communications, that will be the key to
25 our success. Every member of NATCA shall be

8 When facility representatives receive
9 these, you must post them and you must act on
10 them. The Legislative Committee will be asking
11 every facility representative here in Tampa this
12 week to sign a legislative letter of commitment.
13 This letter contains two very basic, but
14 extremely meaningful, elements.

15 You will be asked to appoint, if you do
16 not have one already, a legislative contact in
17 your facility to interact with the state and
18 health coordinators. And, additionally, we are
19 requesting that each facility representative
20 take the time to develop a working relationship
21 with your member of Congress. The building of
22 these relationships will enhance the ability of
23 our members to pursue legislative agenda via
24 grass-roots political action.

25 Any member of the National Legislative

1 Committee will be happy to help you work with
2 this. We'll be working in every break-out with
3 the members from each individual region.

4 The National Committee is also visible on
5 the Genie Network and it maintains a 24-hour
6 legislative hot-line that is accessible to all
7 the members.

8 Improved communications and sharing of
9 information and issues will enable our members
10 to become more involved in the legislative
11 process of their union.

12 Another territory that needs to be
13 developed by our membership, and by the
14 committee, is coalition building. Working with
15 the Air Transport Association provided an
16 invaluable asset with the Pay Demonstration
17 Project.

18 Building and maintaining contacts with
19 other aviation groups, such as ALPA, the NBAA,
20 the AOPA, and others, will be highly
21 advantageous in our legislative initiative. It
22 only costs pennies for members to join the state
23 AFL/CIO and the reward is priceless. Our voice
24 on the Hill and in our letter writing is
25 multiplied by hundreds.

1 The Contact Howie Program, Pay
2 Demonstration Project, and the restructuring of
3 the air traffic control system are just three of
4 the significant legislative issues that NATCA
5 and the committee will be working on in the next
6 few weeks and months. You will be expected to
7 participate. You will be expected to
8 participate in letter writing campaigns,
9 congressional visits, tower tours. This is
10 necessary for what we need to do as a union.

11 NATCA PAC. You all grabbed your wallets
12 when you see me. The PAC has grown from \$80,000
13 a year at the last union to \$165,000 last year.
14 The PAC raffle we are holding this week will
15 benefit NATCA in many more ways than this
16 \$15,000 we hope to raise. Raffles are fun and
17 at the same time they educate and provide an
18 awareness of what this committee does and what
19 our union needs legislatively.

20 The workload of this committee is
21 immense. Although the work is voluntary, as the
22 committee members do not receive official time,
23 we are all fulltime Air Traffic Controllers.

24 As a Chair of a Standing Committee, I
25 serve a dual role. In addition to the duties

1 and responsibilities of the National Committee,
2 I am also the Great Lakes Regional Legislative
3 Chair.

4 As grass-roots political activity
5 continues to grow and legislative action is
6 brought to the forefront of this union,
7 priorities for duties must be established. This
8 most definitely allows for the entire union and
9 its individual region to compete for the
10 attention of a committee chair.

11 For this reason the National Legislative
12 Committee has submitted a constitutional
13 amendment to permit the National Chair of a
14 Standing Committee to focus of that position and
15 responsibilities of the National Committee and
16 report to the National Office.

17 The effective Regional Vice-President
18 would then select a committee member from their
19 region to assume the role of regional Chair.
20 The entire Legislative Committee is asking your
21 support for a yes vote on this amendment.

22 I would like to introduce the members of
23 our committee. They are very hard-working.
24 Most of you have met them outside at the table
25 and everything. Melanie Whatley -- please stand

1 as I call your names here. Melanie Whatley,
2 Alaska Region, over here in the corner. John
3 Hill, Central. Bob Bowers, Eastern. John
4 Fitzgerald, New England Region.

5 I think they are all out at the table
6 selling tickets. Okay. Howie Rifas,
7 Western-Pacific. Jay Bagwell, Northwest. Bill
8 Buvens, Southwest. Steve Dye, Southern. Nobody
9 is here.

10 Okay. Well, I will tell you what, I'm
11 going to introduce my husband, Scott Cunningham.
12 Everyone knows him. He's an unofficial member
13 of the Legislative Committee and he works as
14 hard as, if not harder, than any of us. He's
15 standing right over there. I would like to get
16 a round of applause for the entire Legislative
17 Committee.

18 (Applause.)

19 MS. CUNNINGHAM: On behalf of the
20 Legislative Committee, I would like to thank
21 John Thornton who is busy doing work today, he's
22 not here, and Mary (inaudible) for their
23 tireless work and dedication to NATCA and the
24 committee; Barry Krasner and Joe Bellino for the
25 support of the committee and for the foresight

1 to recognize that legislation should be the
2 number one priority of this union.

3 As Charles Kettering once said, "We
4 should all be concerned about the future because
5 we will have to spend the rest of our lives
6 there." Thank you.

7 (Applause.)

8 MR. KRASNER: Are there any questions on
9 the report of the Legislative Committee? Okay.
10 Real quick announcements. Somebody borrowed a
11 lap-top from the office, presumably to do some
12 work and not just sell it for shots of tequila,
13 but maybe one of the committees, somebody
14 borrowed the lap-top and it is needed back.
15 There is information on it that we need to print
16 out. So if anyone did, please bring it back to
17 the campaign office, I'm sorry, to the
18 convention office. That was a slip, it really
19 was.

20 Okay. Rick, are you in the room? Rick
21 Bolton? Okay. Why don't we hold out. The next
22 was supposed to be the report of the
23 Constitution Committee. They must still be in
24 meeting.

25 On the list after that was a briefing on

1 the alternative work schedule from Rodney Turner
2 who is Chairman of the AWS Committee and
3 probably the only one in this union that really
4 knows it inside and out. Are you prepared at
5 this time, Rodney? Okay. You're there. Come
6 on up.

7 (Applause.)

8 MR. TURNER: The AWS was established by
9 the 1989 Agreement under Article 34. And to
10 introduce the entire AWS Committee, please hold
11 your applause until I get all the names out.
12 Rodney Turner, Nashville, Tennessee.

13 (Applause.)

14 MR. TURNER: Quite frankly, AWS has had a
15 long and painful history. The agency fought us
16 tooth week nail in '89 when we established a
17 committee to establish AWS nationwide. We
18 opened up a one-year test period.

19 After the test period was over, we met
20 with the Agency and we believe we were prepared
21 to open up AWS nationwide for all facilities.
22 The agency then gave us a briefing on their
23 sudden concerns for possible safety
24 considerations in the event that controllers
25 working 10-hour days would have error and things

1 of that nature in their last couple of hours of
2 their last day of their work week in the event
3 it was a 10-hour day.

4 We immediately told them fine, we agree,
5 we think a 6-hour day is plenty. And, of
6 course, they weren't prepared to agree to that.
7 So they went to their bullpen and got CAMI to
8 invent a test.

9 Now, in Oklahoma we all had excellent
10 things out of CAMI. They were always reasonable
11 and well-understood. The test is we tested
12 Minneapolis Center and Oakland Center. Quite
13 frankly, as in any other CAMI testing, the
14 testing was inconclusive. They can't tell
15 whether 10-hour days is good and they can't tell
16 whether it's bad. So it's like water, it can't
17 hurt you, it might do you good so we're not
18 going to say yeah or nay because that would mean
19 that they would have to commit to a position.

20 So we come to the point now where we, as
21 an organization, have to make a decision on
22 10-hour days. We have an expert Dr. Donald
23 Tiegas who is the professor at one time for
24 almost all of the CAMI doctors. So they pretty
25 much allowed him to rule the testing.

1 The position of Dr. Tiegas is one that's
2 that we could use one of the Executive Board and
3 Mary and Joe and Jimmy Morin have reviewed for
4 quite sometime and the report came out in
5 December.

6 The concern that Dr. Tiegas had is that
7 not only are 10-hour days probably unsafe, but
8 8-hour night shifts are unsafe. 10-hour night
9 shifts are unsafe. We should just be working in
10 the daytime.

11 (Applause.)

12 MR. TURNER: Now, the problem is that
13 CAMI's report doesn't say that. CAMI's report
14 says we don't know, but our testing is done so
15 do what you want to. And the agency is waiting
16 for us to come to them and say, "Okay, we want
17 to do something."

18 I have a resolution that the National AWS
19 Committee worked very hard on, and I present
20 that to Joe before noon so we might be able to
21 get to it today, if I understand the rules
22 right, Mike.

23 So, the bottom line is if you have AWS
24 questions ask me, don't ask Barry. He knows
25 nothing about it. And he's proud to say that.

1 AWS is very painful for the agency because they
2 don't understand it.

3 Quite frankly, it's very simple. And
4 it's been a long time and we worked real hard
5 with Barry and Steve Bell to put this together
6 from the very beginning. And anything you guys
7 want, we'll decide right here.

8 And there is a lot of arguments for
9 10-hour days, a lot of them against them. And I
10 look forward to hearing all of them. If any of
11 you guys have questions, I have got a pager, I
12 have got 24-hour telephone service, and I will
13 answer your questions as promptly as possible.
14 See ya'.

15 (Applause.)

16 MR. KRASNER: I would like to thank the
17 committee. There are two things on this, and
18 correct me if I am wrong, Rodney, and anyone
19 else on the committee, this resolution was
20 written not necessarily to express an opinion,
21 but to bring it to the floor for discussion.

22 MR. TURNER: Correct.

23 MR. KRASNER: So, it is written one way
24 because all resolutions have to be. So it is to
25 bring it forward to the floor for discussion.

1 And we would hope to have a decision out of this
2 convention on which way we want to go with it.

3 The other thing is that Rodney was only
4 half correct. He said that I have no problem, I
5 am very proud to get up here and say I know
6 nothing about AWS. But that's always followed
7 up with, "Call Rodney, (615) 794-0021." I will
8 repeat that again if someone didn't get it.

9 Could you have somebody on your committee
10 go make copies of this?

11 MR. TURNER: Sure, I can.

12 MR. KRASNER: Okay. The next business in
13 order is the report --

14 UNIDENTIFIED SPEAKER: Mr. Chairman, we
15 have a question back here.

16 MR. KRASNER: Yes. Oh, okay. Go ahead.

17 UNIDENTIFIED SPEAKER: Yes, I would like
18 to request, ask a question of the Chair for the
19 committee. Did he make a recommendation on the
20 AWS for our stance? Because he talked about the
21 CAMI's study, I come from a facility that was on
22 the original AWS list and nobody ever came to
23 us and asked us about anything. We haven't been
24 queried about AWS, in a small facility anyway.
25 I would like to know the recommendation of the

1 Chair was on this.

2 MR. KRASNER: I don't know. I would say
3 that we should probably save it for debate
4 unless you want to like discuss it.

5 UNIDENTIFIED SPEAKER: I just want to
6 know what their recommendation is on it.

7 MR. KRASNER: No, I know, and you did not
8 make a recommendation, did you? No, he did not.

9 UNIDENTIFIED SPEAKER: Okay. All right.

10 MR. KRASNER: It is one of those
11 contentious issues, you know, good, bad,
12 indifferent. People feel very strongly one way
13 or another. There were some people who work
14 10-hour days absolutely love it and some people
15 hate it. And I guess we will kind of see where
16 it goes in debate.

17 Okay. We are, actually, I think we are
18 going to wrap up a little bit early, which does
19 not mean you get to go to lunch early. What it
20 means is instead of starting our amendments
21 after lunch we will start them before lunch.

22 Where is my whip? Anyway, so we will do
23 that right after we hear from the report of the
24 Constitution Committee. Rick doesn't get up and
25 down stairs all that well. He's getting on in

1 years.

2 So, anyway, we will now have a report
3 from the Chair of the Constitution Committee,
4 Rick Bolton.

5 (Applause.)

6 MR. BOLTON: Thank you, Mr. President,
7 Mr. Vice-President. My name is Rick Bolton,
8 Chairperson of the National Constitution
9 Committee. And for the next few minutes I would
10 like to refer you to this yellow document that
11 was in your package labeled Proposed Amendments
12 Package. The National Constitution Committee is
13 required to meet according to Article 14 of the
14 NATCA National Constitution to meet on proposed
15 amendments to the national constitution 120 days
16 before the opening gavel of the following
17 convention.

18 The deadline for this convention was back
19 in December, I've forgotten what that date was.
20 After that date, right after Christmas, the
21 committee met in Washington to consider the
22 amendments submitted to it and this is that
23 report.

24 Also, we combined up this year the
25 National Constitution Committee was also tasked

1 by the previous convention to meet on the
2 bylaws, and we are to recommend to the next
3 convention, which will be this one, any
4 deletions to those bylaws for the purpose of
5 keeping them from growing too big.

6 So we did that and placed it on the back
7 of the report this time to keep the printing
8 costs down. We are considerably less, there is
9 only 34 total amendments since we started out in
10 Atlanta I believe with 246. I think we are
11 getting down to reasonable numbers.

12 We hope the report was made easy for you.
13 The report was designed and computerized by our
14 member from the New England Region, Mr. Bill
15 McGowan. I don't know if he's in the room or
16 not, but he did this nifty diagram. Bill, are
17 you in here? He really did a good job.

18 I have a couple of changes unfortunately
19 to make, if you don't mind. As in all printing
20 things, changes happen or mistakes happen. And
21 we made one. We actually made two. Say it
22 ain't so.

23 On page number 6 of your report, Item
24 Number 12 where the committee's vote is stated,
25 you need to scratch out the word "against." The

1 committee unanimously recommends adoption. The
2 committee did not recommend against adoption.
3 It's just a printing error and we apologize for
4 that. It was too late to correct it.

5 Also -- I will give you a chance to do
6 that. Also, on the back of the page under the
7 "Proposed Bylaws," this was not a printing
8 error, this was a committee problem. When we
9 first recommended that, our rationale was listed
10 below it saying that item number -- you don't
11 need to look up your bylaws now, we printed it
12 right for you -- that Item M covered those two.

13 Needless to say, it considers a flap
14 developed after that and we revisited that, that
15 is, the committee met on those recommendations,
16 that is Items D and G, here at the convention,
17 and the committee changed its vote. The
18 committee will no longer recommend the deletion
19 of Bylaws D and G from the bylaw package. So
20 we'll hopefully not have to consider those when
21 we get to this section of the report in your
22 voting process. That's all I have on the
23 committee's report for right now.

24 I would like to touch very briefly on
25 resolutions. I have one here we are working on

1 now to get -- it is very difficult for us, but
2 we think we can get it done -- to get the
3 resolutions through the Resolutions Committee,
4 and which we are also the same committee, get
5 them retyped and printed and back to you before
6 you get resolutions this afternoon. That's our
7 goal. I hope we will get it done.

8 I have one with no name and it is
9 pertaining to a promotions standard practice in
10 the air traffic control system that wants, "Be
11 it resolved that our policy that existing
12 bargaining unit members be given priority
13 consideration." If anyone can claim ownership
14 to that, we would certainly like to have your
15 name and we can fit it back into the sequence.
16 Because without a name we don't know who
17 submitted it, whether it be a member of good
18 standing or some member of the press.

19 So if anybody knows who that is or can
20 help me find him, I would sure like to do it.
21 That takes care of that. If you know who this
22 is, please come and sign this for me and we will
23 take it back in.

24 MR. BELLINO: And thanks for pointing out
25 the mistake I made this year.

1 MR. BOLTON: I thought I made one last
2 year but I was wrong. One other thing that I
3 would like to address on resolutions that we
4 will plan to get them back to you. In the
5 printing process we are going to try to put four
6 resolutions on one piece of paper. We are
7 putting them like little blocks in a reference
8 book, block A, block B, C, D on a page so we are
9 going to have to shrink your printing up a
10 little bit. So the printing will be a little
11 bit smaller. At least, pardon us for that and
12 bear with us. That way we will not have to
13 print a number of sheets and that will get it
14 out faster to you.

15 And I think that's all that I had. The
16 Constitution Committee hopes you would like the
17 format of the report. We made it easier for
18 you. I'm sorry, I meant to say one more thing.

19 That is, this year one item new on the
20 report is that we have placed the name of the
21 person who submitted the proposed amendment so
22 that we will know who that person is, Barry up
23 here will know who that person is. Because, as
24 you well know, they have the first right to
25 speak on that amendment if they are here if they

1 want. Thank you.

2 (Applause.)

3 MR. KRASNER: Okay. Are there any
4 questions on the report of the Constitution
5 Committee? Yes, please.

6 MR. RAMSDEN: Jon Ramsden, Atlanta
7 Center. The resolutions that may have been
8 mailed in prior to the convention, will they be
9 considered, will they be issued so we don't have
10 to do that again?

11 MR. BOLTON: Yes, they will.

12 MR. KRASNER: Also, as Rick said, our
13 rules, we needed to find to define things in the
14 rules, we want to give everybody the opportunity
15 to submit resolutions to the extent feasible.
16 So in doing so we made it very difficult on the
17 office staff to produce them. The twelve
18 o'clock cut-off for submission, and we expect to
19 have them by 1:30, that's very, very difficult
20 to do to print that many copies. So bear with
21 us and we'll try to get them out as quickly as
22 we can before resolution time. We weren't too
23 bad in San Antonio on it, but it does become
24 difficult.

25 The other thing I want to let you know is

1 we do recognize the fact that there are not
2 enough chairs in this room. Hopefully by this
3 afternoon we will have that corrected.

4 Hotel staff will come in and, if nothing
5 else, give us some more chairs along the sides
6 or wherever we need them. I guess at some point
7 in time we're just going to have the entire
8 membership at these conventions. Although I
9 think that's great, I think it makes it real
10 hard for us for staffing problems.

11 Okay. Now, as they say in Robert's on
12 page 293, let the games begin. I believe you
13 have all got the recommendations of the
14 Constitution Committee embodied in the yellow
15 package. And there was also a separate
16 attachment which you should have which was
17 outside which is the recommendation of the
18 National Executive Board on each amendment, not
19 only resolution but each amendment and bylaw.
20 And so, just interrupt me if you are going to
21 withdraw this. Okay.

22 MR. BOUGHN: Mr. Chairman, Chris Boughn,
23 New York Center. At this time I would like to
24 withdraw Amendment 1 and Amendment 5.

25 (Applause.)

1 MR. KRASNER: Okay. Amendment 1 and
2 Amendment 5 are withdrawn.

3 MR. SCHOLL: Mr. Chairman?

4 MR. KRASNER: Yes. Wait, I can't find
5 you, I'm going to have to close those curtains.
6 I can't see a thing out there. Yes.

7 MR. SCHOLL: Yes, Mark Scholl, Chicago
8 Center. Mr. Chairman, I proposed Amendment
9 Number 2 with the belief that controller
10 professionalism is the cornerstone on which our
11 organization is built could be further upheld in
12 our National Constitution.

13 After discussing this matter with many
14 members across the nation and after hearing
15 Secretary Pena congratulate us on our
16 professionalism, we have reconsidered this
17 proposal. I would like to encourage every NATCA
18 local to contact the ALPA Professional Standards
19 Committee which serves their facility.

20 Perhaps if NATCA had a stronger
21 grass-roots and professional relationship with
22 ALPA, our concerns on such issues as TCAS would
23 be better heard. And with that, Mr. Chairman, I
24 would like to withdraw Amendment Number 2.

25 MR. KRASNER: Amendment 2 is so

1 withdrawn.

2 (Applause.)

3 MR. KRASNER: Boy, we're on a roll.

4 Okay. Anyone wish to withdraw Amendment Number

5 3?

6 MR. RIFAS: Mr. Chairman?

7 MR. KRASNER: Okay. Yes.

8 MR. RIFAS: Howard Rifas, SNA.

9 MR. KRASNER: Hi, Howard.

10 MR. RIFAS: Hi. I respectfully wish to

11 withdraw Amendments 9 and 10.

12 MR. KRASNER: Amendments 9 and 10 are so

13 withdrawn. I don't know why I bothered studying

14 the rules this year.

15 MR. HANNINEN: Mr. Chairman?

16 MR. KRASNER: Yes.

17 MR. HANNINEN: Clay Hanninen, DPA. I

18 respectfully withdraw Number 4.

19 MR. KRASNER: Number 4 is withdrawn.

20 MR. ZINDARS: Mr. Chairman?

21 MR. KRASNER: Yes.

22 MR. ZINDARS: Gary Zindars, Atlanta

23 Tower, Advanced Automation System, Training

24 Coordinator. I would like to respectfully

25 withdraw Amendment 6.

1 MR. KRASNER: Amendment 6 is so
2 withdrawn.

3 MR. PARKER: Mr. Chairman?

4 MR. KRASNER: That would be mike seven.
5 Yes?

6 MR. PARKER: I'm Todd Parker, Orlando
7 Executive Tower. I would like to respectfully
8 withdraw Amendment Number 22.

9 MR. KRASNER: Amendment 22 is so
10 withdrawn. The first business in order is the
11 adoption of Amendment Number 3, NGL-2. Is there
12 a second? Hearing no second, Amendment Number 3
13 is not before this body.

14 MR. PHELPS: Point of order.

15 MR. KRASNER: Yes.

16 MR. PHELPS: Mr. Chairman, I would like
17 to introduce a resolution as a director under
18 Rule 7, Paragraph 2, concerning Proposed
19 Amendment Number 7. I would like to request
20 consideration of the resolution prior to
21 consideration of the proposed amendment.

22 MR. KRASNER: I am going to rule against
23 your point of order. Your point of order was
24 brought up after the issue was not properly
25 before the body. You are certainly within your

1 rights to bring up the resolution, but we did
2 put it out before the body, we did ask for a
3 second. There was no second. It was stated
4 from the Chair that it is not before this body.
5 So your resolution would have to be submitted in
6 accordance with the rules for submission of
7 resolutions.

8 MR. PHELPS: Mr. Chairman, I am referring
9 to Articles, Proposed Amendment Number 7, sir,
10 not 3.

11 MR. KRASNER: Number 7.

12 MR. PHELPS: Correct, that's the next one
13 in order.

14 MR. KRASNER: Okay. Wait, you are a
15 little fast for me today, Ben. Hold on a
16 second.

17 Number 7, okay. What you are saying is
18 you have a resolution for the floor that you
19 wish to introduce prior to Number 7?

20 MR. PHELPS: Affirmative.

21 MR. KRASNER: Okay. Would you please
22 bring it up? Do you have it written out?

23 MR. PHELPS: It has been submitted. It
24 is a timely resolution.

25 MR. KRASNER: I'm sorry. What?

1 MR. PHELPS: It has already been
2 submitted and it is a timely resolution.

3 MR. KRASNER: Okay.

4 MR. BOLTON: We are trying to print it,
5 Barry. We just haven't got it up.

6 MR. KRASNER: That's okay. I just want
7 to know what it is I'm looking for. You say it
8 has been submitted?

9 MR. PHELPS: Affirmative.

10 MR. KRASNER: It has now been submitted.
11 Okay. The resolution is as follows: "Whereas,
12 the NATCA National Constitution calls for the
13 maintaining of Standing Committees; and,
14 whereas, all Standing Committees have conducted
15 themselves in a responsible fashion, including
16 the expenditure of funds; and, whereas, as an
17 organization we should trust and empower
18 Standing Committee chairpersons to accomplish
19 the business of their committees; therefore, be
20 it resolved, that each National Standing
21 Committee chairperson shall, subject to the
22 discretion of the President, administer the
23 funds budgeted for their respective committees.
24 Each Standing Committee chairperson shall be
25 accountable solely to the National Executive

1 Vice-President in the administration of these
2 funds."

3 Oh, yes, it was submitted this morning.

4 UNIDENTIFIED SPEAKER: Point of
5 information.

6 MR. KRASNER: Yes.

7 UNIDENTIFIED SPEAKER: Could somebody
8 tell us what this is about?

9 MR. KRASNER: Yes, sir. I am quite sure
10 he's going to because I have no clue.

11 UNIDENTIFIED SPEAKER: Thank you.

12 MR. KRASNER: However, is there a second
13 on this?

14 UNIDENTIFIED SPEAKER: I second.

15 MR. KRASNER: Okay. It is moved and
16 seconded for the adoption of this resolution.
17 Let me just read it again so everybody is clear
18 on it and then we will give you right of first
19 debate, Mr. Phelps.

20 "Whereas, the NATCA National Constitution
21 calls for the maintaining of the Standing
22 Committees; and, whereas, all Standing
23 Committees have conducted themselves in a
24 responsible fashion, including the expenditure
25 of funds; and, whereas, as an organization we

1 should trust and empower Standing Committee
2 chairpersons to accomplish the business of their
3 committees; therefore, be it resolved that each
4 National Standing Committee chairperson shall,
5 subject to the discretion of the President,
6 administer the funds budgeted for their
7 respective committees. Each Standing Committee
8 chairperson shall be accountable solely to the
9 National Executive Vice-President in the
10 Administration of these funds."

11 Mr. Phelps.

12 MR. PHELPS: As I said, Mr. Chairman, as
13 I said in the proposed resolution, our
14 Constitution does call for the support of all
15 Standing Committees. And, in fact, the
16 procedure that we're using at this time we do
17 have funding for all the committees.

18 Some of the National Committee chairs do
19 control the funds for their committees at the
20 discretion of the President and Executive
21 Vice-President. Some of the committees do not
22 have that option.

23 I simply seek to make it an equitable
24 arrangement whereby all Standing Committee
25 chairs have control of the budget that the NEB

1 has set for their committees. That's all.

2 MR. KRASNER: Okay. Is there further
3 discussion? Are you ready for the question?

4 UNIDENTIFIED SPEAKER: Call the question.

5 MR. KRASNER: Don't call the question.

6 Then I have got to take another vote. As many
7 as are in favor of the adoption of this
8 resolution, signify by saying aye.

9 UNIDENTIFIED SPEAKERS: Aye.

10 MR. KRASNER: As many as are opposed say
11 nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The ayes have it. This
14 resolution is adopted.

15 (Applause.)

16 MR. KRASNER: Can one assume that this
17 Amendment 7 is being withdrawn?

18 MR. PHELPS: Yes, sir, I wish to withdraw
19 Amendment 7.

20 MR. KRASNER: So withdrawn. Okay. The
21 next business in order is the adoption of
22 Amendment Number 8 which is NSW-2. Is there a
23 second? Hearing no second --

24 UNIDENTIFIED SPEAKER: There was a
25 second.

1 MR. KRASNER: Hearing a second this issue
2 is before the body. Mr. Phelps, did you wish to
3 speak on it?

4 MR. PHELPS: This Proposed Amendment, Ben
5 Phelps, is in an effort to clarify lines of
6 authority before the Chairman of the Standing
7 Committees. It seems that right now there is a
8 little gray in some areas in some cases. That's
9 all we have done is simply attempted to clarify
10 lines of authority.

11 MR. KRASNER: Is there further debate?
12 Yes, mike five.

13 MR. NICHOLS: Curt Nichols from Green
14 Bay. I am also the National Finance Committee
15 Chairman. I would like to point out the
16 committee voted against recommendation of this.

17 My problem with this as a Chairman is
18 that I don't see it being workable because I
19 don't feel that the financial accounting
20 department should receive their authority from
21 me as Chairman. I think I have also talked to
22 Debbi Cunningham on legislation. This would
23 almost infer that John Thornton work under Debbi
24 Cunningham. I don't see these people working
25 under or for each other.

1 I think we should be doing things and
2 reporting it up to the President. And also,
3 it's just very unclear as to just what "exceed
4 their authority" means. Thank you.

5 MR. KRASNER: Okay. Hold on before I
6 recognize you, Debbi. Could the owner of that
7 camcorder please ensure that it's turned off?
8 Thank you. Okay. Mike six.

9 MS. CUNNINGHAM: Debbi Cunningham. I
10 also am opposed to this because, as Curt said,
11 the committees are controllers and we serve our
12 members. The National, the directors are
13 executives. Some have been controllers.

14 But I do not feel in any way that I can
15 tell John Thornton what to do. I can work with
16 him and share with the Legislative Committee and
17 work together, but I do not feel that I should
18 be above him in any way.

19 MR. KRASNER: Are you ready for the
20 question? As many as are in favor of the
21 adoption of Amendment Number 8, signify by
22 saying aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: Am I going deaf? As many
25 as are opposed say nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: Not hearing two-thirds in
3 the affirmative, Amendment Number 8 is defeated.

4 MS. CUNNINGHAM: Mr. Chairman?

5 MR. KRASNER: Yes.

6 MS. CUNNINGHAM: Yes, regarding Amendment
7 Number 11, which is your next amendment.

8 MR. KRASNER: Yes, Debbi.

9 MS. CUNNINGHAM: I have a change to the
10 amendment. Should I submit it to you in writing
11 or should I just go ahead and read it?

12 MR. KRASNER: Why don't you read it and
13 then I will take it. In fact, why don't you
14 take it in writing and then read it. Just let
15 me get a copy of it. If you would give the
16 Sergeant at Arms a copy to run up here if you
17 have two copies.

18 MS. CUNNINGHAM: Okay. This is an
19 amendment to the proposed constitutional
20 amendment. I am just going to read how the new
21 one would be worded so it would be complete and
22 you could understand what I am saying.

23 It will now read: "The National Standing
24 Committees shall be comprised of one active
25 member from each region. When a regional

1 committee member is elected to a National Chair,
2 the Regional Vice-President may select an
3 additional committee member to fill the regional
4 position vacated by the National Committee
5 Chair. The Chair of the National Standing
6 Committees will report to the National Office."

7 MR. KRASNER: So, essentially what we
8 have done is changed National Legislative
9 Committee to National Standing Committees, and
10 replace "it appears" so it's pertinent to all
11 Standing Committees?

12 MS. CUNNINGHAM: Correct.

13 MR. KRASNER: And then you just edited or
14 clarified so as to make it clear when that
15 actually takes place?

16 MS. CUNNINGHAM: That's correct. And I
17 also deleted the fact that the elected National
18 Chair would have any right of selection of their
19 replacement, it would just be solely the
20 Regional Vice-President.

21 MR. KRASNER: Okay. Let me read that
22 back and then we'll see if there is a second.
23 It would read as follows: "The National
24 Standing Committees, parentheses, the National
25 Standing Committees will be composed of one

1 active member from each region. When a regional
2 committee member is elected to a National Chair,
3 the Regional Vice-President may select an
4 additional committee member to fill the regional
5 position vacated by the National Committee
6 Chair. The Chair of the National Standing
7 Committees will report to the National Office."

8 Does anybody need to hear that again?

9 UNIDENTIFIED SPEAKERS: Yes.

10 MR. KRASNER: Yes, okay. "The National
11 Standing Committees will be composed of one
12 active member from each region. When a regional
13 committee member is elected to a National Chair,
14 the Regional Vice-President may select an
15 additional committee member to fill the regional
16 position vacated by the National Committee
17 Chair. The Chair of the National Standing
18 Committees will report to the National Office."

19 Okay. As it reads, is there a second?

20 UNIDENTIFIED SPEAKER: I second.

21 MR. KRASNER: It's been seconded to adopt
22 the amended submission. Ms. Cunningham.

23 MS. CUNNINGHAM: As I explained earlier,
24 the duties of the National Chair on any
25 committee are immense and they are divided. You

1 have a Chair, you have to report, do all the
2 work and duties of the National Office,
3 especially Legislation and Safety Committees
4 which are extremely active for the interest of
5 our members. I don't feel that you would want
6 our interest divided. I think you would want us
7 to organize and run the National Committee and
8 allow someone from the respective region to work
9 within your region so that your own region will
10 be completely organized and motivated.

11 Doing the dual role, to be perfectly
12 honest you, will burn someone out and the losing
13 of experience just from a simple burn-out is a
14 loss to the union. We need to have the roles
15 separated and the line of National Chairman and
16 Regional Chairman divided and the duties
17 separated. Thank you.

18 MR. KRASNER: Mike five. That be you.

19 MR. CARR: That would be me. John Carr,
20 C90, O'Hare Tracon. I would like to amend the
21 amendment.

22 MR. KRASNER: Okay.

23 MR. CARR: Third line after "Regional
24 Vice-President" change the word "may" to the
25 word "shall" so it reads: "The elected Regional

1 Vice-President shall select an additional
2 committee member."

3 MR. KRASNER: Okay. There is a proposed
4 amendment to the amendment to change the word
5 "may" to "shall." Is there a second?

6 UNIDENTIFIED SPEAKER: Second.

7 MR. KRASNER: Moved and seconded to
8 change to strike the word "may," replace with
9 the word "shall." Debate?

10 UNIDENTIFIED SPEAKER: Point of
11 information.

12 MR. KRASNER: Yes. Where are you? I
13 can't find you. Okay. Go ahead.

14 UNIDENTIFIED SPEAKER: Is the intent of
15 this amendment to have a National Committee
16 Chairman then at that region and another member
17 to that Standing Committee so that there would
18 actually be ten people on the National
19 Committee?

20 MR. KRASNER: That is correct.

21 UNIDENTIFIED SPEAKER: So then that the
22 implication there is that the Chairman can't
23 represent his region?

24 MS. CUNNINGHAM: Can I speak on that?

25 MR. KRASNER: Yes.

1 MS. CUNNINGHAM: No, a Chairman can
2 represent their region. If you want it done
3 properly with the duties and responsibilities of
4 the position of the National Chair, there is too
5 much work to do, to be perfectly frank about it.

6 And although I represent the Great Lakes
7 Region very well, I feel that they would be
8 represented better by someone who is totally
9 dedicated to that region only. And that the
10 National Office would then because I would be
11 dedicated to the National Office and that's
12 where my priorities would lie. And I feel that
13 each other Standing Committee Chairman feels the
14 same way. And the reason for the "may" versus
15 the "shall" is --

16 MR. KRASNER: Debbi, I'm sorry.

17 MS. CUNNINGHAM: Out of order.

18 MR. KRASNER: There is only so much I can
19 take as debate under guise of point of
20 information. I must remind you, when people
21 come up to the mike, please state your name and
22 your facility. Okay. We do need that for the
23 transcript so we know where to send the bill to
24 that page.

25 Okay. Is there debate on the amendment

1 to the amendment? Mike five. No, I'm sorry, it
2 wasn't mike five. Mike ten.

3 UNIDENTIFIED SPEAKER: Point of
4 information again. Am I to understand is it the
5 intent of the author of this to have two votes
6 in one region? Because the Chair would come out
7 of a region and they would also have another
8 person from that region for the committees.

9 MR. KRASNER: The understanding of the
10 Chair was that it would still be a nine-person
11 vote, the Chairman would not have a vote, is
12 that correct?

13 MS. CUNNINGHAM: That's correct.

14 MR. KRASNER: Okay. Mike nine.

15 UNIDENTIFIED SPEAKER: Point of order.

16 MR. KRASNER: Yes.

17 UNIDENTIFIED SPEAKER: Are we debating
18 the amendment or are we debating the amended
19 amendment to permit the word "shall"?

20 MR. KRASNER: Good point. You are
21 correct, sir. Your point is well-taken. We are
22 debating the amendment to the amendment only.
23 We haven't heard any debates, all we have had is
24 point of order, point of information so far.
25 Mike -- where was I? Mike nine.

1 UNIDENTIFIED SPEAKER: You can disregard
2 on that.

3 MR. KRASNER: Mike ten, vacant. Mike
4 five.

5 MR. NICHOLS: Curt Nichols, Green Bay
6 arising in opposition to the amendment. By
7 making it say "shall" it removes the flexibility
8 of seeing what the workload is. There could be
9 a committee where the workload doesn't
10 necessarily mean you should have another person,
11 and now you are forced into having another one.
12 I'd rather let it have flexibility. And if you
13 need another one to split it up, then you can do
14 it. And I think the RV-P's are in a good
15 position to determine whether or not they need
16 that.

17 (Applause.)

18 MR. KRASNER: Is there further debate on
19 the amendment to the amendment? Are you up,
20 Mr. Rifas?

21 MR. RIFAS: Howard Rifas, Santa Ana. I
22 oppose the amendment for the same reason as
23 previously stated, that every committee does not
24 necessarily have the same situation. And some
25 committees have sufficient amount of time to do

1 the work they have. And that should be the
2 decision strictly of that committee and of their
3 Regional Vice-President to make that position.
4 This simply allows for the vehicle where it
5 makes sense.

6 MR. KRASNER: Is there further debate?
7 As many as are in favor of the adoption of the
8 amendment to the amendment, signify by saying
9 aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: As many as are opposed say
12 nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: The ayes don't have it.
15 The amendment to the amendment is defeated.
16 Before the body is the amendment as proposed.
17 Is there discussion?

18 MR. BOWERS: Point of information.

19 MR. KRASNER: Mike nine.

20 MR. BOWERS: Mr. Chairman, Bob Bowers,
21 Charlottesville Tower, a member of the
22 Legislation Committee. I would like to speak in
23 favor of the amendment.

24 I don't know about the other Standing
25 Committees, but the National Chair has

1 tremendous amount of work to do with the
2 Legislative Committee and I don't expect it to
3 decrease. Having to do national and regional is
4 just too much work for any one person. Thank
5 you.

6 MR. KRASNER: Mike three.

7 MR. SCHOLL: Point of information. Mark
8 Scholl, Chicago Center. In the current language
9 which states the National Chair and effective
10 Regional Vice-President may select an additional
11 committee member, is there any proposed process
12 to settle disputes between the RV-P and the
13 committee Chair?

14 MR. KRASNER: Mr. Scholl, that's not
15 pertinent to this. There is nothing proposed.
16 The language is clear on its face.

17 MR. SCHOLL: It is just a point of
18 information. I am just curious as to if the
19 RV-P would disagree with the National Committee
20 Chair how that would be resolved since it says
21 "may" select.

22 MR. KRASNER: It is solely, my
23 understanding of the amendment and the way it
24 would be interpreted is it's solely the call of
25 the Regional Vice-President.

1 MR. SCHOLL: Thank you.

2 MR. KRASNER: Now, mike three, go ahead.

3 UNIDENTIFIED SPEAKER: (Inaudible) Tower.

4 I want to speak in opposition to the amendment.

5 Having served on a National Committee, every

6 region has a corresponding committee. As

7 Chairman of the National Committee, part of the

8 ability to be a Chairman would be to delegate

9 authority and the only way to do that in other

10 areas of your region was to have somebody take

11 up some of your regional responsibility slack

12 without having to add another member to the

13 Standing Committee.

14 MR. KRASNER: Mike five.

15 MR. HILL: John Hill, Waterloo Tower,

16 Central Region Legislative Representative. As a

17 member of the Standing Committee, I know that

18 within my own region there is much work to be

19 done. And as regional representatives we do

20 delegate much of that work.

21 However, someone that has that job also

22 has the National Chair for Standing Committee,

23 that is, the amount of work that they have to

24 do, the amount of work that they delegate could

25 not be adequately compensated for the personal

1 time we spend because we do not get official
2 time from any of our duties, we do it on our own
3 time. I am very much in favor of this
4 amendment.

5 MR. KRASNER: Mike ten.

6 MR. BIEBER: Allen Bieber, John Wayne
7 Tower. I believe that if you defeat this
8 amendment you are defeating the possibility for
9 other people to be able to given a chance when a
10 vacancy comes available. And somebody that has
11 a double role, they are going to be doing twice
12 the work.

13 Maybe sometimes it is not going to be
14 necessary, they wouldn't need that person. But
15 what if they do? They get no time for it. It
16 takes away from duty time. A lot of time they
17 are doing it on their own. And I am in favor of
18 the amendment.

19 MR. KRASNER: Are you ready for the
20 question? As many as are in favor of the
21 adoption of amendment, what number was it,
22 Amendment Number 11, signify by saying aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: As many as are opposed say
25 nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: Hearing two-thirds in the
3 affirmative despite the best --

4 UNIDENTIFIED SPEAKER: Point of order.
5 We were voting on the amendment to the
6 amendment, not the amendment itself, right?

7 MR. KRASNER: The amendment to the
8 amendment was defeated. We are voting on the
9 amendment.

10 UNIDENTIFIED SPEAKER: That was the
11 amendment to the amendment that was defeated.

12 MR. KRASNER: The amendment to the
13 amendment was defeated, but what we voted on was
14 the amendment with the word "may" in it.

15 UNIDENTIFIED SPEAKER: Okay.

16 MR. KRASNER: And as I started saying,
17 hearing two-thirds in the affirmative despite
18 the best efforts of some, the amendment is
19 adopted.

20 (Applause.)

21 MS. CUNNINGHAM: Thank you.

22 MR. KRASNER: Next issue before the body
23 is Amendment Number 13 which is NSO-1.

24 UNIDENTIFIED SPEAKER: Twelve.

25 MR. KRASNER: 12? Oh, I'm sorry. Ahhh,

1 let me explain this. When -- and this is going
2 to happen a couple of times in this package --
3 when amendments come up that deal with the same
4 issue then I, as the Chair, have a
5 responsibility determining in which order they
6 come up.

7 In this case 13 has to come up before 12.
8 And the reason is that amendments and
9 resolutions take effect immediately upon their
10 passage. If we were to adopt Amendment Number
11 12, that would change the language of Article V,
12 Section 5, and then Amendment 13 came up to
13 delete Article V, Section 5, we would
14 essentially be deleting what we just adopted as
15 opposed to the previous language.

16 So on some of these, because of the
17 nuances of them, we are going to have to make
18 those calls on which ones come up first within
19 that grouping. So, as we do that -- I'm sorry I
20 didn't explain that -- as we do that, if there
21 are any questions on why, the Chair would be
22 more than happy to explain that.

23 So, the issue before the body is the
24 adoption of Amendment 13 which would delete,
25 actually it would actually delete the entire

1 Section 5. Should Amendment 13 be passed
2 Amendment 12 no longer exists. Okay. Is there
3 a second on the deletion of Article V, Section
4 5?

5 UNIDENTIFIED SPEAKER: Point of order.

6 MR. KRASNER: Yes.

7 UNIDENTIFIED SPEAKER: Isn't what we just
8 passed the new Section 5 entirely?

9 MR. KRASNER: No, I think we had a
10 misprint. What we just did was add a new
11 Section 5. Well, it is of form and style. What
12 we really do is add a new Section 6. We didn't
13 vote on a number, we voted on the substance of
14 the amendment. So that will be changed in the
15 form and style afterwards. We adopted a new
16 section. That's not the one we are trying to
17 delete.

18 UNIDENTIFIED SPEAKER: Thank you.

19 MR. KRASNER: Okay. Is there a second on
20 the deletion of Article V, Section 5? Hearing
21 no second --

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Hearing a second -- I'm
24 sorry, it's tough to hear without the mikes.
25 Okay. It is moved and seconded to delete

1 Article V, Section 5. Are you ready for the
2 question?

3 As many as are in favor of the adoption
4 of Number 13 which would delete Article V,
5 Section 5, signify by saying aye.

6 UNIDENTIFIED SPEAKERS: Aye.

7 MR. KRASNER: Got to be close to lunch.
8 As many as are opposed say nay.

9 UNIDENTIFIED SPEAKERS: Nay.

10 MR. KRASNER: Not hearing two-thirds in
11 the affirmative, Number 13 is defeated. Okay.
12 The next issue before the body is the adoption
13 of Amendment Number 12. It states amendment --
14 what it seeks to do is change the "respective
15 committee liaison" to the "National Standing
16 Committee," that's the change in it. Is there a
17 second?

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: It is moved and seconded to
20 adopt Amendment Number 12. Mike five.

21 UNIDENTIFIED SPEAKER: Point of
22 information. Would you explain again what the
23 change is?

24 MR. KRASNER: The change is Section 5 now
25 says, currently says, "shall be submitted to the

1 respective committee liaison. Respective
2 committee liaison." And the author seeks to
3 change that to say, "shall be committed to the
4 National Constitution Committee." That's the
5 sole proposed change are those three words.

6 Mike five?

7 MR. MCGOWAN: Bill McGowan, Boston
8 Center. The entire intent of this is, it is a
9 bit more than an editorial change. There is no
10 such thing as a committee liaison. We have no
11 idea who that person is or what their function
12 would be.

13 All we're trying to do is make sure that
14 all the amendments end up in the same place and
15 the same deadline (inaudible). So we don't have
16 a situation where some are sent to a liaison
17 from the Legislative Committee and they sit on
18 it and we don't find out about it until January
19 or February.

20 It is just an attempt to bring this
21 article into mind with the other requirement of
22 Article 14, which says everything has to be in
23 120 days.

24 MR. KRASNER: Are you ready for the
25 question?

1 MR. RAMSDEN: Point of information.

2 MR. KRASNER: Yes. Please, name and
3 facility.

4 MR. RAMSDEN: Jon Ramsden, Atlanta
5 Center. Would it be -- I understand it's got to
6 be (inaudible). Would it be proper to have that
7 they must be submitted 60 days to the, within 60
8 days to the delegates of the convention in order
9 to make that work according to his intent?

10 MR. KRASNER: It might be proper. If you
11 think so, then the Chair would suggest you
12 submit an untimely amendment to do that.

13 MR. RAMSDEN: Thank you.

14 MR. KRASNER: Is there further debate?
15 As many as are in favor of the adoption of
16 Amendment Number 12, signify by saying aye.

17 UNIDENTIFIED SPEAKERS: Aye.

18 MR. KRASNER: As many as are opposed say
19 nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: Hearing two-thirds in the
22 affirmative, the amendment is adopted.

23 MR. SCHOLL: Mr. President?

24 MR. KRASNER: Yes.

25 MR. SCHOLL: The author of Amendment

1 Number 14 would like to withdraw Amendment
2 Number 14.

3 MR. KRASNER: Amendment Number 14 is
4 withdrawn. The next issue before the body is
5 Amendment Number 15. Is there a second?

6 MR. SUTCAVAGE: Mr. Chairman?

7 MR. KRASNER: Yes.

8 MR. SUTCAVAGE: I move --

9 MR. KRASNER: I'm sorry, name.

10 MR. SUTCAVAGE: Steve Sutcavage, Salinas
11 Tower. I move we amend this motion to state --

12 MR. KRASNER: Excuse me, we do not have a
13 second on it yet. It's not before the body.
14 The only one who can amend a motion before it
15 reaches the body is the author of the amendment.
16 Amendment Number 15, is there a second?

17 UNIDENTIFIED SPEAKER: Second.

18 MR. KRASNER: Okay. It is moved and
19 seconded. It's yours.

20 MR. BLYTHE: Mr. Chairman, point of
21 order.

22 MR. KRASNER: Yes.

23 MR. BLYTHE: As the author of it, I would
24 like first to speak. I move this motion be
25 amended by --

1 MR. KRASNER: I'm sorry, there was a
2 motion to amend. You have right of first
3 debate, you don't have right of first amendment.
4 If you get up here and offer an amendment your
5 right of first debate will kick in when that
6 amendment is dealt with.

7 MR. SUTCAVAGE: I move that this motion
8 be amended that the delegate not be able to
9 accumulate more than two other facilities'
10 proxies.

11 MR. KRASNER: I'm sorry, can you give me
12 the exact language on that the way you would
13 like it?

14 MR. SUTCAVAGE: I would like it to state
15 after, well, here, In the event that a Level I
16 or II facility is unable to send a delegate to
17 the convention, they may proxy their members
18 votes to another eligible delegate. This
19 delegate may not accumulate more than two other
20 facilities' proxies. The proxy or request must
21 be sent by certified mail within seven days
22 prior to the start of the convention, the
23 National Office, and be signed by all active
24 members of the local.

25 MR. KRASNER: Okay. Give me that

1 language. So you are inserting one sentence,
2 this delegate what?

3 MR. SUTCAVAGE: May not accumulate more
4 than two other facilities' proxies.

5 MR. KRASNER: May not -- more than two
6 other. Okay. The amendment as proposed is to
7 insert the line, "This delegate may not
8 accumulate more than two other facilities'
9 proxies." Is there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: Moved and seconded to adopt
12 the amendment to the amendment. I will read one
13 more time. "This delegate may not accumulate
14 more than two other facilities' proxies."

15 Mike four, were you speaking on the
16 amendment?

17 MR. BLYTHE: Sure.

18 MR. KRASNER: The amendment to the
19 amendment?

20 MR. BLYTHE: On the amendment to the
21 amendment what I was going to do is basically
22 the same thing although the wording was slightly
23 different.

24 MR. KRASNER: Mike four, are you
25 proposing an amendment to the amendment to the

1 amendment?

2 MR. BLYTHE: No, I seconded his. I
3 thought I had a chance to speak at this point.

4 MR. KRASNER: Yes, you do get a chance to
5 speak but we don't know -- we don't want to hear
6 what you would have done had he not, we would
7 like to hear if you are for or against on this
8 amendment.

9 MR. BLYTHE: I am for.

10 MR. KRASNER: Okay. You can debate it.
11 You can debate it. You could go further if you
12 like.

13 MR. BLYTHE: As someone mentioned at our
14 last QTP meeting, this issue comes up at every
15 convention. Being a charter member of the union
16 from a lower level facility let me try to
17 explain why. Despite the generous financial
18 help provided by delegates from past
19 conventions, the smaller facilities feel the
20 pinch at \$114 a night even when they share the
21 room. That money only goes so far. It's
22 difficult to explain to your fellow members why
23 you spent in four days all the money that your
24 local has gotten over the past year.

25 More important is staffing. If your

1 facility only has six people and problems arise,
2 it can be hard to stick your fellow members.

3 This has nothing to do with commitment.
4 No member in their right mind would miss this
5 convention. When problems come up, and they do,
6 this amendment will allow those members to still
7 have a vote and a voice at our convention. The
8 reason this issue comes up at every convention
9 maybe is because our fellow members of smaller
10 facilities feel that it needs to.

11 (Applause.)

12 MR. KRASNER: Mike ten.

13 MR. BIEBER: Mr. Chairman, Allen Bieber
14 John Wayne Tower. And I propose an amendment to
15 the amendment to read one proxy only instead of
16 two.

17 MR. KRASNER: Okay. There is a proposed
18 amendment to the amendment to the amendment. It
19 is to change "two" to "one" so it would read,
20 "This delegate may not accumulate more than one
21 other facilities' proxy." Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded to amend
24 the amendment to the amendment. Is there
25 debate?

1 Now, it is real hard to tell who was
2 standing at a mike versus who is now given the
3 new debate. So, when we go to an amendment if
4 you were standing at the mike waiting, just back
5 off the mike so we know it's blank. We presume
6 that mike ten wishes on speak on it.

7 MR. BIEBER: Point of order. Wouldn't
8 11, the previous amendment, get to speak first?
9 Is that correct or incorrect?

10 MR. KRASNER: There is now an amendment
11 to the amendment to the amendment proposed. As
12 the author of the amendment to the amendment to
13 the amendment, you have right of first debate
14 and right of first debate is always if
15 requested.

16 MR. BIEBER: Mr. Chairman, the reason I
17 said one is my facility, we all talked this out
18 as far as bargaining unit members, and they
19 didn't want any power brokers to have it's got
20 to have people, big facilities be able to go
21 "Okay, you can't go, you can't go, you can't go,
22 so we will take your votes," and people will be
23 able to broker out and have more votes than they
24 should.

25 So, by having one proxy only it allows

1 people that are at Level I's that can't attend
2 who should be heard and have the right to be
3 heard to have their vote done by somebody by
4 proxy. And they should know that when they give
5 that proxy even if they tell them how to vote,
6 that person has to vote his conscience. So they
7 may not get what they want, but they at least
8 will get heard.

9 MR. KRASNER: Okay. Mike seven.

10 MR. EDMONDS: Dean Edmonds, Kona Tower,
11 formerly Pongo Pongo, American Samoa.

12 MR. KRASNER: I'm sorry, Mr. Edmonds.
13 Did you say that Kona Tower was formerly Pongo
14 Pongo?

15 MR. EDMONDS: Yes. Give me back that box
16 of candy. I would like to speak in opposition
17 to this amendment. Coming from a small facility
18 in the South Pacific --

19 MR. KRASNER: Mr. Edmonds, we are on --

20 MR. EDMONDS: The amendment to the
21 amendment to the amendment.

22 MR. KRASNER: Okay. The one versus two.

23 MR. EDMONDS: Right. I would like to
24 speak in opposition of that. Coming from a
25 facility in the South Pacific whereby they are

1 not able to attend this convention, I don't feel
2 that limiting the number of proxies from two to
3 one or even limiting it to just two is right.

4 There are some facilities that just
5 cannot get here. No matter what we do, there is
6 just the problem of transportation, money, time,
7 staffing. We should not take these people and
8 take what they have as concerns and put them off
9 to the side.

10 If someone, if some facility has a desire
11 to send information that they want brought
12 forward, the facility should be able to take
13 that and give their votes to someone else.

14 And being in the South Pacific, we have
15 the opportunity whereby more facilities are in
16 this position of being far away. Richard comes
17 from Guam, the Quadulent is not here, Pauno is
18 not here, these are two facilities that should
19 be represented here.

20 And I know for a fact, having just talked
21 to Danny Fuimono who is the FAC rep up at Hana
22 (sic), that he would have liked to have had some
23 things brought up here but didn't feel he could
24 because he wasn't attending. So I am opposed to
25 this amendment to the amendment to the

1 amendment.

2 MR. KRASNER: Okay.

3 (Applause.)

4 MR. KRASNER: On the issue of the
5 amendment to the amendment to the amendment,
6 this is a very gray area on what's germane and
7 what's not. The debate does seem to be getting
8 more into the merits of the main motion rather
9 than the amendment to the amendment to the
10 amendment.

11 So, the body will please be advised I am
12 going to start tightening that up a little bit
13 so we don't have to hear the same discussion
14 every time we go through an amendment on it.
15 So, with that having been said, mike eleven.

16 UNIDENTIFIED SPEAKER: Mr. Chairman, I
17 would also like to list my opposition to the
18 amendment to the amendment to the amendment. My
19 brother from --

20 MR. KRASNER: I don't know whether it is
21 that microphone or what.

22 UNIDENTIFIED SPEAKER: It is. As my
23 brother Kona just said, there are certain
24 facilities that are congregated together. And
25 if we just make one delegate, one proxy to one

1 delegate, those other facilities that are not
2 able to proxy to a local delegate might lose
3 their voice. There might be a little regional
4 issue that somebody in the local or regional
5 close proximity of the person unable to attend
6 will understand better than somebody else.

7 MR. KRASNER: Okay. The issue is the
8 amendment to the amendment to the amendment to
9 change "two" to "one." So it would read --

10 UNIDENTIFIED SPEAKER: Point of
11 information.

12 MR. KRASNER: Yes.

13 UNIDENTIFIED SPEAKER: I would just like
14 to clarify whether these proxies would have to
15 remain within the region or whether you would be
16 able to cross region or not?

17 MR. KRASNER: These proxies passed as
18 such, anybody can proxy anybody to another
19 eligible delegate anywhere nationwide.

20 UNIDENTIFIED SPEAKER: I would like to
21 propose an amendment to the amendment.

22 MR. KRASNER: I'm sorry, that would be
23 out of order. You cannot have more than two
24 amendments proposed to an amendment at any time.
25 The issue before the body is the amendment to

1 the amendment to the amendment which would read,
2 "This delegate may not accumulate more than one
3 other facilities' proxies."

4 As many as are in favor of the amendment
5 to the amendment to the amendment, signify by
6 saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: As many as are opposed say
9 nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: Nays have it. The
12 amendment to the amendment to the amendment is
13 defeated. The amendment to the amendment is the
14 issue before the body which reads, "This
15 delegate may not accumulate more than two other
16 facilities' proxies."

17 UNIDENTIFIED SPEAKER: Mr. Chairman?

18 MR. KRASNER: Yes.

19 UNIDENTIFIED SPEAKER: I would like to
20 propose an amendment to the amendment.

21 MR. KRASNER: Okay.

22 UNIDENTIFIED SPEAKER: I would like to
23 offer the language of "more than two other
24 facilities' proxies," and add a sentence that
25 states "proxies may not cross region lines."

1 MR. KRASNER: No, the Chair would rule
2 that amendment out of order as not pertaining to
3 the amendment to the amendment. If you wish to
4 introduce that amendment, it would have to be
5 introduced as an amendment to the original
6 amendment or the original amendment as amended
7 should this one pass. But adding a second
8 sentence in does not pertain to it.

9 MR. KRASNER: Okay.

10 (Applause.)

11 MR. KRASNER: I think I am on mike -- oh,
12 I have no mikes. Oh, mike eight. Is there a
13 mike eight? Does mike eight wish to speak to
14 this? No. Oh, that's the original one. Okay.
15 Is there any discussion on the amendment to the
16 amendment? Mike ten.

17 MR. WELSH: I have a point of
18 information. Ty Welsh, Tucson Tracon. Proxy
19 versus absentee, are we getting confused maybe
20 with what is a proxy versus an absentee ballot
21 or an absentee vote?

22 When you give all of your votes to a
23 delegate to give, then they vote it at their
24 will, is that correct?

25 MR. KRASNER: That is correct.

1 MR. WELSH: May I throw something out?

2 MR. KRASNER: If you wish to stand in
3 line for debate you may. If you wish an answer
4 to your point of information, I think I gave it.

5 MR. WELSH: Thank you very much.

6 MR. KRASNER: You may get a chance again,
7 Ty. Was there any debate on this? Okay. Ty,
8 did you wish to address it? There was no other
9 debate, did you wish to address that issue?

10 MR. WELSH: No, I am fine.

11 UNIDENTIFIED SPEAKER: Point of
12 information.

13 MR. KRASNER: Yes.

14 UNIDENTIFIED SPEAKER: Would you, before
15 we do the vote, read the amendment to the
16 amendment again?

17 MR. KRASNER: The amendment to the
18 amendment? "This delegate may not accumulate
19 more than two other facilities' proxies."

20 Mike nine, were you looking to debate on
21 this?

22 UNIDENTIFIED SPEAKER: Point of
23 information. Joe (inaudible), Danbury Tower.
24 Are we talking proxies on a voice vote or
25 proxies for a roll call vote?

1 MR. KRASNER: The way to read this would
2 be, the interpretation of the Chairman would be
3 that a proxy is a proxy on any and all votes.

4 As many as are in favor of the adoption
5 of the amendment to the amendment, signify by
6 saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: As many as are opposed say
9 nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: Okay. As many as are in
12 favor of the adoption of the amendment to the
13 amendment, please rise.

14 (Rising.)

15 MR. KRASNER: You guys speak loud.
16 Please, be seated. As many as are opposed,
17 please rise.

18 (Rising.)

19 MR. KRASNER: Be seated. There not being
20 a majority, the amendment to the amendment is
21 defeated. The issue before the body is the
22 amendment as originally stated.

23 UNIDENTIFIED SPEAKER: Mr. Chairman?

24 MR. KRASNER: Yes.

25 UNIDENTIFIED SPEAKER: I would like to

1 propose an amendment.

2 MR. KRASNER: Go ahead.

3 UNIDENTIFIED SPEAKER: The same as
4 before, all proxy requests being within regional
5 boundaries.

6 MR. KRASNER: All proxy requests --

7 MR. MACKIE: Point of order.

8 MR. KRASNER: Yes.

9 MR. MACKIE: Joe Mackie from
10 Greenville-Spartanburg. We can't hear anybody
11 that stands at that mike over there.

12 MR. KRASNER: You've got it. Do me a
13 favor, slap that thing around a little bit and
14 then walk away from it. Okay. All proxy
15 requests, again, all proxy requests must be
16 within regional boundaries. Is that it, all
17 proxy delegations?

18 UNIDENTIFIED SPEAKER: That's correct.

19 MR. KRASNER: All proxy delegations must
20 be within regional boundaries, is that correct?

21 UNIDENTIFIED SPEAKER: That's correct.
22 Just say that all votes stay within the region.

23 MR. KRASNER: Within regional boundaries.
24 Okay. So there is a proposed amendment to the
25 amendment which would add the line "All proxy

1 delegations must be within regional boundaries."

2 Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: It is moved and seconded to
5 amend the amendment to read "All proxy
6 delegations must be within regional boundaries."

7 Is there discussion?

8 MR. SUTCavage: Mr. Chairman, Steve
9 Sutcavage, Salinas Tower. I am opposed to this
10 amendment for reasons I stated before. What if
11 there is a facility such as Cincinnati/Luken or
12 Youngstown, Ohio actually on a regional border,
13 there might be a situation or something develop
14 that would be more local than centralized,
15 whereas, a person at Cincinnati/Luken would have
16 to go to Great Lakes Region even though they are
17 only 15 miles away from the Southern Region.

18 MR. KRASNER: Mike six, are you waiting
19 for this? It's yours.

20 MR. GAMBLE: I am also against --

21 UNIDENTIFIED SPEAKER: Who are you?

22 MR. GAMBLE: Oh, Brian Gamble, Denver
23 Jeffco Tracon. And I am also against limiting a
24 facility where they have to proxy someone within
25 their region. If that want to proxy someone

1 else it's their business. And there is no
2 reason that we have to follow some lines drawn
3 by FAA management.

4 (Applause.)

5 MR. KRASNER: The issue before the body
6 is on the adoption of the amendment to the
7 amendment which would read, "All proxy
8 delegations must be within regional boundaries."
9 Are you ready for the question? Did someone
10 else have a mike? No, mike six is clear.

11 As many as are in favor of the adoption
12 of the amendment to the amendment, signify by
13 saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: I feel like a Maytag
16 repairman. As many as are opposed say nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: The nays have it. The
19 amendment to the amendment is defeated. The
20 issue before the body is the amendment as
21 originally proposed.

22 MR. FRENCH: Mr. Chairman, point of
23 information.

24 MR. KRASNER: Yes.

25 UNIDENTIFIED SPEAKER: Who are you?

1 MR. FRENCH: Richard French, Boise Tower.

2 MR. KRASNER: Do you want me to read it?

3 UNIDENTIFIED SPEAKER: Point of order.

4 MR. KRASNER: Point of information was
5 up. Let's finish that. Hopefully it won't be
6 too long.

7 MR. FRENCH: On the last sentence of the
8 amendment it says "be signed by all elected
9 members of the local." Is there such a thing as
10 an elected member?

11 MR. KRASNER: No, there are not. There
12 are elected officials, not elected members. Was
13 that the intent of it?

14 MR. BLYTHE: Yes.

15 UNIDENTIFIED SPEAKER: Is that a misprint
16 then?

17 MR. KRASNER: That all members of the
18 local are elected?

19 (Inaudible.)

20 MR. KRASNER: Okay. The intent of it was
21 all elected officials of the local, so it was
22 all members within that local or who are elected
23 to positions within that local.

24 Did I hear a point of order out there?
25 Someone raise a point of order? Okay. So,

1 we're looking at mike eight.

2 MR. SHERRY: Mr. Chairman, Mark Sherry,
3 San Francisco Tower. I rise in opposition to
4 the amendment. The effect of this amendment
5 over the long run will debilitate that Level I's
6 and Level II's will not come to the convention
7 in our region.

8 And unfortunately we have voters that
9 don't see it is important enough to come here
10 there is always going to be a reason. And I
11 take it, with good thoughts, Mr. Edmonds' point
12 that we have some facilities that it's not
13 physically possible.

14 We need to do everything possible to get
15 those people here, not to end up with five
16 people here deciding ten years from now what's
17 going to be happening with this union.

18 MR. KRASNER: Mike seven.

19 UNIDENTIFIED SPEAKER: (Inaudible.)

20 MR. KRASNER: There are a fair amount of
21 people standing at the mikes. In the interest
22 of fair debate, would those people standing at
23 mikes give me an indication by a show of hands
24 who intends to debate in favor of the amendment?
25 Okay. Then why don't we move right to that

1 microphone and take it out of turn.

2 MR. BERNARD: Al Bernard, Republic Tower,
3 Eastern Region. I am a Level II FAC rep and I
4 support the amendment because, although I agree
5 that it's important we should do everything we
6 can to encourage the lower-level facilities to
7 attend the conventions, and I, myself, have been
8 to all of them since Atlanta, it's been a
9 personal sacrifice for myself. And I am sure it
10 is to other Level I and Level II facilities
11 reps.

12 And the fact that I agree with my brother
13 in the other aisle when he says he wants to
14 encourage all the Level I's and II's to attend
15 it, and to allow proxies would deteriorate that
16 or lower that motivation to attend.

17 There are some facilities, and
18 fortunately I am from a region where we have got
19 strong support from our bigger facilities for
20 the lower facilities in the form of subsidies
21 and other help, but I am sure there are places
22 around the country that don't have that support.

23 And if they are not able to attend,
24 denying them the ability to proxy their votes
25 through another delegate eliminates their voice

1 completely from the convention floor.

2 (Applause.)

3 MR. KRASNER: Mike ten.

4 MR. BIEBER: Allen Bieber, John Wayne
5 Tower. I am strongly against this. And the
6 reason why is you have larger facilities now
7 that some of them do support the smaller
8 facilities that give them money to be able to
9 attend, they'll go you don't want to go to the
10 convention, you don't want to go, but we will
11 take your proxies.

12 And again, you have one big facility that
13 could have proxies for every Level I and II
14 tower in the whole region. And as many as that
15 want to get, you get the power broker there that
16 are going to have a bigger voice. That's not
17 going to be -- you know, there should be a limit
18 if it's going to be passed at all. If it's
19 going to be passed as it is, I think there is
20 going to be problems in the future.

21 (Applause.)

22 MR. KRASNER: Mike nine.

23 UNIDENTIFIED SPEAKER: Mr. President,
24 Mike (inaudible) from Texarkana Tower. I also
25 rise in opposition to the amendment. There is a

1 great many issues before this body which affect,
2 to a great degree, Level I and Level II
3 controllers.

4 While I agree with Mr. Blythe's intent to
5 provide a means for those Level I facilities to
6 have their voice heard at the convention, I
7 can't support a proxy vote.

8 Had he proposed a means for those
9 facilities to have an absentee ballot, perhaps
10 that I could support. But I do rise in
11 opposition of this.

12 MR. KRASNER: Mike eight.

13 MR. MARCOTTE: Mike Marcotte from Juneau
14 Tower, Level II facility in Alaska. All our
15 Level I and II facilities are represented here.
16 We all sacrificed to get here. We have one
17 gentleman who didn't make it because he had
18 pneumonia.

19 But it's tough for everybody from a Level
20 I and II facility. But everybody knows that if
21 you don't come here you don't get to talk to
22 everybody else. It is not just the proxy vote
23 that matters. Votes are only one part of what
24 goes on at the convention.

25 You have to have the discourse between

1 all the delegates from the Level I and II's and
2 the Levels III, IV and V's. If we just give our
3 proxies away to the higher level facilities,
4 they will never really know what we think. They
5 will vote any way that they think we're going to
6 vote and we won't really have a say.

7 And what we should be doing is increasing
8 the subsidies to the lower-level facilities or
9 within our own regions we should be getting
10 together so that the higher run facilities with
11 a little bit more money in their locals can help
12 those of us with less money in our locals can
13 make it to the convention.

14 (Applause.)

15 MR. KRASNER: Mike four.

16 MS. MEYER: I am Jennie Meyer from
17 Milwaukee Timmerman. And I would also like to
18 speak in opposition to this amendment. Robert's
19 Rules says it is a fundamental principle of
20 parliamentary law that the right to vote be
21 limited to the members of an organization who
22 are actually present at the time the vote is
23 taken.

24 This is because the people who are
25 speaking for and against should be heard by

1 those that are voting. And those votes that are
2 proxied, those people do not have the benefit of
3 hearing the arguments.

4 We definitely need to increase the
5 support to get those people from the Level I's
6 and II's here and that's the real fundamental
7 problem. The idea of proxy voting doesn't solve
8 that.

9 (Applause.)

10 MR. KRASNER: Mike seven.

11 MR. POALILLO: Richard Poalillo from Guam
12 CERAP. I would like to just comment on this.
13 It is limited in the amendment, we are against
14 the proposal and the amendment just says Level I
15 and II. And I feel there is some segregation
16 there. And it's not -- shouldn't have to be
17 Level I and II against Level IV and V or Level
18 III centers. We are all in this together.

19 And especially the union official, it's
20 not convenient. In the FAA sometimes it is
21 convenient for the FAA not to suit our needs so
22 they go the convenient route. It's not always
23 convenient for us to come here or put a little
24 extra money out of our pocket. But when we
25 asked to run for office we, you know, we stepped

1 up to that challenge.

2 We said we are going to do whatever we
3 have to do. And that is our obligation. So no
4 matter what, if you have just got to drive
5 across the street or ride five hours or fly
6 8,500 miles to get here, you need to come here.
7 So, therefore, in the event -- I don't know.
8 We're against it.

9 (Applause.)

10 MR. KRASNER: Mike nine.

11 MR. MEARS: Ed Mears, Austin Tower. Call
12 the question.

13 MR. KRASNER: You all must have looked at
14 your watches, huh? There is a call for the
15 question. Is there a second?

16 UNIDENTIFIED SPEAKERS: Second.

17 MR. KRASNER: Try to hold your
18 enthusiasm. As many as are in favor of ending
19 debate, signify by saying aye.

20 UNKNOWN SPEAKERS: Aye.

21 MR. KRASNER: As many as are opposed say
22 nay.

23 UNIDENTIFIED SPEAKERS: Nay.

24 MR. KRASNER: Hearing two-thirds in the
25 affirmative, the question is called. The

1 question before the body is the adoption of
2 Amendment Number 15.

3 As many as are in favor of its adoption,
4 signify by saying aye.

5 UNIDENTIFIED SPEAKERS: Aye.

6 MR. KRASNER: As many as are opposed say
7 nay.

8 UNIDENTIFIED SPEAKERS: Nay.

9 MR. KRASNER: Not hearing two-thirds in
10 the affirmative, the amendment is defeated.
11 Hold it. Hold it. Hold it. Do not ask for a
12 recess yet.

13 MR. PHELPS: Point of order.

14 MR. KRASNER: Yes, sir.

15 MR. PHELPS: Mr. Chairman, as author of
16 the Article under consideration next, Number 16,
17 I wish to withdraw it.

18 MR. KRASNER: Okay. We're still not
19 there, Richard. Number 16 is withdrawn. Okay.
20 I just wanted to see what I want to announce.
21 There was something. I realize time is tight.
22 This is one of the great things about holding
23 discussions past lunch hours, we cannot recess
24 while business is pending on the floor so it is
25 one of those things that we kind of live with.

1 The only announcement I wanted to make is
2 there is a Tex-Mex place across the street I
3 thought had pretty good food. But they did
4 indicate -- where is Craig, Craig Lasker? What
5 was the discount they were willing to give
6 people if that said that were from NATCA?

7 MR. LASKER: 10 percent.

8 MR. KRASNER: 10 percent discount if you
9 happen to like Tex-Mex. You tell them you're
10 from NATCA and you would get a discount.

11 MR. LASKER: 20.

12 MR. KRASNER: 20? Do I hear 30? Okay
13 the Chair would be most happy to entertain a
14 motion to recess until 1:30.

15 MR. FRENCH: Mr. Chairman, Richard
16 French, Boise Tower. Move to recess for lunch.

17 MR. KRASNER: Do I hear a second to the
18 recess?

19 UNIDENTIFIED SPEAKERS: Second.

20 MR. KRASNER: As many as are in favor,
21 say aye.

22 UNIDENTIFIED SPEAKERS: Aye.

23 MR. KRASNER: Opposed say nay.

24 UNIDENTIFIED SPEAKERS: Nay.

25 MR. KRASNER: The ayes have it. We will

1 start at 1:30 sharp.

2 (Recess at 12:10 p.m.)

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AFTERNOON SESSION

1:30 p.m.

MR. KRASNER: Okay. Would the convention please come to order? Would Sergeant at Arms clear the halls? Everybody, please take your seats.

Okay. I am going to ask that only delegates sit at the tables until we see if there is empty seats. Okay. Only delegates at the tables. Other people can fill in the seats after we see what are empty.

Would the delegates be seated and the convention body please come to order?

Okay. Just so you know where we stand, this morning, this morning I did not have a gavel. We have since taken care of that. This is for normal business. And should we run into a problem, this is from the Gallagher School of Parliamentary Procedure. Anybody got a watermelon?

(Laughter.)

MR. KRASNER: Okay. The first business in order is the report of the Credentials Committee. Mr. Palumbo is the Chairman and will deliver the report. Mr. Palumbo.

1 MR. PALUMBO: Attached is a list of the
2 names of the voting members of the 1994
3 Convention and their alternates who have been
4 registered up until 1:30 p.m. today, Tuesday, 19
5 April 1994. We have a total of 408 delegates
6 now, 102 alternates, representing a total of
7 9,498 votes.

8 This is a record, by the way, if you are
9 interested. On behalf of the committee --

10 (Applause.)

11 MR. PALUMBO: On behalf of the committee,
12 I move that the roll of delegates hereby
13 submitted be the official role of the voting
14 members of the convention at this time.

15 MR. KRASNER: The question is on the
16 adoption, on the adoption of the report of the
17 Credentials Committee. Are there any questions?
18 Cool.

19 As many as are in favor of the adoption
20 of the report of the Credentials Committee,
21 signify by saying aye.

22 UNIDENTIFIED SPEAKERS: Aye.

23 MR. KRASNER: All opposed say nay.

24 UNIDENTIFIED SPEAKERS: Nay.

25 MR. KRASNER: The ayes have it. The

1 report is adopted. 408, that's great. Okay.

2 Let's try to figure out where we are.

3 By the way, I have one brief
4 announcement. The Western-Pacific Region
5 break-out which was originally scheduled for
6 5:30 is now -- was originally scheduled for 6:00
7 it's now at 5:30 here in the convention hall.

8 For anyone who is interested, there are
9 supposed to be a lot of break-outs here. And
10 they are supposed to be, I guess, shoving these
11 walls across. Who knows how it will happen.

12 But Western-Pacific is at 5:30. Central
13 is at 5:30. Is anybody not at 5:30? Okay.
14 5:30. Let me see where we are.

15 We did 15. 16 is withdrawn. 17. Okay.
16 17. The issue before us, the first business in
17 order is Amendment Number 17. Is there a
18 second? I'm sorry, did I hear one or not?

19 UNIDENTIFIED SPEAKER: Second.

20 MR. KRASNER: Okay. There is a second.
21 The issue before the body is Amendment Number
22 17. I see we need some people at microphones.
23 Or not. Are you ready for the question?

24 By the way, if I don't ask that and
25 somebody is at a mike and I miss it, feel free

1 to speak up. I'm sorry, Mr. Nichols.

2 MR. NICHOLS: Yes, Curt Nichols from
3 Green Bay Tower. I rise in opposition to this.
4 I also rise to state the Finance Committee is in
5 opposition to this. We currently recommend the
6 salaries for the officers and we believe the
7 current language would be adequate.

8 If you carry this amendment to its
9 logical extension, here's an example, say, if
10 you all (inaudible) housing in Washington, D.C.,
11 and you no longer had parking provided, would
12 this convention body be wanting to approve
13 something to say that the NEB couldn't give them
14 six dollars for parking money? That is the
15 logical extreme of this bill. And we rise in
16 strong opposition to it. Thank you.

17 MR. KRASNER: Is there further
18 discussion? Mr. French.

19 MR. FRENCH: Maybe if you just -- Richard
20 French, Boise Tower. This may be considered a
21 point of information, but in reading this
22 amendment, elected officers of the association
23 shall not be considered as employees of the
24 association, what are they?

25 MR. KRASNER: I'm sorry, Mr. French, I

1 didn't write the amendment. I couldn't tell
2 you.

3 MR. FRENCH: Could that point of
4 information be directed to the author?

5 MR. KRASNER: It could, but should we
6 recess while we go to Jacksonville?

7 MR. FRENCH: Okay.

8 UNIDENTIFIED SPEAKER: Road trip.

9 MR. KRASNER: The Eastern Region is
10 probably providing the busses. I couldn't tell
11 you, Mr. French. I don't know. The way I read
12 it they would not be covered by the employee
13 manual. In that context they wouldn't be
14 employees. I don't rightly know what they would
15 be. Okay. Debate? Show me a microphone. Yes,
16 I see a microphone, mike five.

17 MR. SULLIVAN: Richard Sullivan, Boston
18 Tower. Mr. Chairman, if this amendment passes
19 is there any mechanism in place for the National
20 Officers to accumulate and use annual sick leave
21 and those types of benefits?

22 MR. KRASNER: No, there is not.

23 MR. SULLIVAN: So, if this passes, to
24 make sure that I understand, the President and
25 the Executive Vice-President of the union

1 currently have no way to earn and use annual and
2 sick leave?

3 MR. KRASNER: That's correct. For all of
4 those who get longer hours this is probably a
5 good thing. No, that's correct.

6 MR. SULLIVAN: Thank you.

7 MR. KRASNER: Do you see anybody, Joe?
8 Okay. As many as are in favor of the adoption
9 of Amendment Number 17, signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: As many as are opposed, say
12 nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: Not hearing two-thirds in
15 the affirmative, Amendment 17 is defeated.

16 Next business in order is -- oh, okay.
17 We're at another one of these situations. We
18 have four amendments that deal with the same
19 issues. We have Amendment 20, 18, 21, and 19.
20 I read them in that order because in looking at
21 them and in dealing with the issues that arise
22 out of them, that would be the order that we
23 would bring them up in.

24 We would bring up number 20 first. If
25 number 20 passes, let me see if I have got this

1 right, if number 20 passes number 18, 21 and 19
2 will not be heard.

3 If number 20 fails and number 18 passes
4 then number 21 will not be heard, but I believe
5 number 19 still could, is that correct? Number
6 19 could still be heard. Okay.

7 So, the issue before the body, I'm sorry,
8 the next business in order would be Amendment
9 Number 20.

10 MR. PARKER: Mr. Chairman?

11 MR. KRASNER: Yes.

12 MR. PARKER: Todd Parker, Orlando
13 Executive. I move we postpone consideration of
14 Number 20 until after we consider Number 18.

15 MR. KRASNER: Until after we consider 18.
16 Okay. I understand what that will do, and I
17 feel I should tell you, should Number 18 be
18 passed you will never hear Number 20. It will
19 fall by the wayside as having dealt with the
20 same issue.

21 MR. PARKER: That's fine.

22 MR. KRASNER: So if that's your
23 intention, postponing consideration --

24 UNIDENTIFIED SPEAKER: That is my intent.

25 MR. KRASNER: Okay. There is a motion to

1 postpone consideration of Number 20 until after
2 hearing Number 18. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Okay. Moved and seconded
5 to postpone consideration of Number 20 until
6 after hearing Number 18. As many as are in
7 favor -- I'm sorry. Is there a debate? Cool.

8 As many as are in favor of postponing
9 consideration of Number 20 until after hearing
10 Number 18, signify by saying aye.

11 UNIDENTIFIED SPEAKERS: Aye.

12 MR. KRASNER: As many as are opposed, say
13 nay.

14 UNIDENTIFIED SPEAKERS: Nay.

15 MR. KRASNER: The nays have it. The
16 motion to postpone consideration is defeated.
17 Next business in order is Amendment Number 20.
18 Is there a second?

19 UNIDENTIFIED SPEAKER: Second.

20 MR. KRASNER: Moved and seconded to adopt
21 Amendment Number 20. Debate?

22 MR. LUCKEY: Yes.

23 MR. KRASNER: Mike seven.

24 MR. LUCKEY: Mr. Chairman, Bob Luckey
25 from Atlanta Center. I would like to speak in

1 favor of this amendment. In your opening speech
2 you spoke of the strength of the membership
3 being or the strength of the union being the
4 membership at our facilities. I would like to
5 take something back to the membership from
6 Mr. Bhimji, that being the financial destiny, if
7 you will.

8 This is a controversial issue, A lot of
9 debate on it. I would like for us to consider
10 or challenge the delegates to consider letting
11 the membership decide when and when not we raise
12 a vote of dues of our union, and so I rise in
13 favor of it.

14 MR. KRASNER: Mike eight.

15 MR. MARCOTTE: Mike Marcotte, Juneau
16 Tower. I rise in opposition of this. I think
17 if the delegates are doing a good job we are
18 representing the membership and, therefore, the
19 membership is voting on this. We all come here,
20 we should all brief our members at our locals
21 what's going on.

22 We get these well in advance of the time
23 that we go there. And if you are doing your
24 job, you are talking to your people, they know
25 what you're going to vote on and they can tell

1 you exactly how they want you to vote, whether
2 to make an amendment to the house or you can
3 vote by how the majority of your local wants.
4 And I think it works out fine that way

5 (Applause.)

6 MR. FRENCH: Point of information.

7 MR. KRASNER: Where was the point?

8 Mr. French.

9 MR. FRENCH: Richard French, Boise Tower.

10 MR. KRASNER: Yes, go ahead.

11 MR. FRENCH: Under this Amendment,
12 Section 8, "Majority vote of the National
13 Executive Board at any regular or special
14 meeting where a quorum is present --"

15 MR. KRASNER: I'm sorry, Mr. French, we
16 are on Amendment 20.

17 MR. FRENCH: Excuse me.

18 MR. KRASNER: I'm sorry, did you have a
19 point of information, sir?

20 MR. NICHOLS: Yes, I do, point of
21 information.

22 MR. KRASNER: Yes.

23 MR. NICHOLS: Curt Nichols, Green Bay.
24 Would this be 65 percent of the membership or 65
25 percent of the received ballots?

1 MR. KRASNER: Mr. Luckey?

2 MR. LUCKEY: The intent was 65 percent of
3 the membership, so that the issue, as devicive
4 as it was, would be a clear-cut message to the
5 National Executive Board whether or not the true
6 membership, not those who took the time, but the
7 true membership felt whether or not it was
8 justifiably warranted.

9 MR. KRASNER: Mike nine.

10 MR. FOSTER: Mr. Chairman, Steve Foster,
11 College Station. Two years ago I was not the
12 delegate, and we felt the dues increase was
13 passed pretty much behind our backs. We had
14 very little information given to us either
15 through mailings or by our delegate. And, in
16 fact, we thought he did not even advise us of
17 what had happened once he had returned from San
18 Antonio.

19 This is something that I am representing
20 my entire membership on. Every one of them
21 feels this way, that it should be a vote of the
22 membership only.

23 There is no other issue that we can bring
24 up that affects each and every member of the
25 union exactly the same way the way this does. I

1 feel everyone should have a chance to vote on
2 it, not just the delegates.

3 (Applause.)

4 MR. KRASNER: Mike two. Oh, disregard
5 mike two. Mike seven.

6 MR. EDMONDS: Steve Edmonds, Kona Tower.
7 I am speaking in opposition to this amendment.
8 We as FAC reps have got a responsibility to the
9 people in our facilities to bring to them the
10 information that's going to be brought forward
11 at a convention or at the local meeting or at a
12 hub meeting or at a facility meeting.

13 And if we as FAC reps fail in that, our
14 members should be informed that their duty is to
15 replace us because we are not doing our job.
16 What I want, what I want is when I come to the
17 convention I had better know what my facility
18 wants. If we're going to wait and mail out
19 mailings and get 65 percent of everybody, you
20 are not going to get it. It's just not going to
21 happen.

22 There's going to be too much apathy out
23 there for some issues. There's going to be
24 things that you are going to get instantaneous
25 responses. The dues increase, a lot of people

1 said they were against it, but now look how
2 strong our union is.

3 We have a responsibility as FAC reps to
4 step up and do the job properly. That's what we
5 are supposed to do. That's why we are elected.
6 That's why I oppose this amendment.

7 (Applause.)

8 MR. KRASNER: Mike five.

9 MR. NICHOLS: Curt Nichols from Green
10 Bay. I would like to rise in opposition to this
11 amendment for a variety of reasons. First of
12 all, it's been said that the best informed
13 people at the particular time are the people at
14 this convention. We have the most recent
15 information. We have access to our officers
16 with the most recent information. We also have
17 the debate that changes people's minds one way
18 or another.

19 The best decision you are going to come
20 on in this matter is at the convention. And I'm
21 not trying to disenfranchise any members, I'm
22 just saying that the best information is at the
23 time that we get together is here.

24 Secondly, the author says it will be 65
25 percent of the membership. I will tell you

1 people something, there's people that haven't
2 even cashed their Sunday paychecks out there. I
3 think the President, Mr. Krasner, can say at one
4 time there was a thousand Sunday paychecks
5 weren't sent out.

6 There is a lot of elections where people
7 just don't send in. This will make it
8 practically impossible to ever change this one
9 way or another if you are waiting for 65 percent
10 of the membership to vote in favor of something.
11 Thank you.

12 MR. KRASNER: We are at mike ten.

13 MR. WELSH: Ty Welsh, Tucson Tracon. I
14 would like to rise in opposition to this
15 amendment due to the reason that it would be
16 totally cumbersome and time consuming. We are
17 much more prepared to do it here at the
18 convention.

19 Like the other gentleman said, we are all
20 voted into this office to make the best
21 decisions we can for our local. And I think we
22 ought to do that. And I call the question.

23 MR. KRASNER: There is a call for the
24 question.

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: There is a call for the
2 question.

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: There is a call for the
5 question and there is a second. As many as are
6 in favor of ending debate, signify by saying
7 aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: All opposed say nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: Not hearing two-thirds in
12 the affirmative, the question is called. As
13 many as are in favor of adopting Amendment
14 Number 20, signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: All opposed say nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: Not hearing two-thirds in
19 the affirmative, Amendment 20 is defeated.

20 (Applause.)

21 MR. KRASNER: The next business in order
22 is Amendment Number 18. Is there a second?

23 UNIDENTIFIED SPEAKER: Second.

24 MR. KRASNER: Moved and seconded to adopt
25 Amendment Number 18. Let's see. Have you got a

1 list yet? Let's line them up. Okay. Let's
2 start. Amendment Number 18, let's start with
3 mike number seven.

4 MR. PARKER: I am the author.

5 MR. KRASNER: That makes it easy.

6 MR. PARKER: Todd Parker from Orlando
7 Executive. I don't stand -- I didn't stand
8 opposed to the last dues increase for reasons
9 that were outlined to us in advance. When I
10 went back and explained it to my local, they
11 didn't oppose the dues increase either.

12 What they did oppose was how it came
13 about. At one point in time they had the right
14 to vote on it. And it was taken and they felt
15 that they were done wrong by the convention of
16 two years ago voting to take away their right to
17 vote on a dues increase and turn around and
18 passing a dues increase.

19 The simple reason behind this is if you
20 want to lower the dues we really don't care how
21 it's done. But my membership feels, as do most
22 other people that I talk to, that they should
23 have a right to vote on a dues increase. And
24 that's all this amendment is about.

25 MR. KRASNER: Okay. Mike eleven.

1 MR. CORNETT: Charles Cornett,
2 Jacksonville Center. I rise in support of this
3 amendment or any other that returns the power to
4 raise the dues to the membership. Earlier it
5 was stated that we had this well in advance, we
6 had constitutional amendments well in advance of
7 it.

8 Increases to the dues can be done by
9 resolution at the convention with no prior
10 notification to the membership that the dues may
11 increase. I feel the membership needs to be
12 able to vote on matters that affect them so
13 deeply financially. Thank you.

14 MR. KRASNER: Okay. Mike eight.

15 MR. MARCOTTE: Mike Marcotte, Juneau
16 Tower. I rise in opposition to this for several
17 reasons, the first being that I don't think we
18 need three different mechanisms to do one thing.
19 And this says any one of these can vote on it to
20 have the dues raised. And one of the reasons,
21 it says reduction of dues while members of
22 the -- I'm sorry.

23 MR. KRASNER: It is raised by one means,
24 lowered by any one of three.

25 MR. MARCOTTE: I'm sorry, lowered by

1 three different means. Excuse me. I am opposed
2 to this. I think we should just stick with one
3 means that works the same way. So again, I
4 still say if you are doing your job as a
5 delegate and you are doing a job as your rep,
6 you will know what's going on and your people
7 will know what's going on. And I just don't see
8 why we need three different ways to do one
9 thing.

10 MR. KRASNER: Mike twelve.

11 UNIDENTIFIED SPEAKER: Point of
12 information.

13 MR. KRASNER: Yes.

14 UNIDENTIFIED SPEAKER: Does this one,
15 does this one provide for just the majority of
16 the ballots returned or does this one also say
17 that it's the majority of the membership, the
18 whole membership?

19 MR. KRASNER: It's --

20 UNIDENTIFIED SPEAKER: It a secret ballot
21 majority vote.

22 MR. KRASNER: It is a majority vote.
23 That would signify of return ballots.

24 UNIDENTIFIED SPEAKER: Of return ballots?

25 MR. KRASNER: Yes. Okay. Where were we?

1 Mike twelve.

2 MR. BUVENS: Bill Buvens, Baton Rouge. I
3 rise in opposition to this amendment. I was in
4 San Antonio. I was a delegate then and I am not
5 this year. When I went to San Antonio, I didn't
6 know how I was going to vote, whether to vote
7 yeah or nay from Baton Rouge when I did go.

8 You get a lot of information at a
9 meetings that is not available to the general
10 membership on an easy basis, Financial Committee
11 reports out, and a lot of talking to the other
12 people in National Office and all that.

13 The only way that you are going to get
14 the right information, the correct information,
15 and accurate information on whether or not we
16 need to raise the dues or lower the dues is by
17 the information given to you at this convention.

18 Therefore, I feel that this should be or
19 this is the governing body of this union and,
20 therefore, I think it should stay with this
21 union only. And I rise in opposition of that
22 amendment.

23 (Applause.)

24 MR. KRASNER: Mike four.

25 UNIDENTIFIED SPEAKER: As a point of

1 information, I was wondering if anybody has any
2 idea what it would cost to conduct a secret
3 ballot of the entire membership?

4 MR. KRASNER: I am sure that we could do
5 that. I am sure that we could factor that if
6 you want since we probably have that for
7 elections.

8 UNIDENTIFIED SPEAKER: I am more or less
9 giving some people some things to think about by
10 asking the question. I really don't need the
11 answer. If you just figure the stamps alone not
12 to count the --

13 MR. KRASNER: Oh, so you seek to debate
14 under the guise of point of information?

15 UNIDENTIFIED SPEAKER: Sure. That's all
16 I have.

17 MR. KRASNER: Okay, thank you. Mike ten.

18 MR. BIEBER: Allen Bieber, Fort Wayne
19 Tower. I move the previous question.

20 MR. KRASNER: Okay. There is a call for
21 the question. Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded to end
24 debate. As many as are in favor of ending
25 debate, signify by saying aye.

1 UNIDENTIFIED SPEAKERS: Aye.

2 MR. KRASNER: As many as are opposed say
3 nay.

4 UNIDENTIFIED SPEAKERS: Nay.

5 MR. KRASNER: What? Not hearing
6 two-thirds in the affirmative, debate is ended.
7 The issue before the body is the adoption of
8 Amendment Number 18. As many as are in favor of
9 its adoption, signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: As many as are opposed say
12 nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: Okay. I don't think so. I
15 don't think so, I don't think so but it's a dues
16 issue, we're going benefit of the doubt.

17 As many as are in favor of the adoption
18 of this amendment, please rise.

19 (Rising.)

20 MR. KRASNER: Please be seated. As many
21 as are opposed to the adoption of Amendment 18,
22 please rise.

23 (Rising.)

24 MR. KRASNER: Please be seated. Not even
25 seeing two-thirds in the affirmative, Amendment

1 18 is defeated.

2 (Applause.)

3 MR. KRASNER: The next business in order
4 is the adoption of Amendment Number 21. Is
5 there a second?

6 UNIDENTIFIED SPEAKER: Second.

7 MR. KRASNER: Okay. Moved and seconded
8 to adopt Amendment Number 21. Line up. Mike
9 seven.

10 MR. RAMSDEN: Jon Ramsden, Atlanta
11 Center, author of the amendment. This amendment
12 takes cares of the question about 65 percent,
13 you can get a majority if you sell it right. We
14 return it to the membership like it should be.
15 And my intent is majority vote of ballots cast,
16 not of the membership. I've got a lot of
17 members. I know this is what they want. We
18 need to support it. Got to do it. Thank you.

19 (Applause.)

20 MR. KRASNER: Is there further debate? I
21 think mike nine.

22 MR. FOSTER: Yes, sir. Stephen Foster,
23 College Station, again representing my members.
24 And their wishes are a hundred percent behind
25 returning this vote to the membership. There

1 should not be any question, this is only for the
2 membership. I believe the (inaudible).

3 MR. KRASNER: Thank you.

4 UNIDENTIFIED SPEAKER: Point of
5 information.

6 MR. KRASNER: Wait. Where did that come
7 from?

8 UNIDENTIFIED SPEAKER: Twelve.

9 MR. KRASNER: Okay. Mike twelve.

10 UNIDENTIFIED SPEAKER: The author stated
11 that his intention was that it be a majority
12 vote of the ballots cast. The way this reads it
13 is not that, it is a majority vote of the
14 ballots of membership period.

15 If that's the case, should that not been
16 a -- if that's the case, I can't do it, should
17 that not be amended possibly by the author to
18 state just that?

19 MR. KRASNER: The Chair would disagree
20 with that. It doesn't say majority of the
21 membership, it says majority vote of the
22 membership. That would indicate that it would
23 be the majority vote of the returned ballots.

24 UNIDENTIFIED SPEAKER: Point of
25 information.

1 MR. KRASNER: Who has the point of what?

2 UNIDENTIFIED SPEAKER: I raised a point
3 of information.

4 MR. KRASNER: Yes. I'm sorry. Wait.
5 Wait. Does that satisfy that point of
6 information?

7 UNIDENTIFIED SPEAKER: Yes.

8 MR. KRASNER: Okay. Mike four.

9 MR. FRUSCELLA: Mr. Chairman, Joe
10 Fruscella. I keep on hearing the word ballot, I
11 don't see the word ballot in this amendment.
12 Also it says membership dues shall be set by a
13 majority vote of the membership. As a delegate,
14 I represent my membership for my facility. In
15 accordance with our current constitutional --

16 MR. KRASNER: I'm sorry, Mr. Fruscella,
17 is this a point of information or a point of
18 debate?

19 MR. FRUSCELLA: Point of information.

20 MR. KRASNER: Then please ask the
21 question.

22 MR. FRUSCELLA: The membership -- my
23 question is where is the word ballot in this
24 amendment that everybody is speaking of?

25 MR. KRASNER: I'm sorry, Mr. Fruscella,

1 you have got to ask me where the word ballot is?

2 Do we speak the same language, sir?

3 MR. FRUSCELLA: Say again.

4 MR. KRASNER: It does not appear.

5 MR. FRUSCELLA: Thank you.

6 MR. KRASNER: The question I had was if
7 you needed me to tell you that?

8 MR. FRUSCELLA: Oh, no, sir. I was
9 trying to affirm that I was -- getting back to
10 my point of information then --

11 MR. KRASNER: He's my FAC rep. There is
12 some latitude.

13 MR. FRUSCELLA: Point of information. Is
14 this amendment a moot point?

15 MR. KRASNER: I don't understand. Is it
16 a moot point if --

17 UNIDENTIFIED SPEAKER: Point of order.
18 He's trying to debate.

19 MR. KRASNER: I don't understand the
20 question. Is it a moot point in what regard?

21 MR. FRUSCELLA: In regard to it says the
22 membership dues shall be set by majority vote of
23 the membership. If we, as delegates, represent
24 the membership from our facilities, are we
25 representing our membership?

1 MR. KRASNER: No, this would be noted by
2 application it would be by a mailed ballot of
3 the membership.

4 MR. FRUSCELLA: Getting back to that
5 ballot word again.

6 MR. KRASNER: That's just the way the
7 Chair would interpret it as the Chair and an
8 application as President.

9 MR. FRUSCELLA: Thank you.

10 UNIDENTIFIED SPEAKER: Point of
11 information.

12 MR. KRASNER: Okay. I heard a point of
13 order out there.

14 UNIDENTIFIED SPEAKER: Well, you let him
15 keep talking. He was trying to debate and he
16 wasn't asking a question.

17 MR. KRASNER: I was trying to stop him
18 but he's a tough guy. I was really trying,
19 honest. Okay. Was there a point of information
20 flying out there?

21 MR. BADER: Yes, mike five.

22 MR. KRASNER: Mike five.

23 MR. BADER: Matt Bader, Providence Tower.
24 I had a question that if the proposed change to
25 the dues is presented to the National Executive

1 Board and then they present it to the
2 membership, is that how it reads?

3 MR. KRASNER: Presumably the way the
4 Constitution reads now, as proposed by the
5 National Executive Board to the convention, what
6 it seeks to do is just change it to proposed to
7 the membership by the National Executive Board.

8 MR. BADER: Okay. But then the next
9 question would be, can anyone continually
10 propose that the dues be changed to the National
11 Executive Board in which turn they would have to
12 present to the membership? Do you know what I
13 mean? Could I go up there fifteen times, I want
14 it reduced, I want it raised, I want it reduced,
15 and then they have to present it?

16 MR. KRASNER: No, the Chair would
17 interpret that as the National Executive Board
18 chose to propose it to the membership it would
19 be so and if they chose to it would not be so.

20 MR. BADER: Okay. So, then the National
21 Executive Board has the decision whether or not
22 they will be able to propose a change to the
23 membership?

24 MR. KRASNER: Yes, that's correct.

25 MR. BADER: Thank you.

1 MR. KRASNER: Mike two.

2 MR. HARTMAN: Doug Hartman, Chicago
3 Center. And I am speaking in support of this.
4 There is total unanimity among my members in
5 support of this to return the franchise back to
6 the membership. It's a very contentious subject
7 (inaudible).

8 MR. KRASNER: Mike twelve. I'm sorry,
9 mike two. Twelve is gone. Mike eight.

10 MR. MARCOTTE: Mike Marcotte, Juneau
11 Tower. I agree with Joe Fruscella what he was
12 trying to say when he was, during his point of
13 information. We have stated this about four or
14 five times already now at different microphones.

15 We are representing our membership here.
16 We're are all elected. They know why we are
17 coming here and we know why we are coming here
18 and we should know what they want and we should
19 represent them here.

20 All you have got to do is look at the
21 last election returns and see that only about 50
22 percent of the people who got them turned them
23 back in. I think we can accomplish a lot more
24 here than we can by mailing out to the entire
25 membership, and I think we do. So, I don't see

1 any reason to change anything.

2 MR. KRASNER: Mike seven.

3 MR. BAUR: Mike Baur, Atlanta Center.

4 And I just want to say we ought to return this
5 to the membership and let the membership decide
6 this. We're saying basically what we are saying
7 is that member doesn't know. Maybe we are
8 dropping the ball there not to keep them
9 informed about what we will be voting on and
10 stuff like that, to return it to the membership.
11 Four people put in something on this who want to
12 see something done. And I just want to return
13 it to the membership. Thank you.

14 (Applause.)

15 MR. KRASNER: Mike seven one more time.

16 UNIDENTIFIED SPEAKER: (Inaudible).

17 Somebody had mentioned before how we know better
18 than the membership at the convention, we have
19 more information at the conventions. I think
20 adopting this would force information on the
21 membership they are not getting. And I think
22 that's like a check and balance type thing and I
23 think it's a good idea.

24 MR. KRASNER: Mike ten.

25 MR. MARTIN: Yes, Ken Martin, Pontiac

1 Tower. I have to speak out against this. Even
2 if we pass this today, the next convention in
3 two years can easily overrule it like we did at
4 the last one. All we are going to do is insult
5 the intelligence of our membership by passing a
6 token amendment that means nothing. Thank you.

7 (Applause.)

8 MR. KRASNER: Mike nine.

9 MR. WHITLEY: Brad Whitley, Midland
10 Tower. I personally disagree with this
11 amendment. However, after staying as a
12 representative of my members and I carry 75
13 percent of them that want this legislation
14 enacted. (Inaudible.) We had a lot of
15 animosity from the membership towards the FAC
16 reps because they felt it was done behind their
17 back.

18 Another thing is we get more information
19 at the convention that we need to take back to
20 the membership prior to raising issues. You are
21 making your own best argument right there that,
22 yes, we are the most informed, but we get more
23 information than we need when we come here.
24 Thank you.

25 (Applause.)

1 MR. KRASNER: Mike two.

2 MR. WILHELM: Todd Wilhelm, St. Louis.

3 Mr. Chairman, I call the question.

4 UNIDENTIFIED SPEAKER: Second.

5 MR. KRASNER: Just jump right out there.

6 It is moved and seconded to end debate on
7 amendment, what are we on?

8 UNIDENTIFIED SPEAKER: 21.

9 MR. KRASNER: 21. Okay. Moving and
10 seconded to end debate on Amendment 21.

11 UNIDENTIFIED SPEAKER: Point of order.

12 MR. KRASNER: Yes.

13 UNIDENTIFIED SPEAKER: Was equal time
14 given for the against? I believe more people
15 were for the affirmative than the negative.

16 MR. KRASNER: Yes, I would say that equal
17 time was given.

18 UNIDENTIFIED SPEAKER: Who said that?
19 What facility?

20 MR. KRASNER: We show it as two for and
21 three against. As many as are in favor of
22 ending debate on Amendment 21, signify by saying
23 aye.

24 UNIDENTIFIED SPEAKERS: Aye.

25 MR. KRASNER: As many as are opposed say

1 nay.

2 UNIDENTIFIED SPEAKERS: Nay.

3 MR. KRASNER: Hearing two-thirds in the
4 affirmative, debate is ended. As many as are in
5 favor of the adoption of Amendment Number 21,
6 signify by saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: As many as are opposed say
9 nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: I didn't know we had that
12 many people in this room.

13 UNIDENTIFIED SPEAKER: Call for a
14 standing vote.

15 MR. KRASNER: I assure you there will be
16 a standing vote. The Chair has no clue.

17 (Applause and laughter.)

18 MR. KRASNER: You have got to let me
19 finish. On this issue. As many as are in favor
20 of the adoption of Amendment 21, please rise.

21 (Rising.)

22 MR. KRASNER: I need some Sergeant at
23 Arms. We're going to go for a count on this.
24 Could I get Sergeant at Arms up here in the
25 front? Please remain rising, anyone, whether

1 they be guest, alternate, or otherwise who are
2 not in favor -- well, alternates shouldn't be
3 standing at all.

4 Everyone who is not a delegate, please be
5 seated. Everyone who is not in favor of this
6 please be seated. I need an actual count down
7 the aisles of what we have got. I only do this
8 to give me a break.

9 When the Sergeant at Arms have an
10 adequate vote, could you please come up here so
11 we can tally it and take the other side? Okay.
12 Please be seated.

13 All those opposed to the adoption of
14 Amendment 21, please rise.

15 (Rising.)

16 MR. KRASNER: Okay, we need a count. All
17 right. Please be seated. Please come to order.

18 There are 152 in favor of passage. There
19 are 222 against. The required number is 272 in
20 favor for passage. There not being two-thirds
21 in the affirmative, Amendment 21 is defeated.

22 (Applause.)

23 MR. HARTMAN: Mr. Chairman?
24 Mr. Chairman? Mr. Chairman, I motion for a
25 division of the house.

1 (Applause.)

2 MR. KRASNER: Would the Sergeant at Arms
3 seal the doors before people leave? Nobody
4 leaves.

5 UNIDENTIFIED SPEAKER: Point of order.

6 MR. KRASNER: Yes, there is a point of
7 order.

8 UNIDENTIFIED SPEAKER: Point of order.
9 Did you not recall it had already been defeated,
10 therefore, he was out of line to ask for
11 division of the house after that?

12 MR. KRASNER: No, the point is not
13 well-taken. It is not the way we handle it.
14 Every convention, every convention we do it one
15 time so we have to teach ourselves why we
16 shouldn't do it a second time.

17 Would the Sergeant at Arms please seal
18 the doors. Guys, you called this. It's your
19 convention. Okay. Mr. Bellino -- see, this is
20 good for me because I get a break. Mr. Bellino,
21 it's all yours. I will see you guys in a couple
22 of hours.

23 UNIDENTIFIED SPEAKER: I challenge the
24 Chair's decision.

25 MR. KRASNER: Challenge the Chair's

1 decision on what?

2 UNIDENTIFIED SPEAKER: On the standing or
3 on the division of the house.

4 MR. KRASNER: The standing rules indicate
5 that a roll call vote is allowed upon the call
6 of one delegate. That one was called and there
7 is no decision to be appealed.

8 UNIDENTIFIED SPEAKER: It was a try.

9 MR. KRASNER: And a very nice try.

10 UNIDENTIFIED SPEAKER: Point of
11 information. Anyone who is not a delegate, are
12 they allowed out of the room?

13 MR. KRASNER: Nah, I don't think so.

14 UNIDENTIFIED SPEAKER: Point of order,
15 Mr. Chairman.

16 MR. KRASNER: Yes.

17 UNIDENTIFIED SPEAKER: Do we, in fact,
18 need a second to the call for division of the
19 house?

20 MR. KRASNER: No, we do not. No,
21 standing rules -- and let me explain that
22 because that's an important point. Under
23 Robert's Rules of Order a second is required for
24 a roll call vote. Under our standing rules we
25 don't require it because we don't do most of our

1 votes by weighted vote where a center gets to
2 cast the votes of a center or a Level IV gets to
3 cast the votes of IV.

4 So, to in order to help expedite we do
5 voice votes, then we do standing votes, then we
6 do roll call on the call of a single individual
7 and that protects the right of the weighted vote
8 as opposed to Robert's Rules.

9 So in that we adopted the rules, the only
10 way to do away with it is for that individual to
11 withdraw that. And I don't see it happening.
12 So, Mr. Bellino.

13 UNIDENTIFIED SPEAKER: Point of order.

14 MR. KRASNER: Yes.

15 UNIDENTIFIED SPEAKER: Mr. Chairman, are
16 we sure the individual who called for the
17 division of the house was a delegate?

18 MR. KRASNER: All right. If you would
19 stand up again and show us his badge. There he
20 is. Looks like a badge to me.

21 UNIDENTIFIED SPEAKER: Where? Is there a
22 picture I.D. with that badge?

23 MR. KRASNER: Okay, Mr. Bellino.

24 UNIDENTIFIED SPEAKER: Point of
25 information. Since we're obviously going to do

1 this, once we start doing it we cast our votes
2 and we can leave and we can't come back?

3 MR. KRASNER: Negative, that is not
4 correct.

5 UNIDENTIFIED SPEAKER: We are just
6 trapped here?

7 MR. KRASNER: You are trapped here, sir.

8 MR. BELLINO: The Credentials Committee
9 is giving recent updates. Fasten your seat
10 belt. We are in for a long ride. Get your
11 cards out. Get your dice out.

12 UNIDENTIFIED SPEAKER: Point of order.

13 MR. KRASNER: Okay. The Chair is hearing
14 points of order, points of information. We
15 could go through all this and then still do the
16 roll call vote. Just a matter of how much
17 longer it takes. We didn't call it from here.

18 UNIDENTIFIED SPEAKER: Mr. Chairman?

19 MR. KRASNER: Yes.

20 UNIDENTIFIED SPEAKER: I heard an
21 objection to the call for the standing count, of
22 for the vote count just a minute ago and you
23 said that there was no appeal to it. And I'm
24 reading in the book here that it says that a
25 vote is not needed for a call for the division

1 of the house unless someone objected. And there
2 was an objection voiced right after the call for
3 the vote and then we took our vote.

4 MR. KRASNER: The standing rules adopted
5 by this convention body take priority over
6 Robert's Rules. The Chair explained why we do
7 what we do. What we do is different than
8 Robert's Rules. And one exception or one change
9 to that in Robert's Rules does not apply to the
10 standing rules of this convention. These are
11 rules that were adopted. These are the rules we
12 play by. When this body calls for a roll call,
13 this body gets a roll call. That would be
14 completely out of order.

15 UNIDENTIFIED SPEAKER: Mr. Chairman?

16 MR. KRASNER: Yes.

17 MR. MACKIE: Mr. Chairman, Joe Mackie,
18 Greenville-Spartanburg. I move that we suspend
19 the rules and in consideration of Amendment
20 Number 19.

21 MR. KRASNER: That we suspend the rules?
22 This issue is in the middle of a vote. We are
23 well beyond the point of suspending the rules.

24 (Applause.)

25 UNIDENTIFIED SPEAKER: Point of order.

1 MR. KRASNER: I hear a point of order.

2 UNIDENTIFIED SPEAKER: Mike eight.

3 MR. KRASNER: Mike eight.

4 UNIDENTIFIED SPEAKER: I would like to
5 appeal the Chair's decision reference non-voting
6 delegates leaving the room. There is no reason
7 to have those people in here unnecessarily.

8 MR. KRASNER: You could appeal the
9 Chair's decision on that but understand
10 something. And this is -- I am going to
11 pontificate a little bit here.

12 You called the vote. We are a union. We
13 are a convention body. We are in this together.
14 Okay. And whether it is a vote or whether it is
15 an issue that affects us all, should we now draw
16 straws to see which region gets drawn first to
17 see who gets stuck here the longest at the
18 expense of everybody or are we in this together?

19 UNIDENTIFIED SPEAKERS: Together.

20 MR. KRASNER: Now, if you wish to appeal
21 the Chair's decision the Chair will put it to a
22 vote. Is that still your request?

23 UNIDENTIFIED SPEAKER: You will get shot
24 down, buddy. Don't do it.

25 UNIDENTIFIED SPEAKER: I will withdraw my

1 request.

2 (Applause.)

3 MR. KRASNER: Is there another appeal,
4 point of information or point of order before we
5 begin?

6 UNIDENTIFIED SPEAKER: I have got a point
7 of order.

8 MR. KRASNER: Mike eight.

9 MR. MARCOTTE: Mike Marcotte, Juneau
10 Tower. I am looking in here and I don't see
11 anything in the rules that says you cannot leave
12 after you have made your vote. So I am just
13 wondering is this just something like we're
14 doing on the fly here making up rules as we go
15 along or is there anything specifically that
16 says we can't leave once the vote has been cast?
17 As I recall at San Antonio where we had the same
18 thing, those of us that were done casting our
19 votes were allowed to leave.

20 UNIDENTIFIED SPEAKER: Negative.

21 MR. KRASNER: No, with all due respect to
22 the delegate, your recollection is incorrect.
23 We have always shut down the doors and kept them
24 shut down during a roll call vote. I gave my
25 explanations, and presumably if you wish to

1 appeal the decision of the Chair, we will put it
2 up for a vote.

3 MR. MARCOTTE: Yes, I wish to appeal the
4 decision of the Chair.

5 UNIDENTIFIED SPEAKER: Oh, me.

6 UNIDENTIFIED SPEAKER: He's from Alaska.

7 MR. KRASNER: Okay. There is an appeal
8 to the decision of the Chair on the issue of
9 whether delegates can leave the room after they
10 vote. Quiet. The question before the body is
11 shall the decision of the Chair be sustained.

12 As many as are in favor of sustaining the
13 decision of the Chair, signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: As many as are opposed say
16 nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: I have got to tell you, I
19 love a track record. The ayes have it. The
20 decision of the Chair is sustained. Nobody
21 goes.

22 (Applause.)

23 MR. KRASNER: Mike eight.

24 MS. MARKE: Yes, Ruth Marke, Livermore
25 Tower. I would still like to know who called

1 the division of the house. I missed it.

2 MR. KRASNER: Would the delegate who
3 called for the division of the house please
4 rise? This delegate right there, a due delegate
5 of this convention.

6 UNIDENTIFIED SPEAKER: May I have a point
7 of information?

8 MR. KRASNER: I'm sorry.

9 UNIDENTIFIED SPEAKER: Point of
10 information.

11 MR. KRASNER: Yes.

12 UNIDENTIFIED SPEAKER: I don't know
13 whether the question was for the delegates, we
14 are talking about the non-delegates being able
15 to leave now.

16 MR. KRASNER: Sealed room. However, if
17 you wish to have a delegate appeal my decision.

18 UNIDENTIFIED SPEAKER: Don't give him any
19 ideas. We want to get it over with.

20 UNIDENTIFIED SPEAKERS: Vote. Vote.
21 Vote. Vote. Vote.

22 MR. KRASNER: Mr. Bellino.

23 UNIDENTIFIED SPEAKER: Point of order. I
24 believe it would include the Chair, too, as far
25 as staying in the room.

1 MR. BELLINO: The Chair will be here.

2 MR. KRASNER: The Chair has no intention
3 of going anywhere.

4 UNIDENTIFIED SPEAKER: Point of order.

5 MR. BELLINO: Yes.

6 UNIDENTIFIED SPEAKER: Under the standing
7 rules of this convention if you take the mike
8 you are supposed to state your name and
9 facility. When I heard the call for the
10 division of the house I did not hear that.

11 MR. BELLINO: For clarification of the
12 record, will the delegate calling for the
13 division of the house come to the mike, state
14 thy name, state thy facility.

15 UNIDENTIFIED SPEAKER: Next of kin,
16 telephone number, last known address.

17 MR. HARTMAN: Doug Hartman, Chicago
18 Center.

19 MR. BELLINO: We still have gentlemen
20 escaping in the back. Will the Sergeant at Arms
21 please maintain his authority?

22 MR. BELLINO: Just to let you know, what
23 we are going to do is we are going to do it
24 regionally. The first one will be the Alaska
25 Region. If the Alaskan delegates would all come

1 to the microphone, we could probably do this a
2 lot quicker in that way.

3 First facility is A11 with 22 members,
4 delegate John Amor. Mr. Amor, how say you?

5 MR. AMOR: I have 20 votes for, 2
6 against.

7 MR. BELLINO: Second, ADQ, delegate John
8 Brown.

9 MR. BROWN: Two votes against, one vote
10 for.

11 MR. BELLINO: Alpha Kilo November, 3
12 votes, Steve Coleman.

13 MR. COLEMAN: Three against.

14 MR. BELLINO: Three nay. I am going to
15 be repeating these also. Alpha November
16 Charlie, Catherine Alcorn, 18 votes. How say
17 you?

18 MS. ALCORN: 8 for, 10 against.

19 MR. BELLINO: 8 for, 10 against. Dennis
20 Wilson, FAI, you have 8 votes. How say you?

21 MR. WILSON: 8 votes against.

22 MR. BELLINO: Bethel Tower, Richard Doak,
23 8 votes, BET.

24 MR. DOAK: 8 votes against.

25 MR. BELLINO: 8 nay. FAI, Dennis Wilson,

1 8 votes. We already got that one?

2 MR. WILSON: Already got it.

3 MR. BELLINO: Can I have it again, 8
4 votes, which way they went?

5 MR. WILSON: Nay.

6 MR. BELLINO: 8 nay. Okay. JNU, Michael
7 Marcotte, 7 votes.

8 MR. MARCOTTE: Mr. Bellino, it is 7 votes
9 nay.

10 MR. BELLINO: 7 nay. MRI, Brian Mines.

11 MR. MINES: 11 negative.

12 MR. BELLINO: Pardon me?

13 MR. MINES: 11 negative.

14 MR. BELLINO: 11 negative. ZAN, Richard
15 Potzger, 94 votes.

16 MR. POTZGER: 94 votes nay.

17 MR. BELLINO: 94 votes nay. 94 votes nay
18 is what we have got. Central Region will be
19 next. First one in the Central Region is ALO,
20 John Hill, 13 votes. How say you?

21 MR. HILL: 13 votes in favor.

22 MR. BELLINO: 13 votes yeah. He said
23 yes.

24 UNIDENTIFIED SPEAKER: Mr. Chairman,
25 point of privilege.

1 MR. BELLINO: Go right ahead.

2 UNIDENTIFIED SPEAKER: Could we suspend
3 the rules? I would like to establish this area
4 as --

5 MR. BELLINO: Suspend the rules for what?

6 UNIDENTIFIED SPEAKER: To establish a
7 smoking corner in the room.

8 UNIDENTIFIED SPEAKERS: No.

9 MR. BELLINO: According to both
10 parliamentarians, nothing can interrupt the
11 taking of a vote.

12 (Applause.)

13 MR. BELLINO: CID FAC rep Julie
14 Helmbacher, three votes.

15 MS. HELMBACHER: Two for and one against.

16 MR. BELLINO: Two aye, one nay. COU,
17 Jeffrey Johnson, 7 votes.

18 MR. JOHNSON: The entire 7 votes yes.

19 MR. BELLINO: Okay. DBQ, I have no
20 representative's name here, 6 votes. Would you
21 state your name when you call and give your six
22 votes? Not here. DSM, Mitchell Conley, 22
23 votes.

24 MR. CONLEY: 22 votes for.

25 MR. BELLINO: 22 votes which way?

1 MR. CONLEY: Yes.

2 MR. BELLINO: Aye, okay. Yeah. FOE, 8

3 votes. No, not here. GRI, James West, 5 votes.

4 MR. WEST: 5 votes yeah.

5 MR. BELLINO: 5 votes yeah. 8 --

6 disregard. ICT, Paul Vitale, 30 votes.

7 MR. VITALE: 30 against.

8 MR. BELLINO: LNK, Scot Morrison, 11

9 votes.

10 MR. MORRISON: 11 against.

11 MR. BELLINO: I missed it, sir. Say it

12 again.

13 MR. MORRISON: 11 against.

14 MR. BELLINO: 11 nay. JLN, Scott Haney,

15 6 votes.

16 MR. HANEY: 6 votes yeah.

17 MR. BELLINO: MCI, Kevin Peterson, 39

18 votes.

19 MR. PETERSON: 39 votes yeah.

20 MR. BELLINO: I'm sorry. Was that

21 Mr. Peterson giving -- thank you. MKC, Francis

22 Timme, three votes. MKC, Francis Nadine Timme,

23 three votes. No Ms. Timme. OMA, Dane

24 Wedergren, twelve votes.

25 MR. WEDERGREN: All against.

1 MR. BELLINO: Twelve nay. R90, Phillip
2 Zacker, 17 votes.
3 MR. ZACKER: 17 yeah.
4 MR. BELLINO: SGF, SGF Allen Dye, 9
5 votes.
6 MR. DYE: 9 votes yeah.
7 MR. BELLINO: SLN, Jeffrey McDaniel, 4
8 votes.
9 MR. MCDANIEL: 4 votes for.
10 MR. BELLINO: Jerry McDaniel, sorry. 4
11 votes in favor. STJ, Robert Hatem, 2 votes.
12 MR. HATEM: Two votes for.
13 MR. BELLINO: Two votes which way?
14 MR. HATEM: In favor of.
15 MR. BELLINO: I cannot understand you,
16 sir. 2 votes --
17 MR. HATEM: In favor of.
18 MR. BELLINO: 2 votes aye. STL, Todd
19 Wilhelm, 76 votes.
20 MR. WILHELM: 75 yeah, one nay.
21 MR. BELLINO: 75 aye, one nay. SUS, 10
22 votes, Kevin McCown.
23 MR. MCCOWN: 10 against.
24 MR. BELLINO: 10 nay. SUX, Ken Henze, 16
25 votes.

1 MR. HENZE: 14 yes, 2 no.

2 MR. BELLINO: 14 aye, 2 nay. ZKC, 2
3 delegates, Brian Gerrity, and 78 votes.

4 MR. GERRITY: 77 aye, 1 nay.

5 MR. BELLINO: John Tune, ZKC, 7 -- just a
6 second, please.

7 MR. KRASNER: Wait, wait, wait, hold it.
8 Let me interrupt. In talking to some people it
9 is slightly different than we did in San
10 Antonio. We don't really care if the delegates
11 sit here, but we have a lot of guests, a lot of
12 spouses that are here and they shouldn't be held
13 hostage with the business of the convention.

14 So, our prohibition should be against --
15 should be for the delegates and the delegates
16 carry the votes. No others than that. Okay.
17 So, what we're going to ask is that the Sergeant
18 at Arms -- no, I still won't go. All right.

19 So, we are going to ask the Sergeant at
20 Arms that delegates with badges don't leave and
21 other people should not be held hostage to our
22 convention workings. Nobody with a delegate
23 badge, nobody with a delegate badge should be
24 allowed in or out at this point.

25 MR. BELLINO: Okay. John Tune, 77 votes.

1 MR. TUNE: 77 votes aye.

2 MR. BELLINO: Now, moving to the Eastern
3 Region. Eastern Region is next. ABE, Diane
4 Snyder 20 votes.

5 MS. SNYDER: 15 for -- you said 20,
6 right?

7 MR. BELLINO: Yes, 20 votes.

8 MS. SNYDER: 16 for and 4 against.

9 MR. BELLINO: 16 aye, 4 nay. Okay. ACY,
10 25 votes.

11 MR. REAM: 25 votes against.

12 MR. BELLINO: 25 nay. That was Patrick
13 Ream.

14 MR. BELLINO: If you are in favor please
15 say aye. I can't confuse that. Say aye. If
16 you are opposed say nay. Try and do that if you
17 can.

18 ADW, Carla Marx. Not here. AGC, Daniel
19 Carlins, 11 votes. How say you?

20 MR. CARLINS: Delegates are 11 nay.

21 MR. BELLINO: 11 nay. ALB, David Wagner,
22 19 votes.

23 MR. WAGNER: Albany Tower votes 19 for.

24 MR. BELLINO: 19 aye. AVP, Darius
25 Reynolds, 21 votes.

1 MR. REYNOLDS: 21 nay.

2 MR. BELLINO: 21 nay. B95, Brendan

3 Connolly, 26 votes.

4 MR. CONNOLLY: B95, 26 votes nay.

5 MR. BELLINO: Nay. 26 votes nay. BGM,

6 Doug Blythe, 15 votes.

7 MR. BLYTHE: 11 votes aye, 4 votes nay.

8 MR. BELLINO: 11 aye, four nay. BUF,

9 Michael Borga, 26 votes.

10 MR. BORGA: Buffalo Tower, that's 26 aye.

11 MR. BELLINO: 26 aye. BWI, Karl Ludwig,

12 25 votes.

13 MR. LUDWIG: 23 aye, 2 nay.

14 MR. BELLINO: 23 aye, 2 nay. John

15 Riccardi, 10 votes.

16 MR. RICCARDI: 10 nay.

17 MR. BELLINO: 10 nay. CHO, Bob Bowers, 4

18 votes.

19 MR. BOWERS: 4 votes nay.

20 MR. BELLINO: 4 votes nay. CKB, Richard

21 Creese, 13 votes.

22 MR. CREESE: 13 votes nay.

23 MR. BELLINO: 13 nay. CRW, Donald

24 Meadows, 25 votes.

25 MR. MEADOWS: 25 votes nay.

1 MR. BELLINO: 25 nay. CXY, 8 votes, Gary
2 Statler.
3 MR. STATLER: 7 aye, 1 nay.
4 MR. BELLINO: 7 aye, 1 nay. DCA, Dave
5 Anderson, 36 votes.
6 MR. ANDERSON: 36 votes nay.
7 MR. BELLINO: 36 nay. ELM, Teal Hyman,
8 11 votes.
9 MR. HYMAN: 11 nay.
10 MR. BELLINO: 11 nay. ERI, Ward Waldo,
11 13 votes.
12 MR. WALDO: 13 nay.
13 MR. BELLINO: 13 nay. EWR, Paul Beall,
14 24 votes.
15 MR. BEALL: 20 for, 4 no.
16 MR. BELLINO: I missed, was that 4 nay?
17 MR. BEALL: 4 nay, thank you.
18 MR. BELLINO: FRG, Al Bernard, 11 votes.
19 MR. BERNARD: 3 aye, 8 nay.
20 MR. BELLINO: 3 aye, 8 nay. HEF, Greg
21 Short, 11 votes.
22 MR. SHORT: 2 aye, 9 nay.
23 MR. BELLINO: 2 aye, 9 nay. HGR, Jeffrey
24 Nichols.
25 MR. NICHOLS: 4 nay.

1 MR. BELLINO: 4 nay. HLG, Alan Redfern,
2 7 votes.
3 MR. REDFERN: 7 votes aye.
4 MR. BELLINO: 7 aye. HPN, 12 votes. I'm
5 sorry. HTS, David Nicolich, 13 votes.
6 MR. NICOLICH: 13 votes nay.
7 MR. BELLINO: 13 nay. IAD, Kevin Ford,
8 59 votes.
9 MR. FORD: 59 aye.
10 MR. BELLINO: 59 aye. IAG, not here.
11 IPT, Anton Schulden, 4 votes.
12 MR. SCHULDEN: That's correct. IPT votes
13 2 aye, 2 nay.
14 MR. BELLINO: 2 aye, 2 nay. ISP, Troy
15 Sica, 13 votes.
16 MR. SICA: 13 aye.
17 MR. BELLINO: 13 aye. JFK, Daniel V.
18 Mullin, 32 votes.
19 MR. MULLIN: 32 aye.
20 MR. BELLINO: 32 aye. LGA, Mitchell
21 Ruben, 29 votes.
22 MR. RUBEN: 29 nay.
23 MR. BELLINO: 29 nay. LNS, James Beers,
24 8 votes.
25 MR. BEERS: 8 nay.

1 MR. BELLINO: 8 nay. LYH, Ray McLawhorn.
2 MR. MCLAWHORN: 6 nay.
3 MR. BELLINO: 6 nay. MDT, 21 votes, John
4 Dunkerly.
5 MR. DUNKERLY: 21 aye.
6 MR. BELLINO: 21 votes aye. MMU, Frank
7 Savasta, 8 votes.
8 MR. SAVASTA: 8 nay.
9 MR. BELLINO: 8 nay. N90, Joseph
10 Fruscella. N90 has two delegates. Joe
11 Fruscella has 89 votes.
12 MR. FRUSCELLA: 89 nay.
13 MR. BELLINO: 89 nay. Phil Barbarello,
14 90 votes.
15 MR. BARBARELLO: 90 nay.
16 MR. BELLINO: 90 nay. ORF, Steve
17 Hylinski, 32 votes.
18 MR. HYLINSKI: 32 nay.
19 MR. BELLINO: 32 nay. PHF, John Becoat,
20 7 votes.
21 MR. BECOAT: 7 nay.
22 MR. BELLINO: 7 nay. PHL, James Gordon.
23 PHL, James Gordon. Mark McCumber, 51 votes.
24 MR. MCCUMBER: 51 nay.
25 MR. BELLINO: 51 nay. PIT, Blair Tucker,

1 Rutherford, 5 votes.

2 MR. RUTHERFORD: 5 votes aye.

3 MR. BELLINO: 5 aye. ROA, Keith

4 Schwallenberg, 17 votes.

5 MR. SCHWALLENBERG: 15 aye, 2 nay.

6 MR. BELLINO: 15 aye, 2 nay. ROC --

7 MR. SCHWALLENBERG: 17, yeah.

8 MR. BELLINO: Just a second, please.

9 That last 17 aye, stand by. ROC delegate is

10 Kevin Fregosi, 17 votes.

11 MR. FREGOSI: 17 nay.

12 MR. BELLINO: 17 nay. S56 -- SYR, Lee

13 Hamlet, 26 votes.

14 MR. HAMLET: 25 aye, 1 nay.

15 MR. BELLINO: 25 aye, 1 nay. TEB, Steve

16 Abraham, 19 votes.

17 MR. ABRAHAM: 19 votes nay.

18 MR. BELLINO: 19 nay. TTN, Dianne White,

19 10 votes.

20 MS. WHITE: 10 nay.

21 MR. BELLINO: 10 nay. UCA, Gary White, 6

22 votes.

23 MR. WHITE: 6 aye.

24 MR. BELLINO: 6 aye. ZDC, we have three

25 delegates, total of 239 votes. First delegate,

1 Barry Frazier, 80 votes.

2 MR. FRAZIER: 80 aye.

3 MR. BELLINO: I got zero aye, 80 nay?

4 MR. FRAZIER: 80 aye.

5 MR. BELLINO: 80 aye. I need

6 verification. Okay, Chris, thank you. Could we

7 try and keep it down a little? 80 aye is

8 reported for Barry Frazier, no nays. Next

9 delegate James R. Kidd, 80 votes.

10 MR. KIDD: 80 aye.

11 MR. BELLINO: Next one, Chris Sutherland,

12 79 votes.

13 MR. SUTHERLAND: 78 aye, 1 nay.

14 MR. BELLINO: 78 aye, 1 nay. There is

15 one more facility.

16 MR. SUTHERLAND: Thank you, Mr. Bellino.

17 MR. BELLINO: The New York, ZNY, there

18 are, one, two, three, four, four delegates with

19 what, total vote of 271 votes. Chris Boughn

20 with 68 ballots.

21 MR. BOUGHN: 68 nay.

22 MR. BELLINO: 68 nay. Mr. Michael

23 McNally, 68 votes.

24 MR. MCNALLY: 68 nay.

25 MR. BELLINO: 68 nay. Mr. Stuart Morse,

1 68 votes.

2 MR. MORSE: 68 nay.

3 MR. BELLINO: 68 nay. Mr. Bill

4 Grundmann, 67 votes.

5 MR. GRUNDMANN: 67 nay.

6 MR. BELLINO: 67 nay. That then is the

7 Eastern Region. Next region will be Great

8 Lakes. Okay, we are ready. Great Lakes Region,

9 ALN, Arthur Hampton, 6 votes.

10 MR. HAMPTON: 5 ayes, 1 nay.

11 MR. BELLINO: 5 ayes, 1 nay. ARB, Ken

12 Milling, 9 votes.

13 MR. MILLING: 8 aye, 1 nay.

14 MR. BELLINO: 8 aye, 1 nay. ATW, Chris

15 Oines, 6 votes.

16 MR. OINES: 6 aye.

17 MR. BELLINO: AZO, Bob Baker, 13 votes.

18 AZO, Robert Baker, 13 votes.

19 MR. BAKER: 12 aye, 1 nay.

20 MR. BELLINO: 12 aye, 1 nay. BIS, Edward

21 Smith, 6 votes.

22 MR. SMITH: 6 aye.

23 MR. BELLINO: 6 aye. BKL, David

24 Clinkscale, 4 votes.

25 MR. CLINKSCALE: 4 aye.

1 MR. BELLINO: 4 aye. BMZ Liz Leo, 2
2 votes.
3 MS. LEO: 2 nay.
4 MR. BELLINO: 2 nay. BMI, Michael
5 Brandes, 6 votes.
6 MR. BRANDES: 6 nay.
7 MR. BELLINO: 6 nay. BTL, no. C90, John
8 Carr, 69 votes.
9 MR. CARR: 69 nay.
10 MR. BELLINO: 69 nay. CAK, Charles
11 Harsh, 22 votes.
12 MR. HARSH: 22 aye.
13 MR. BELLINO: 22 aye. CGX -- CLE, James
14 Lamm, 32 votes.
15 MR. LAMM: 32 aye.
16 MR. BELLINO: 32 aye. CMH, Bruce Gibson,
17 33 votes.
18 MR. GIBSON: 33 aye.
19 MR. BELLINO: 33 aye. CPS, no. D21,
20 James Green, 34 votes.
21 MR. GREEN: 34 nay.
22 MR. BELLINO: 34 nay. DAY, Mackey, 31
23 votes.
24 MR. MACKEY: 31 nay.
25 MR. BELLINO: 31 nay. DEC, Michael

1 Wajda, 9 votes. DEC, Mike Wajda, 9 votes? No
2 response. DET, Pat Bedwell, 8 votes.
3 MS. BEDWELL: 8 nay.
4 MR. BELLINO: Pat Bedwell, DET.
5 MS. BEDWELL: 8 nay.
6 MR. BELLINO: Loud and clear. 8 nay.
7 DLH, Randy Jones, 13 votes.
8 MR. JONES: 13 nay. DPA, Clay Hanninen,
9 12 votes.
10 MR. HANNINEN: 12 nay.
11 MR. BELLINO: 12 nay, correct?
12 MR. HANNINEN: 12 aye.
13 MR. BELLINO: 12 aye. DTW, Mark
14 Meuwissen.
15 MR. MEUWISSEN: 7 aye, 14 nay.
16 MR. BELLINO: 7 aye, 14 nay. EVV, Bob
17 Knowles.
18 MR. KNOWLES: 7 nay.
19 MR. BELLINO: 7 nay. FAR, Timothy Daniel
20 Johnson, 12 votes.
21 MR. JOHNSON: 12 aye.
22 MR. BELLINO: 12 aye. FCM, Mark Boyer, 9
23 votes.
24 MR. BOYER: 9 nay.
25 MR. BELLINO: 9 nay. FNT, Ronald Bond,

1 21 votes.

2 MR. BOND: 21 aye.

3 MR. BELLINO: 21 aye. FSD, Glendon B.

4 Rice, 5 votes.

5 MR. RICE: 5 aye.

6 MR. BELLINO: 5 aye, right? 5 nay?

7 MR. RICE: 5 in favor.

8 MR. BELLINO: 5 in favor, 5 aye. FWA,

9 Mike Ramsey, 16 votes.

10 MR. RAMSEY: 14 aye, 2 nay.

11 MR. BELLINO: 14 aye, 2 nay. GFK, Drew

12 Anderson, 9 votes.

13 MR. ANDERSON: 8 aye, one abstain.

14 MR. BELLINO: 8 aye, one abstain. GRB,

15 Mike Busse.

16 MR. BUSSE: 10 nay.

17 MR. BELLINO: 10 votes, 10 nay. GRR,

18 Larry Rasnake, 20 votes.

19 MR. RASNAKE: 20 votes aye.

20 MR. BELLINO: 20 votes aye. HUF, Patrick

21 Adams, 15 votes.

22 MR. ADAMS: 15 votes aye.

23 MR. BELLINO: 15 votes aye. IND,

24 William -- stand by. I show Grand Rapids as 20

25 aye votes. After HUF came IND, William Marmet,

1 33 votes. How say you?

2 MR. MARMET: 33 aye.

3 MR. BELLINO: 33 aye. JVL, Russ

4 Weltzien, 6 votes.

5 MR. WELTZIEN: 6 nay.

6 MR. BELLINO: 6 nay. JXN -- LAF Kyle

7 Koob, 10 votes. LAF Kyle Koob, 10 votes. No

8 response. LAN, Michael Harvey, 20 votes. LAN,

9 Michael Harvey, 20 votes. No response. LSE,

10 Michael Drager, 5 votes.

11 MR. DRAGER: 5 nay.

12 MR. BELLINO: 5 nay. LUK, Eddie Cornett,

13 4 votes.

14 MR. CORNETT: 4 aye.

15 MR. BELLINO: 4 aye. M98, Vaughn Lemke,

16 33 votes.

17 MR. LEMKE: 33 nay.

18 MR. BELLINO: 33 nay? 33 how, sir?

19 MR. LEMKE: Not in favor.

20 MR. BELLINO: Not in favor, 33 nay. MBS,

21 Daniel John Schmidt, 13 votes.

22 MR. SCHMIDT: 13 aye, in favor.

23 MR. BELLINO: 13 aye. MDH, (inaudible),

24 8 votes.

25 UNIDENTIFIED SPEAKER: 8 votes nay.

1 MR. BELLINO: 8 nay. MDW, Mike Dreger,
2 12 votes.
3 MR. DREGER: 12 votes aye.
4 MR. BELLINO: MDH, there was 8 votes nay.
5 Mike Dreger, 12 votes aye. MFD, Mike Riley, 11
6 votes.
7 MR. RILEY: 11 against.
8 MR. BELLINO: 11 nay. MIC, Mark Rein, 10
9 votes.
10 MR. REIN: 2 aye, 8 nay.
11 MR. BELLINO: 2 aye, 8 nay. MIE, Craig
12 Dunlop, 4 votes.
13 MR. DUNLOP: 4 aye.
14 MR. BELLINO: 4 what? Again. Hold on a
15 second. Mr. Dunlop, 4 votes aye or nay?
16 MR. DUNLOP: 4 votes in favor of.
17 MR. BELLINO: In favor 4 aye. MKE, Steve
18 Davis, 38 votes.
19 MR. DAVIS: 37 yeah, 1 nay.
20 MR. BELLINO: 37 aye, 1 nay. MKG, Andy
21 Acres, 14 votes.
22 MR. ACRES: That should be --
23 MR. BELLINO: I'm sorry, 14 which way?
24 MR. ACRES: Nay.
25 MR. BELLINO: 14 nay. MLI, Barry Sill,

1 14 votes.

2 MR. SILL: 14 votes negative.

3 MR. BELLINO: 14 nay. MOT -- MSN, Glenn
4 Porter. Now, the stenographer can't hear these
5 votes. I don't want to call you to order. Just
6 try and keep it down so the stenographer can
7 hear. And when you say your vote, please
8 swallow the microphone like that.

9 I will try and repeat it so the
10 stenographer will catch it. But try and keep it
11 down a little bit. Okay. We're going to
12 continue on. MSN, Glenn Scott Porter, 16 votes.

13 MR. PORTER: 16 aye.

14 MR. BELLINO: 16 aye. MSP, Steve Bushey,
15 28 votes.

16 MR. BUSHEY: 28 votes aye.

17 MR. BELLINO: 28 aye. MWC, Jennifer
18 Meyer, 7 votes.

19 MS. MEYER: 7 votes aye.

20 MR. BELLINO: 7 aye. ORD, Judith Herman,
21 38 votes.

22 MS. HERMAN: 38 votes aye.

23 MR. BELLINO: 38 aye. OSH, Michele
24 Wrobleski, 5 votes.

25 MS. WROBLESKI: 5 nay.

1 MR. BELLINO: 5 nay. OSU, Charles E.
2 Smith, 5 votes.
3 MR. SMITH: 4 aye, 1 nay.
4 MR. BELLINO: 4 aye, 1 nay. PIA, Gordon
5 Baker, 16 votes.
6 MR. BAKER: 14 votes aye, 2 nay.
7 MR. BELLINO: 14 votes aye, 2 nay. Paul
8 Tanga Kilo, PTK, Ken Martin, 11 votes.
9 MR. MARTIN: 1 aye, 10 nay.
10 MR. BELLINO: 1 aye, 10 nay. RFD, Bill
11 Cairns, 19 votes.
12 MR. CAIRNS: 19 aye.
13 MR. BELLINO: 19 aye. RST, Alan Haugen,
14 9 votes.
15 MR. HAUGEN: 9 votes aye.
16 MR. BELLINO: 9 votes aye. SPI, Kim
17 Austin, 21 votes. SPI, Kim Austin, 21 votes.
18 STP, Bob Kelzenberg, 10 votes.
19 MR. KELZENBERG: St. Paul votes 10 aye.
20 MR. BELLINO: 10 aye.
21 MR. KELZENBERG: 10 nay.
22 MR. BELLINO: 10 nay?
23 MR. KELZENBERG: Correct, negative.
24 MR. BELLINO: STP, Bob Kelzenberg has
25 voted 10 nay. My mistake. TOL, William

1 Schramm, 19 votes.

2 MR. SCHRAMM: 16 aye, 3 nay.

3 MR. BELLINO: 16 aye, 3 nay. TVC, Doug

4 Jordan, 6 votes.

5 MR. JORDAN: TVC, 6 aye.

6 MR. BELLINO: 6 votes aye. YIP, Gary

7 Cleary, 10 votes.

8 MR. CLEARY: 10 votes nay.

9 MR. BELLINO: 10 votes nay. YNG, 21

10 votes.

11 (Inaudible.)

12 MR. BELLINO: Now, Chicago Center has

13 one, two, three, four, five, five delegates, 301

14 votes. ZAU, Ronald Downen, 60 votes. How say

15 you?

16 MR. DOWNEN: 60 votes aye.

17 MR. BELLINO: 60 aye. Douglas Hartman,

18 60 votes.

19 MR. HARTMAN: 60 votes aye.

20 MR. BELLINO: 60 votes aye. Tom Lennon,

21 60 votes.

22 MR. LENNON: 60 votes aye.

23 MR. BELLINO: 60 votes aye. Gerald Mona,

24 60 votes.

25 MR. MONA: 60 votes aye.

1 MR. BELLINO: Mark Scholl, 61 votes.

2 MR. SCHOLL: 61 votes aye.

3 MR. BELLINO: 61 votes aye. ZID has one,
4 two, four delegates, 237 votes. Andy
5 Auscherman, ZID, 59 votes. How say you?

6 MR. AUSCHERMAN: 59 aye.

7 MR. BELLINO: 59 aye. Jeff Berry, 59
8 votes.

9 MR. BERRY: 59 aye.

10 MR. BELLINO: 59 aye. Greg Leary, 59
11 votes.

12 MR. LEARY: 59 aye.

13 MR. BELLINO: 59 aye. Chris Johnson, 60
14 votes.

15 MR. JOHNSON: 60 votes nay.

16 MR. BELLINO: 60 nay.

17 MR. BELLINO: ZMP has one, two, three
18 delegates, 200 votes total. Craig Boehne, 66
19 votes.

20 MR. BOEHNE: 66 nay.

21 MR. BELLINO: 66 nay. Daniel Fitas, 67
22 votes.

23 MR. FITAS: 67 votes nay.

24 MR. BELLINO: 67 nay. Mike Wehrman, 67
25 votes.

1 MR. WEHRMAN: 67 nay.

2 MR. BELLINO: 67 nay. ZOB has three
3 delegates, 214 votes. Patrick Forrey, 75 votes.

4 MR. FORREY: 75 votes nay.

5 MR. BELLINO: 75 aye. 71 votes --

6 MR. FORREY: 75 nay.

7 MR. BELLINO: Jeffrey Soucek, 71 votes.

8 MR. SOUCEK: 71 votes aye.

9 MR. BELLINO: 71 votes aye. Moving into
10 the New England Region. Facility New England
11 Region, Facility A90. A90, Robert Romano, 25
12 votes.

13 MR. ROMANO: Nay.

14 MR. BELLINO: 25 nay. ACK, Nunzio
15 DiMillo, 7 votes.

16 MR. DIMILLO: 7 votes nay.

17 MR. BELLINO: 7 votes nay. BAF, Chris
18 Quigley, 5 votes.

19 MR. QUIGLEY: 5 votes aye.

20 MR. BELLINO: 5 aye. BDL, Donald
21 Pollard, 13 votes.

22 MR. POLLARD: 13 votes nay.

23 MR. BELLINO: 13 nay. BDR, Mark
24 Cinquegrana, 5 votes.

25 MR. CINQUEGRANA: 5 votes nay.

1 MR. BELLINO: 5 nay. BED, Brian Russell.
2 BED, Brian Russell, 12 votes.
3 MR. RUSSELL: 12 votes aye.
4 MR. BELLINO: 12 aye. BGR, Jeffrey
5 Churchill, 10 votes.
6 MR. CHURCHILL: 10 votes nay.
7 MR. BELLINO: 10 nay. BOS, Maureen
8 Szczygieski, 27 votes.
9 MS. SZCZYGIELSKI: 27 nay.
10 MR. BELLINO: 27 nay. 27 nay. BTV,
11 Rodney Rhea, 15 votes.
12 MR. RHEA: 15 nay.
13 MR. BELLINO: 15 nay. BVY, Nathan Chase,
14 6 votes.
15 MR. CHASE: 6 aye.
16 MR. BELLINO: 6 aye. DXR, Joseph Coelho,
17 5 votes.
18 MR. COELHO: 5 nay.
19 MR. BELLINO: 5 nay. EWB, Scott Chausee,
20 7 votes.
21 MR. CHAUSEE: 7 nay.
22 MR. BELLINO: 7 nay. GON, Patsy Goff, 6
23 votes.
24 MS. GOFF: 3 aye, 3 nay.
25 MR. BELLINO: 3 aye, 3 nay. HFD -- HVN,

1 Rebecca Walser, 7 votes.

2 MS. WALSER: 2 aye, 5 nay.

3 MR. BELLINO: 2 aye, 5 nay. K90, Steve

4 Walsh, 19 votes. K90, Steven Walsh, 19 votes.

5 No response. LEB, David Landry.

6 MR. LANDRY: 1 yeah, 6 nay.

7 MR. BELLINO: 1 aye, 6 nay. All right.

8 In order to retain your voting privileges anyone

9 who has physiological need will be escorted by

10 the Sergeant at Arms to those facilities at the

11 back. Stand in line. Take a number. Okay.

12 LWM, Bill Schwaner, 9 votes.

13 MR. SCHWANER: 9 nay.

14 MR. BELLINO: 9 nay. MHT, Daniel

15 Pemrick, 32 votes.

16 MR. PEMRICK: 32 aye.

17 MR. BELLINO: I need verification of the

18 last one, Daniel Pemrick.

19 MR. PEMRICK: 32 aye.

20 MR. BELLINO: 32 aye. I am receiving

21 some complaints about the smoking by the door.

22 Please cut it down as much as you can. It

23 should be done within the next two hours, maybe

24 three. OWD, Steve Gosselin, 7 votes.

25 MR. GOSSELIN: 2 aye, 5 nay.

1 MR. BELLINO: 2 aye, 5 nay. PVD, Matthew
2 Bader, 35 votes.

3 MR. BADER: 35 nay.

4 MR. BELLINO: 35 nay. PWM, Michael
5 Stuart, 20 votes. PWM, Michael Stuart, 20
6 votes. No response. DGT -- Y90, Bruce Means,
7 22 votes.

8 MR. MEANS: 22 nay.

9 MR. BELLINO: 22 nay. ZBW has three
10 delegates totaling 200 votes. Michael Blake, 68
11 votes.

12 MR. BLAKE: 68 nay.

13 MR. BELLINO: 68 nay. Donald Ossinger,
14 66 votes.

15 MR. OSSINGER: 66 nay.

16 MR. BELLINO: 66 nay. Joseph Connolly,
17 66 votes.

18 MR. CONNOLLY: 66 nay.

19 MR. BELLINO: 66 nay. Now, we're moving
20 into the Northwest Mountain Region.

21 MR. KRASNER: Okay. We have got a
22 changing of the guards. Okay. We have got
23 Facility ALW, you're authorized one vote. How
24 do you vote?

25 MR. LOWE: Yeah.

1 MR. KRASNER: One vote yeah.

2 UNKNOWN SPEAKER: Thattababy.

3 MR. KRASNER: Okay. Facility Alpha Papa
4 Alpha, delegate Tina Anderson, Tina Anderson is
5 not here. Nevermind. Okay. Facility BFI,
6 Bravo Fox India, you have 10 votes, their
7 delegate Frances Esmond. How do you vote?

8 MS. ESMOND: 10 aye.

9 MR. KRASNER: I'm sorry, I can't quite
10 hear that.

11 MS. ESMOND: 10 votes aye.

12 MR. KRASNER: 10 votes aye. Okay.
13 Facility BIL. Disregard. Facility BJC, Brian
14 Gamble, you have 8 votes. How do you vote?
15 Brian Gamble? No Brian Gamble. No vote from
16 BJC.

17 Facility BOI, Richard French, you have 13
18 votes. How do you vote?

19 MR. FRENCH: 13 votes nay.

20 MR. KRASNER: 13 votes nay. Facility
21 COS, Vance Kauffman, you have 12 votes. How do
22 you vote?

23 MR. KAUFFMAN: 12 nay.

24 MR. KRASNER: I'm sorry, 12 votes what?

25 MR. KAUFFMAN: Nay.

1 MR. KRASNER: 12 votes nay. Facility
2 CPR, Richard Nyquist, you have 7 votes. How do
3 you vote?
4 MR. NYQUIST: 7 votes aye.
5 MR. KRASNER: 7 aye. Facility CYS,
6 Karolyn Middleton, you have 5 votes, how do you
7 vote?
8 MS. MIDDLETON: Nay.
9 MR. KRASNER: Sorry. Is that 5 votes
10 nay?
11 MS. MIDDLETON: 5 votes nay.
12 MR. KRASNER: 5 votes nay. Facility DEN,
13 Mike Coulter.
14 MR. COULTER: DEN votes 32 votes nay.
15 MR. KRASNER: 32 nay. Facility EUG,
16 Daniel Potts, you have 11 votes. How do you
17 vote?
18 MR. POTTS: 6 nay, 5 aye.
19 MR. KRASNER: 6 nay, 5 aye. Facility
20 GEG, Michael Yackley, you have 25 votes. How do
21 you vote?
22 MR. YACKLEY: 25 nay.
23 MR. KRASNER: 25 nay. Facility LMT, Dena
24 Bullion, you have 5 votes. How do you vote?
25 MS. BULLION: 5 votes aye.

1 MR. KRASNER: 5 aye. Facility MFR, Bryan
2 Sanford, you have 4 votes. How do you vote?
3 MR. SANFORD: 4 votes nay.
4 MR. KRASNER: 4 votes nay. Facility MWH,
5 Greg Kardong, 9 votes. How do you vote?
6 MR. KARDONG: 9 votes nay.
7 MR. KRASNER: 9 votes nay. Facility OGD,
8 Andrea White, 4 votes. How do you vote?
9 MS. WHITE: 4 votes nay.
10 MR. KRASNER: 4 votes nay. Facility OLM,
11 Joanie Stewart, 6 votes. How do you vote?
12 MS. STEWART: 6 votes aye.
13 MR. KRASNER: I'm sorry, Joan, I can't
14 hear.
15 MS. STEWART: 6 votes aye.
16 MR. KRASNER: 6 votes aye?
17 MS. STEWART: Yes.
18 MR. KRASNER: Okay, got it. 6 aye.
19 Facility PAE, Bruce Brown, you have 8 votes.
20 How do you vote?
21 MR. BROWN: 8 votes nay.
22 MR. KRASNER: 8 votes nay. Facility P80,
23 Robert Clarity (sic), you have 15 votes. How do
24 you vote?
25 MR. CLARITY: 15 votes nay.

1 MR. KRASNER: 15 nay. Facility PDX,
2 James Pieser, you have 10 votes. How do you
3 vote?
4 MR. PIESER: 10 nay.
5 MR. KRASNER: 10 nay. Facility PIH,
6 Kenneth Brodston, 5 votes. How do you vote?
7 MR. BRODSTON: 5 votes nay.
8 MR. KRASNER: 5 nay?
9 MR. BRODSTON: Yes.
10 MR. KRASNER: I'm sorry, 5 yes?
11 MR. BRODSTON: 5 yes.
12 MR. KRASNER: 5 yes. Facility PSC, Mark
13 David Blam, you have 5 votes. How do you vote?
14 MR. BLAM: PSC votes 5 votes yes.
15 MR. KRASNER: 5 votes yes. Facility PUB,
16 Lawrence Halpern, you have 8 votes. How do you
17 vote? I'm sorry, I missed that. One more time.
18 MR. HALPERN: 7 ayes, 1 nay.
19 MR. KRASNER: Okay. 7 aye, 1 nay.
20 Facility RNT, David Shettleroe, you have 3
21 votes. How do you vote? He's not here.
22 Facility S46, Michael Motta, you have 48 votes.
23 How do you vote?
24 MR. MOTTA: S46 votes 48 nay.
25 MR. KRASNER: 48 nay. Facility S56,

1 Steve Haresnape, 25 votes. How do you vote?

2 MR. HARESNAPE: S56, 25 nay.

3 MR. KRASNER: 25 nay. Facility SFF,

4 Thomas Haydon, 6 votes. How do you vote?

5 MR. HAYDON: 6 votes nay.

6 MR. KRASNER: 6 nay. Facility SLC, Chris

7 Edmonson, you have 9 votes. How do you vote?

8 MR. EDMONSON: 9 aye.

9 MR. KRASNER: 9 aye. Facility SLE, Tara

10 Patterson, you have 2 votes. How do you vote?

11 MS. PATTERSON: 2 yes.

12 MR. KRASNER: 2 yes?

13 MS. PATTERSON: Yes.

14 MR. KRASNER: Okay. 2 yes. Facility

15 TTD, Julie Kendra, you have 4 votes. How do you

16 vote?

17 MS. KENDRA: 4 votes aye.

18 MR. KRASNER: 4 votes aye. Facility YKM,

19 Jay Bagwell, 4 votes. How do you vote?

20 MR. BAGWELL: 4 votes.

21 MR. KRASNER: Sorry, I missed it.

22 MR. BAGWELL: 4 aye.

23 MR. KRASNER: 4 aye. Facility ZDV,

24 William Williams, 143 votes. How do you vote?

25 MR. WILLIAMS: 143 negative.

1 MR. KRASNER: 143 nay. Facility ZLC,
2 Mark Murphy, you have 59 votes. How do you
3 vote?
4 MR. MURPHY: 59 nay.
5 MR. KRASNER: 59 nay. Facility ZSE,
6 Harold Whitehead, you have 79 votes. How do you
7 vote?
8 MR. WHITEHEAD: ZSE votes 78 aye, 1 nay.
9 MR. KRASNER: 78 aye, 1 nay?
10 MR. WHITEHEAD: Yes.
11 MR. KRASNER: 78 aye, 1 nay. Okay.
12 Facility ABY -- okay. That's the last of the
13 Northwest Mountain Region. Okay. Southern
14 Region. Southern Region in the batter's box.
15 Facility ABY, Paul Murray, you have 5 votes.
16 How do you vote?
17 MR. MURRAY: Votes 5 aye.
18 MR. KRASNER: 5 aye for Paul Murray.
19 Facility AGS -- he's not there. Facility ATL,
20 Terry Shell, you have 70 votes. How do you
21 vote?
22 MR. SHELL: 70 for.
23 MR. KRASNER: 70 aye?
24 MR. SHELL: 70 aye.
25 MR. KRASNER: 70 aye. Facility AVL,

1 Pinkney Beach, you have 18 votes. How do you
2 vote?

3 MR. BEACH: 18 nays.

4 MR. KRASNER: 18 nay. Facility BHM,
5 Charlie Thomaston, you have 52 votes. How do
6 you vote?

7 MR. THOMASTON: 20 aye and 2 nay.

8 MR. KRASNER: 20 aye, 2 nay. Facility
9 BNA, Rodney Turner, you have 47 votes. How do
10 you vote?

11 MR. TURNER: 47 votes nay.

12 MR. KRASNER: 47 what?

13 MR. TURNER: 47 votes nay.

14 MR. KRASNER: 47 nay. Facility CAE, Mick
15 Cooley, how do you vote?

16 MR. COOLEY: Columbia Metropolitan votes
17 23 in favor, aye.

18 MR. KRASNER: 23 aye. Facility CHA,
19 Daniel Morgan, you have 16 votes. How do you
20 vote?

21 MR. MORGAN: Delegates from --

22 MR. KRASNER: I'm sorry, Danny, did you
23 have -- you have 16 votes. How do you vote?

24 MR. MORGAN: 14 aye, 2 nay.

25 MR. KRASNER: 14 aye, 2 nay. Facility

1 CHS, Walter Petry, 20 votes. How do you vote?
2 MR. PETRY: 20 nay.
3 UNIDENTIFIED SPEAKER: Attaboy, Wally.
4 MR. KRASNER: Facility CLT, Wade
5 Stanfield, you have 44 votes. How do you vote?
6 MR. STANFIELD: 44 nay.
7 MR. KRASNER: 44 nay. Facility CRG,
8 Kenneth Palmer, you have 9 votes. How do you
9 vote?
10 MR. PALMER: 2 aye -- correction. 7 aye,
11 2 nay.
12 MR. KRASNER: 7 aye, 2 nay. Facility
13 CSG, Vince Polk, you have 10 votes. How do you
14 vote?
15 MR. POLK: 10 aye.
16 MR. KRASNER: 10 aye. Facility CVG,
17 David Burnett, you have 46 votes. How do you
18 vote?
19 MR. BURNETT: Greater Cincinnati votes 46
20 nay.
21 MR. KRASNER: 46 nay. Facility DAB,
22 Dennis White, you have 38 votes. How do you
23 vote?
24 MR. WHITE: 38 aye.
25 MR. KRASNER: 38 aye. Facility DHN,

1 Gregory Herman, you have 6 votes. How do you
2 vote?

3 MR. HERMAN: 6 no.

4 MR. KRASNER: 6 nay. Okay. Hold it.
5 Coffee break. Okay. I'm back. Facility EYW,
6 George Schmohl, you have 8 votes. How do you
7 vote?

8 MR. SCHMOHL: EYW votes 8 aye.

9 MR. KRASNER: 8 aye. Facility FAY,
10 Robert Smith, you have 23 votes. How do you
11 vote?

12 MR. SMITH: 23 aye.

13 MR. KRASNER: 23 aye. Facility FLL,
14 Bruce Sallet, you have 16 votes. How do you
15 vote?

16 MR. SALLET: 16 aye.

17 MR. KRASNER: 16 aye. FLO, Joey Medders,
18 you have 15 votes. How do you vote?

19 MR. MEDDERS: 15 aye.

20 MR. KRASNER: 15 aye. Facility FMY,
21 Leslie Whitten, you have 8 votes. How do you
22 vote?

23 MR. WHITTEN: 8 aye.

24 MR. KRASNER: 8 aye. Facility FPR,
25 Rhonda Bryan, you have 9 votes. How do you

1 vote?

2 MS. BRYAN: 9 nay.

3 MR. KRASNER: 9 nay. Facility FTY, John

4 Lawrence, you have 11 votes. How do you vote?

5 MR. LAWRENCE: 11 nay.

6 MR. KRASNER: 11 --

7 MR. LAWRENCE: Nay.

8 MR. KRASNER: 11 nay. Facility FXE, it

9 is Jeffrey Kulp, you have 13 votes. How do you

10 vote?

11 MR. KULP: 11 aye, 2 nay.

12 MR. KRASNER: 11 aye, 2 nay. Facility

13 GLH, Marks Cannon, you have 4 votes. How do you

14 vote?

15 MR. CANNON: 3 aye, 1 nay.

16 MR. KRASNER: 3 aye, 1 nay. Facility

17 GSO, David Edward Cantwell, You have 29 votes.

18 How do you vote?

19 MR. CANTWELL: 29 votes nay.

20 MR. KRASNER: I'm sorry, 29 nay?

21 MR. CANTWELL: 29 nay.

22 MR. KRASNER: Facility GSP, Joe Mackie,

23 you have 10 votes. How do you vote?

24 MR. MACKIE: 10 nay.

25 MR. KRASNER: 10 nay. Facility HSV,

1 Steve Swisher, you have 20 votes. how do you
2 vote? Steve Swisher? Steve Swisher? Facility
3 HWO, Michael Robert Martin, you have 10 votes.
4 How do you vote?

5 MR. MARTIN: 10 aye.

6 MR. KRASNER: 10 aye. Facility ILM,
7 Ralph Bigelow, you have 12 votes. How do you
8 vote? Ralph Bigelow, no vote. Facility INT,
9 Heidi Phipps, you have 7 votes. How do you
10 vote?

11 MS. PHIPPS: 7 nay.

12 MR. KRASNER: 7 nay. Facility ISO, Lloyd
13 Beebe, you have 2 votes. How do you vote?

14 MR. BEEBE: 2 votes nay.

15 MR. KRASNER: 2 nay. Facility JAN,
16 Michael Nall, you have 11 votes. How do you
17 vote? No Mike. I am babbling. JAX, Timothy
18 Parks, you have 29 votes. How do you vote?

19 MR. PARKS: 29 nay.

20 MR. KRASNER: 29 nay. Facility LEX,
21 Calvin Smith, you have 18 votes. How do you
22 vote?

23 MR. SMITH: 3 votes aye, 15 nay.

24 MR. KRASNER: 3 votes aye, 15 nay.

25 Facility LOU, Ronald Hall, you have 6 votes.

1 How do you vote?

2 MR. HALL: Votes 6 nay.

3 MR. KRASNER: 6 nay. Facility MCN, Jay

4 Davis, you have 17 votes. How do you vote?

5 MR. DAVIS: 17 aye.

6 MR. KRASNER: 17 aye. Facility MCO, Rick

7 Gross, you have 54 votes -- I'm sorry, James

8 Gropp, you have 54 votes. How do you vote?

9 MR. GROPP: 54 aye.

10 MR. KRASNER: 54 aye. Facility MEM,

11 Randy Brindley, 46 votes. How do you vote?

12 MR. BRINDLEY: 36 nay.

13 MR. KRASNER: 36 nay. Facility MGM,

14 Chuck Detling, 19 votes. How do you vote?

15 MR. DETLING: 19 nays.

16 MR. KRASNER: 19 nay. Facility MIA,

17 Jeffrey Baker, 77 votes. How do you vote?

18 MR. BAKER: 3 aye, 74 nay.

19 MR. KRASNER: 3 aye, 74 nay. Facility

20 MLB, Timothy Harris, you have 10 votes. How do

21 you vote?

22 MR. HARRIS: 10 nay.

23 MR. KRASNER: 10 nay. Facility MOB,

24 William Lunsford, 19 votes. How do you vote?

25 MR. LUNSFORD: 19 nay.

1 MR. KRASNER: 19 nay. Facility MYR,
2 Randy Privett, 18 votes. How do you vote?
3 MR. PRIVETT: Myrtle Beach votes 18 nay.
4 MR. KRASNER: 18 nay. Facility NKT,
5 David Plummer, 23 votes. How do you vote?
6 MR. PLUMMER: 23 nay.
7 MR. KRASNER: 23 nay. Facility OPF,
8 Ernest Young, 11 votes. How do you vote?
9 MR. YOUNG: 11 nay.
10 MR. KRASNER: I'm sorry, 11 nay? What
11 was that?
12 MR. YOUNG: Nay.
13 MR. KRASNER: 11 nay. Facility ORL, Todd
14 Parker, 8 votes. How do you vote?
15 MR. PARKER: 8 votes aye.
16 MR. KRASNER: 8 votes aye. Facility PBI,
17 Martin Lowe, 34 votes. How do you vote?
18 MR. LOWE: 34 aye.
19 MR. KRASNER: 34 aye. Facility PDK,
20 David Carley, 13 votes. How do you vote?
21 MR. CARLEY: 13 aye.
22 MR. KRASNER: 13 aye. Facility PFN,
23 Perry Doggrell, 7 votes. How do you vote?
24 MR. DOGGRELL: 7 aye.
25 MR. KRASNER: 7 aye. Facility PIE, Niel

1 D'Avanzo, 13 votes. How do you vote?
2 MR. D'AVANZO: 13 aye.
3 MR. KRASNER: 13 aye. Facility PMP, Mike
4 Hinkebein.
5 MR. HINKEBEIN: Hinkebein.
6 MR. KRASNER: Hinkebein, sorry. 11
7 votes. How do you vote?
8 MR. HINKEBEIN: 11 aye.
9 MR. KRASNER: 11 aye. Facility PNS, Joe
10 Williams, 23 votes. How do you vote?
11 MR. WILLIAMS: 23 nay.
12 MR. KRASNER: 23 nay. Facility RDU, Mike
13 Verderamo, 42 votes. How do you vote?
14 MR. VERDERAMO: 42 nay.
15 MR. KRASNER: 42 nay. Facility AGS,
16 Facility AGS, Russell Tollison, 12 votes. How
17 do you vote?
18 MR. TOLLISON: 12 aye.
19 MR. KRASNER: 12 aye. Facility SAV,
20 Patrick Gancel, 16 votes. How do you vote?
21 MR. GANCEL: 16 nay.
22 MR. KRASNER: 16 nay. Facility SDF, Mark
23 Hood, 35 votes. How do you vote?
24 MR. HOOD: Vote 35 nay.
25 MR. KRASNER: 35 nay. Facility SFB,

1 Anthony inaudible), 9 votes. How do you vote?

2 UNIDENTIFIED SPEAKER: 9 aye.

3 MR. KRASNER: 9 aye?

4 UNIDENTIFIED SPEAKER: 9 aye.

5 MR. KRASNER: Okay. Facility SIG, Mike

6 Giggie, 6 votes. How do you vote?

7 MR. GIGGIE: 6 nay.

8 MR. KRASNER: 6 nay. Facility SJU,

9 Louisa Ocasio, 12 votes. How do you vote?

10 MS. OCASIO: 7 aye, 5 nay.

11 MR. KRASNER: 7 aye, 5 nay. Facility

12 SPG, David Morgan, 8 votes. How do you vote?

13 MR. MORGAN: 8 aye.

14 MR. KRASNER: 8 aye. Facility SRQ, Bill

15 Bunn, 12 votes. How do you vote?

16 MR. BUNN: Sarasota votes 10 aye, 2 nay.

17 MR. KRASNER: 10 aye, 2 nay. Facility

18 STT, Douglas Roman, 8 votes. How do you vote?

19 Douglas Roman?

20 UNIDENTIFIED SPEAKER: Not here.

21 MR. KRASNER: Not here. Facility STX,

22 Bruce (inaudible), 3 votes. How do you vote?

23 UNIDENTIFIED SPEAKER: 2 aye, 1 nay.

24 MR. KRASNER: 2 aye, 1 nay. Facility

25 TCL, William Stewart, 4 votes. How do you vote?

1 MR. STEWART: 4 nay.

2 MR. KRASNER: 4 nay. Facility TMB, James
3 Vitti, 10 votes. How do you vote?

4 MR. VITTI: 10 nay.

5 MR. KRASNER: 10 nay. Facility TPA, John
6 Walsh, 62 votes. How do you vote?

7 MR. WALSH: 25 aye, 37 nay.

8 MR. KRASNER: 25 aye, 37 nay. Facility
9 TYS, Joseph Brown, 21 votes. How do you vote?

10 MR. BROWN: 2 aye, 19 nay.

11 MR. KRASNER: 2 aye, 19 nay. Facility
12 VRB, Jay Keeling, 11 votes. How do you vote?

13 MR. KEELING: 11 nay.

14 MR. KRASNER: 11 nay. Facility ZJX,
15 Wesley Kutch, you have 60 votes. How do you
16 vote?

17 MR. KUTCH: 55 for, one against.

18 MR. KRASNER: 55 for, one against.

19 MR. KUTCH: I'm sorry. It is 59 for.

20 MR. KRASNER: Yes, I knew that.

21 MR. KUTCH: Sorry.

22 MR. KRASNER: 59 for, one against. Okay.
23 Facility ZJX, Kevin Pettyjohn, 60 votes. How do
24 you vote?

25 MR. PETTYJOHN: 60 for.

1 MR. KRASNER: 60 for. Owen Raulerson,
2 you have 81 votes.

3 MR. RAULERSON: I am proud to make 81
4 votes for.

5 MR. KRASNER: 81 for. Okay. GNV, Thomas
6 Waller, you have one vote. How do you vote?

7 MR. WALLER: 1 nay.

8 MR. KRASNER: 1 nay. Facility ZME, Jeff
9 Johnston, you have 98 votes. How do you vote?

10 MR. JOHNSTON: I cast 98 votes aye.

11 MR. KRASNER: 98 aye. Facility ZSU,
12 Kelby Black, 43 votes. How do you vote?

13 MR. BLACK: 43 aye.

14 MR. KRASNER: 43 aye. Facility ZTL, ZTL,
15 Michael Baur, you have 65 votes. How do you
16 vote?

17 MR. BAUR: 65 aye.

18 MR. KRASNER: 65 aye. ZTL, Pamela
19 Schwitz, you have 65 votes. How do you vote?

20 MS. SCHWITZ: 45 aye, 20 nay.

21 MR. KRASNER: 45 aye, 20 nay. Robert
22 Luckey, you have 65 votes. How do you vote?

23 MR. LUCKEY: 65 aye.

24 MR. KRASNER: 65 aye. Jonathan Ramsden,
25 you have 65 votes. How do you vote?

1 MR. RAMSDEN: 65 in favor.

2 MR. KRASNER: What?

3 MR. RAMSDEN: 65 in favor.

4 MR. KRASNER: 65 aye. Jon, you have got
5 four delegates, right? I've got five. Oh, I'm
6 sorry. Robert Repaul (sic), you have 65 votes.
7 How do you vote?

8 MR. REPAUL: 65 aye.

9 MR. KRASNER: 65 aye. Okay. Okay. That
10 concludes the Southern Region. 10 seconds we
11 will be to the Southwestern. Oh, I kind of
12 overlooked Miami. Miami Center, three
13 delegates. Michael Harlow, you have 72 votes.
14 How do you vote?

15 MR. HARLOW: 72 nay.

16 MR. KRASNER: 72 nay. Timothy Leonard,
17 74 votes. How do you vote?

18 MR. LEONARD: I have 74 nay.

19 MR. KRASNER: 74 nay. Ken Norberg, 72
20 votes. How do you vote?

21 MR. NORBERG: 72 nay.

22 MR. KRASNER: 72 nay. Okay. That
23 concludes the Southern Region.

24 MR. KRASNER: Okay. Southwest Region.
25 Southwest Region, ABI, David Sandbach, 16 votes.

1 How do you vote?

2 MR. SANDBACH: One aye, 15 votes nay.

3 MR. KRASNER: One aye, 15 nay. Facility

4 ABQ, Chris Wolfram, 21 votes. How do you vote?

5 MR. WOLFRAM: 21 aye.

6 MR. KRASNER: 21 aye. Facility ACT,

7 Robert Sparks, 8 votes. How do you vote?

8 Robert Sparks? Is there a Robert Sparks here?

9 MR. SPARKS: Robert Sparks votes 7 for,

10 one against.

11 MR. KRASNER: 7 yes, one no?

12 MR. SPARKS: 7 yes, one no.

13 MR. KRASNER: Facility ADS, Raymond

14 Andrae, 7 votes. How do you vote?

15 MR. ANDRAE: 2 yes, 5 no.

16 MR. KRASNER: 2 aye, 5 nay. Facility

17 AFW, Donald Hill, you have 6 votes. How do you

18 vote?

19 MR. HILL: 6 nay.

20 MR. KRASNER: 6 nay. Facility AUS, Ed

21 Mears you have 24 votes. How do you vote?

22 MR. MEARS: 24 nay.

23 MR. KRASNER: 24 nay. Facility BPT, Kim

24 Hanley, you have 6 votes. How do you vote?

25 MS. HANLEY: 6 nay.

1 MR. KRASNER: 6 nay. Facility BRO, Bob
2 Ackerman, 5 votes. How do you vote?
3 MR. ACKERMAN: 5 no.
4 MR. KRASNER: 5 nay. Facility BTR,
5 Warren Smith, you have 17 votes. How do you
6 vote?
7 MR. SMITH: 14 aye, 3 nay.
8 MR. KRASNER: 14 aye, 3 nay. Facility
9 CLL, Stephen Foster, 7 votes. How do you vote?
10 MR. FOSTER: College Station votes 7
11 (inaudible).
12 MR. KRASNER: Facility CRP, Rick
13 Ketchmark, you have 22 votes. How do you vote?
14 MR. KETCHMARK: Corpus Christi votes 22
15 nay.
16 MR. KRASNER: 22 nay. Facility D10, Mike
17 Chambers, you have 64 votes. How do you vote?
18 MR. CHAMBERS: 64 nay.
19 MR. KRASNER: 64 nay. Facility DAL, Andi
20 Ramaker, 22 votes. How do you vote?
21 MR. RAMAKER: 22 votes for no.
22 MR. KRASNER: 22 nay. Facility DFW,
23 Dennis McGee, 35 votes. How do you vote?
24 MR. MCGEE: We have 35 votes aye.
25 MR. KRASNER: 35 aye. Facility DTN,

1 Scott Stark, 37 votes. How do you vote?

2 MR. STARK: 36 vote yeah, 1 nay.

3 MR. KRASNER: Facility ELP, John

4 Shoemaker, 21 votes. How do you vote?

5 MR. SHOEMAKER: 21 nay.

6 MR. KRASNER: 21 nay. Facility ESF,

7 William Hansard, 2 votes. How do you note?

8 MR. HANSARD: 2 nay.

9 MR. KRASNER: Facility FSM, Richard

10 Alexander, 16 votes. How do you vote?

11 MR. ALEXANDER: 16 votes nay.

12 MR. KRASNER: 16 nay. Facility FTW, Jay

13 McGinnis, 10 votes. How do you vote?

14 MR. MCGINNIS: 10 votes nay.

15 MR. KRASNER: 10 nay. Facility GGG,

16 Brian Koontz, you have 14 votes. How do you

17 vote?

18 MR. KOONTZ: 2 for and 12 against.

19 MR. KRASNER: 2 affirmative, 12 in the

20 negative. Is that what you said?

21 MR. KOONTZ: 12 nay.

22 MR. KRASNER: 2 aye, 12 nay. Facility

23 HOU, Candace Thompson, 16 votes. How do you

24 vote? Facility HOU, Candace Thompson? Okay.

25 Not here. Facility HRL, Bill Slye, 3 votes.

1 How do you vote?

2 MR. SLYE: 3 votes nay.

3 MR. KRASNER: 3 nay. Facility HUM, Paul

4 Ragan, 5 votes. How do you vote?

5 MR. RAGAN: Houma Tower votes 5 nay.

6 MR. KRASNER: 5 nay. Facility I90, Allan

7 Alexander, you have 30 votes. How do you vote?

8 MR. ALEXANDER: I90, 30 votes no way.

9 MR. KRASNER: Was that yes way or no way?

10 MR. ALEXANDER: Nay.

11 MR. KRASNER: 30 nay. Facility IAH, Don

12 Baker, you have 13 votes. How do you vote?

13 MR. BAKER: 13 votes yes.

14 MR. KRASNER: 13 aye. Facility LAW,

15 Frank Henrikson, you have 2 votes. How do you

16 vote?

17 MR. HENRIKSON: 2 aye.

18 MR. KRASNER: 2 aye. Facility LBB, 14 --

19 I'm sorry, William Schaefer, 14 votes. How do

20 you vote?

21 MR. SCHAEFER: 1 nay, 13 aye.

22 MR. KRASNER: I'm sorry. 1 nay, 13 aye.

23 Facility LCH, Al Leggett, you have 12 votes.

24 How do you vote?

25 MR. LEGGETT: Lake Charles votes 12

1 negative.

2 MR. KRASNER: 12 nay. Facility LFT,
3 Robert Cooper, 14 votes. How do you vote?

4 MR. COOPER: 7 for, 7 against.

5 MR. KRASNER: I'm sorry, say it again.

6 MR. COOPER: Split vote 7 for, 7 against.

7 MR. KRASNER: 7 for, 7 against. Facility
8 LIT, Mark Hearon.

9 MR. HEARON: 27 aye.

10 MR. KRASNER: Okay. You have 27 votes.
11 How do you vote?

12 MR. HEARON: For.

13 MR. KRASNER: 27 affirmative. Facility
14 MAF, Brad Whitley, 17 votes. How do you vote?

15 MR. WHITLEY: 13 yeah, 4 nay.

16 MR. KRASNER: 13 yeah, 4 nay. Facility

17 MFE, Ronald Marcus, 14 votes. How do you vote?

18 MR. MARCUS: 14 aye.

19 MR. KRASNER: Facility MLU, Kenneth
20 Shuman, 13 votes. How do you vote?

21 MR. SHUMAN: 13 aye.

22 MR. KRASNER: Facility MSY, K.C. Leonard,
23 18 votes. How do you vote?

24 MR. LEONARD: Happy birthday to me, first
25 of all. 19 negative.

1 MR. KRASNER: 19 yes or 19 negative.
2 Okay. And a happy birthday to you, K.C.
3 Facility NEW, delegate is Charles Silcio.
4 Sorry.
5 MR. SILCIO: 11 nay.
6 MR. KRASNER: 11 nay. Facility OKC,
7 Travis Young, 25 votes. How do you vote?
8 MR. YOUNG: 25 nay.
9 MR. KRASNER: 25 nay. Facility RBD,
10 Wayne Jones, 7 votes. How do you vote?
11 MR. JONES: 1 nay, 6 aye.
12 MR. KRASNER: 6 aye, 1 nay. Facility
13 ROU, Paul Weikel, 6 votes. How do you vote?
14 MR. WEIKEL: 6 aye.
15 MR. KRASNER: I'm sorry. That's ROW on
16 the facility. ROW. And it is 6 aye?
17 MR. WEIKEL: Correct.
18 MR. KRASNER: Facility RVS, Michael
19 Rodriguez, 11 votes. How do you vote? I'm
20 sorry, Matthew Rodriguez. RVS is not here.
21 Facility SAF, John Dietz, 8 votes. How do you
22 vote?
23 MR. DIETZ: Santa Fe votes 8 nay.
24 MR. KRASNER: 8 nay. Facility SAT,
25 Dennis Lunsford, you are 31 votes. How do you

1 vote?

2 MR. LUNSFORD: San Antonio 21 nay, 10

3 aye.

4 MR. KRASNER: 10 aye, 21 nay. Facility

5 SHV, James Cox, you're 20 votes. How do you

6 vote?

7 MR. COX: 20 nay.

8 MR. KRASNER: 20 nay. Facility SJT, Ben

9 Phelps, 7 votes. How do you vote?

10 MR. PHELPS: Vote 7 nay.

11 MR. KRASNER: 7 nay. Facility SSF, Paul

12 Schauman, 6 votes. How do you vote?

13 MR. SCHAUMAN: 6 aye.

14 MR. KRASNER: 6 aye. Facility TUL,

15 Dennis Hartney, 29 votes. How do you vote?

16 MR. HARTNEY: 29 nay.

17 MR. KRASNER: 29 nay. Facility TXK,

18 Michael Jones, 8 votes. How do you vote?

19 MR. JONES: 8 nay.

20 MR. KRASNER: 8 nay. Facility TYR, Cary

21 Grant, 10 votes. How do you vote?

22 MR. GRANT: 10 nay.

23 MR. KRASNER: 10 nay. Facility ZAB,

24 Michael McEntee, 86 votes. How do you vote?

25 MCENTEE: 76 aye, 10 nay.

1 MR. KRASNER: 76 aye, 10 nay. Facility
2 ZFW, Bill Shedden, 116 votes. How do you vote?
3 MR. SHEDDEN: 116 nay.
4 MR. KRASNER: 116 nay. Facility ZHU,
5 Patricia Gilbert, 90 votes. How do you vote?
6 MS. GILBERT: 90 aye.
7 MR. KRASNER: 90 aye? I'm sorry, I
8 couldn't hear you.
9 MS. GILBERT: 90, yes.
10 MR. KRASNER: 90 in the affirmative. And
11 Winford Harrison, 89 votes. How do you vote?
12 MR. HARRISON: 89 negative.
13 MR. KRASNER: 89 negative. Okay. Unless
14 I have missed anyone, that concludes the
15 Southwest Region. Only eight more regions to
16 go. Ahhh, just kidding. Next region up is the
17 Western-Pacific. You guys like Western-Pacific
18 because you know it's the end. Okay. We are
19 ready. Western-pacific facility APC, Doug
20 Jones, 7 votes. How do you vote?
21 MR. JONES: 7 nay.
22 MR. KRASNER: 7 nay. Facility B90, one
23 vote. How do you vote? Nevermind, not here.
24 Facility BFL, Bruce Barrett, 17 votes. How do
25 you vote?

1 MR. BARRETT: 17 nay.

2 MR. KRASNER: 17 nay. Facility BUR,

3 Craig Lippert, 10 votes. How do you vote?

4 MR. LIPPERT: 10 votes aye.

5 MR. KRASNER: 10 aye. Facility CCR, Ken

6 Moyer, 10 votes. How do you vote?

7 MR. MOYER: 1 aye, 9 nay.

8 MR. KRASNER: 1 aye, 9 nay. Facility --

9 I'm sorry. Say that again.

10 MR. MOYER: 9 nay.

11 MR. KRASNER: 1 aye, 9 nay. Facility

12 CMA, David Wesley Mohr, 6 votes. How do you

13 vote?

14 MR. MOHR: 6 nay.

15 MR. KRASNER: 6 nay. Facility CNO, John

16 Hellander, 6 votes. How do you vote?

17 MR. HELLANDER: 6 aye.

18 MR. KRASNER: 6 aye. Facility CRQ,

19 Russell Strickland, 5 votes. How do you vote?

20 MR. STRICKLAND: 5 aye.

21 MR. KRASNER: 5 aye. Facility DVT, Chuck

22 Munoz, 8 votes. How do you vote?

23 MR. MUNOZ: 8 nay.

24 MR. KRASNER: 8 nay. Facility E10,

25 Michael Carron, 24 votes. How do you vote?

1 MR. CARRON: 24 nay.

2 MR. KRASNER: 24 nay. Facility FAT,
3 Wendell Shrabel, 20 votes. How do you vote?

4 MR. SHRABEL: 20 votes nay.

5 MR. KRASNER: 20 nay. Facility FFZ, Ira
6 Wright, 10 votes. How do you vote?

7 MR. WRIGHT: 10 yes.

8 MR. KRASNER: 10 aye. Facility GCN. Is
9 GCN here, Craig Doan? No Craig Doan. Facility
10 GYR, Charles Henry, 10 votes. How do you vote?
11 Facility GYR, Charles Henry? Okay. Facility
12 HNL, Michele Gray, 32 votes. How do you vote?

13 MS. GRAY: 32 nay.

14 MR. KRASNER: I didn't hear you.

15 MS. GRAY: 32 nay.

16 MR. KRASNER: 32 nay. Facility HWD,
17 William Johnson, 8 votes. How do you vote?

18 MR. JOHNSON: 8 yes.

19 MR. KRASNER: 8 aye. Facility ITO,
20 Michael Gately, 6 votes.

21 MR. GATELY: 6 nay.

22 MR. KRASNER: 6 nay. Facility KOA, Dean
23 Edmonds, 6 votes. How do you vote?

24 MR. EDMONDS: Kona Tower votes 6 nay.

25 MR. KRASNER: 6 nay. Facility L30,

1 Facility L30, Daniel Maddaus. Daniel Maddaus,
2 you have 18 votes. How do you vote?

3 MR. MADDAUS: The city of Las Vegas votes
4 18 nay.

5 MR. KRASNER: 18 nay. Delegate Robert
6 Hepler. Facility LAS, Robert Hepler, 21 votes.
7 How do you vote?

8 MR. HEPLER: 18 aye, 3 nay.

9 MR. KRASNER: 18 aye, 3 nay? Facility
10 LAX, Elliott Brann, 26 votes. How do you it
11 vote?

12 MR. BRANN: 26 nay.

13 MR. KRASNER: 26 no. Facility LGB, David
14 Bretherick, you have 14 votes. How do you vote?

15 MR. BRETHERICK: 14 for.

16 MR. KRASNER: 14 aye. Facility LVK, Ruth
17 Marke, 7 votes. How do you vote?

18 MS. MARKE: 7 nay.

19 MR. KRASNER: I'm sorry, 7 nay?

20 MS. MARKE: 7 nay.

21 MR. KRASNER: 7 nay. Facility MCC,
22 William Lichty, 16 votes. Hang on a second.
23 Okay. William Lichty, 16 votes. How do you
24 vote?

25 MR. LICHTY: 16 aye.

1 MR. KRASNER: 16 aye. Facility MKK,
2 Karen Fooks, 5 votes. How do you vote?
3 MS. FOOKS: 5 nay.
4 MR. KRASNER: 5 nay. Facility MRY, Bryan
5 Fuller, 16 votes. How do you vote?
6 MR. FULLER: 16 nay.
7 MR. KRASNER: 16 nay. Facility O90,
8 Larry Miller, 71 votes. How do you vote?
9 MR. MILLER: Votes 71 nay.
10 MR. KRASNER: 71 nay. Facility OGG,
11 Thomas Peck, 7 votes. How do you vote?
12 MR. PECK: 4 nay, 3 aye.
13 MR. KRASNER: 4 nay, 3 aye. Whoops, I
14 had that backwards. 3 aye, 4 nay. Facility
15 ONT, Art Yarnell, 9 votes. How do you vote?
16 MR. YARNELL: 9 votes nay.
17 MR. KRASNER: 9 nay. Facility OXR, oh,
18 help me on this one, Mark Paralitici, 3 votes.
19 How do you vote?
20 MR. PARALITICI: 3 votes nay.
21 MR. KRASNER: 3 nay. Facility P50, Larry
22 Bowers (sic), 27 votes. How do you vote?
23 MR. BOWERS: 27 nay.
24 MR. KRASNER: 27 nay. Facility PHX, Andy
25 Anderson, 24 votes. How do you vote?

1 MR. ANDERSON: 23 aye, 1 nay.

2 MR. KRASNER: 23 aye, 1 nay. Facility
3 PMD, Kerry Jacobs, 5 votes.

4 MR. JACOBS: 5 nay.

5 MR. KRASNER: 5 nay. Facility POC, Rene
6 Holliday, 8 votes. How do you vote? POC, Rene
7 Holliday? Gone. Okay. Facility PSP, Bret
8 Fallers, 12 votes. How do you vote?

9 MR. FALLERS: 11 are ayes and 1 nay.

10 MR. KRASNER: 11 aye, 1 nay. Is that
11 correct, 11 aye and 1 nay?

12 MR. FALLERS: That's correct.

13 MR. KRASNER: Okay. 11 aye, 1 nay.
14 Facility RDD, John McKelvey, 7 votes. How do
15 you vote?

16 MR. MCKELVEY: 7 nay.

17 MR. KRASNER: 7 nay. Facility RNO, Eric
18 Bowring, 20 votes. How do you vote?

19 MR. BOWRING: 19 aye, 1 nay.

20 MR. KRASNER: 19 aye, 1 nay. Facility
21 SAC, Dennis Kern, 6 votes. How do you vote?

22 MR. KERN: 6 nay.

23 MR. KRASNER: 6 nay. Facility SAN,
24 Michael Gagen, 19 votes. How do you vote?

25 MR. GAGEN: 19 aye.

1 MR. KRASNER: 19 aye. Facility SBA,
2 Douglas Marek, 22 votes. How do you vote?

3 MR. MAREK: 22 aye.

4 MR. KRASNER: 22 aye. Facility SBP, SBP,
5 Minerva Moreno. How do you vote?

6 MS. MORENO: 7 aye.

7 MR. KRASNER: 7 aye. Facility SCK, Bob
8 Franklin, 10 votes. How do you vote?

9 MR. FRANKLIN: 10 nay.

10 MR. KRASNER: 10 nay. Facility SCT, we
11 have got one, two, two delegates. Oh, I have
12 got another page, okay, three delegates. Let's
13 see what I've got here. SCT, Jim McCann (sic),
14 64 votes. How do you vote?

15 MR. MCCANN: 64 yes.

16 MR. KRASNER: 64 aye, Jim?

17 MR. MCCANN: Yes.

18 MR. KRASNER: 64 aye. And we have got
19 Richard Pyke, 64 votes. How you do you vote?

20 MR. PYKE: 64 aye.

21 MR. KRASNER: 64 aye. And we have SCT,
22 Ed Palmer, 64 votes. How do you vote?

23 MR. PALMER: 64 yes.

24 MR. BELLINO: 64 yes.

25 MR. KRASNER: 64 aye. Facility SDL,

1 Daniel Ernst, 8 votes. How do you vote?

2 MR. ERNST: 8 aye.

3 MR. KRASNER: 8 aye. Facility SEE, Karen

4 Shipman, 11 votes. How do you vote?

5 MS. SHIPMAN: 11 aye.

6 MR. KRASNER: 11 aye. Facility SFO, Mark

7 Sherry, 28 votes. How do you vote?

8 MR. SHERRY: 28 no.

9 MR. KRASNER: 28 nay. Facility SJC, Paul

10 Higgins, 18 votes. How do you vote?

11 MR. HIGGINS: 18 aye.

12 MR. KRASNER: I'm sorry, I didn't catch

13 that.

14 MR. HIGGINS: 18 aye.

15 MR. KRASNER: 18 aye. Facility SMX,

16 Craig Powers, 3 votes. How do you vote?

17 MR. POWERS: 3 aye.

18 MR. KRASNER: 3 what?

19 MR. POWERS: 3 aye.

20 MR. KRASNER: 3 aye. Facility SNA, Allen

21 Bieber, 21 votes. How do you vote?

22 MR. BIEBER: 21 nay.

23 MR. KRASNER: 21 aye?

24 MR. BIEBER: Nay. 21 nay.

25 MR. KRASNER: Oh, nay. I'm sorry. I

1 didn't mean it. 21 nay. Facility SNS, Steve
2 Sutcavage, 6 votes. How do you vote?
3 MR. SUTCAVAGE: 6 votes aye.
4 MR. KRASNER: 6 votes aye. My apologies.
5 Facility SQL, Deborah Sue Stein, 7 votes. How
6 do you vote?
7 MS. STEIN: 7 nay.
8 MR. KRASNER: 7 nay. Facility STS,
9 Stephen Gallo. How do you vote?
10 MR. GALLO: 7 nay.
11 MR. KRASNER: 7 nay. Facility TOA, Wendy
12 Tani, 8 votes. How do you vote?
13 MR. KRASNER: Not here?
14 UNIDENTIFIED SPEAKER: Not here.
15 MR. KRASNER: Facility TUS, Bernard
16 Martin, 13 votes. How do you vote?
17 MR. MARTIN: 13 nay.
18 MR. KRASNER: 13 nay. Facility TUT,
19 Randolph Hart. Are you here?
20 UNIDENTIFIED SPEAKER: Not here either.
21 MR. KRASNER: Not here. Facility TVL,
22 Joe (inaudible), 2 votes. How do you vote?
23 UNIDENTIFIED SPEAKER: 2 nay.
24 MR. KRASNER: 2 nay. Okay. Facility
25 U90, Ty Welsh, 15 votes. How do you vote?

1 Facility U90, Ty Welsh, 15 votes. Facility
2 VTU --
3 MR. WELSH: Hold on, my microphone wasn't
4 working.
5 MR. KRASNER: I have said that myself.
6 Okay. Todd Welsh, 15 votes. How do you vote?
7 MR. WELSH: 15 nay.
8 MR. KRASNER: 15 nay. Facility VGT, Jose
9 Munoz, 9 votes. How do you vote?
10 MR. MUNOZ: 9 nay.
11 MR. KRASNER: 9 nay. Facility --
12 MR. MUNOZ: 9 yes.
13 MR. KRASNER: 9 yes, okay. 9 aye.
14 Facility VNY, Cliff Travis, 11 votes. How do
15 you vote?
16 MR. TRAVIS: 11 aye.
17 MR. KRASNER: 11 aye. Facility WJF,
18 Frances Penny 3, votes. How do you vote?
19 MS. PENNY: 3 nay.
20 MR. KRASNER: 3 nay. Facility ZHN, Alan
21 Clark, 36 votes. How do you vote?
22 MR. CLARK: 36 aye. And happy birthday
23 to me, too.
24 MR. KRASNER: 36 aye. Facility ZLA, who
25 do we have? Okay, two delegates. Charles

1 Pearce, 75 votes. How do you vote? Charles
2 Pearce, ZLA?
3 MR. PEARCE: 75 nay.
4 MR. KRASNER: 75 nay. Kevin Stark, 75
5 votes.
6 MR. STARK: 75 nay.
7 MR. KRASNER: 75 nay. Facility ZOA, two
8 delegates. Phil Greer, 90 votes. How do you
9 vote?
10 MR. GREER: 90 votes no.
11 MR. KRASNER: 90 nay. Gus Guerra, 91
12 votes. How do you vote?
13 MR. GUERRA: 91 nay.
14 MR. KRASNER: 91 nay. Facility ZUA,
15 Richard Poalillo. Poalillo, yes?
16 MR. POALILLO: Yes.
17 MR. KRASNER: 8 votes. How do you vote?
18 MR. POALILLO: 2 aye, 6 against.
19 MR. KRASNER: 2 aye, 6 nay. I think
20 we're going to have to do it one more time just
21 to be sure. Okay. Give us a minute. We will
22 be able to give you a total of how many votes.
23 Take two minutes for a total. I will be right
24 back.
25 (Brief recess at 4:10 p.m.)

1 AFTER RECESS

2 4:15 p.m.

3 MR. KRASNER: Okay. Will the convention
4 come to order, please? Everybody please be
5 seated and the convention come to order and
6 maybe we have some numbers. Well, I was trying
7 to stall until we get them.

8 Okay. On Amendment Number 18 -- 21.
9 Hey, it's been awhile. On Amendment Number 21
10 there were 9,490 votes cast. There were 6,327
11 necessary to achieve two-thirds for passage.

12 The vote was 4,265 in favor, 5,225
13 against. There not being two-thirds in the
14 affirmative, the amendment is defeated.

15 (Applause.)

16 MR. KRASNER: Okay. We will be moving on
17 now. Oh, wait a minute. Who said that?

18 MR. MOTTA: Hi there. I have a motion to
19 amend the standing rules.

20 MR. KRASNER: Who are you?

21 MR. MOTTA: Oh, Mike Motta, Seattle
22 Tracon.

23 MR. KRASNER: You wish to amend the
24 standing rules?

25 MR. MOTTA: Yes, sir.

1 MR. KRASNER: I would say, Mr. Motta,
2 this is a rough one. You can't amend the rules
3 because you have already adopted them. You
4 amend them before you adopt them. What you want
5 to do is amend something previously adopted.

6 The Chairman would probably have to rule
7 that out of order because by the adoption of the
8 standing rules we've mandated that now we should
9 be talking about resolutions. And you would
10 have to make a motion to suspend the rules to
11 get to your motion to amend something previously
12 adopted to change the rules which you just
13 suspended. Or you could wait for first order of
14 business tomorrow and try it again.

15 MR. MOTTA: That would be the same
16 situation, though, would it not?

17 MR. KRASNER: No, not if we are -- well,
18 yes, as long as we have amendments it would be.

19 MR. MOTTA: So the proper order would be
20 then to request to suspend the rules?

21 MR. KRASNER: You have to make a motion
22 to suspend the rules for the purpose of hearing
23 a motion to amend something previously adopted.

24 MR. MOTTA: Okay, thank you.

25 MR. COULTER: Mr. Chairman, I want to

1 make a motion to suspend the rules. Mike
2 Coulter, Denver Tower.

3 MR. KRASNER: Okay. Which rule do you
4 wish to amend? Speak to us, Mr. Coulter.

5 MR. COULTER: I would like to amend the
6 standing rules of the committee.

7 MR. KRASNER: All of them, sir?

8 MR. COULTER: Of the convention. No.

9 MR. KRASNER: Okay. Which one did you
10 wish to suspend?

11 MR. COULTER: Rule Number 9.

12 MR. KRASNER: Wait, I have got it here
13 somewhere. Wish to suspend Rule Number 9. You
14 mean in its entirety forever? I don't
15 understand. See, a rule is suspended for the
16 purpose of bringing something before the body or
17 for the purpose of doing something out of order.
18 But we are not in the middle of a vote now or
19 even have one coming up. For what purpose --

20 MR. COULTER: We would like to suspend
21 the rules so we can make an amendment to the
22 standing -- to make an amendment to Rule Number
23 9.

24 MR. KRASNER: So, then, the rule that you
25 want to suspend is the rule that deals with our

1 resolutions taking place at this time?

2 MR. COULTER: Yes.

3 MR. KRASNER: Oh. Okay. Mr. Coulter,
4 you have a larger problem on your hands, sir.
5 If you suspend the rule that deals with the time
6 we should do resolutions then that would put us
7 back into doing amendments and we would be doing
8 amendments next.

9 MR. COULTER: Exactly.

10 MR. KRASNER: Well, --

11 MR. COULTER: 9 is on the voting.

12 MR. KRASNER: I understand that. But
13 that's not the one you want to suspend, that's
14 the one you want to get to by suspending the
15 other rules.

16 MR. COULTER: What did you say?

17 MR. KRASNER: What you're looking to do
18 is amend Number 9. But there may be a series of
19 rules that you have to suspend to even get to
20 that point. So you are going to have to figure
21 out which rules need to be suspended to get you
22 to the point where you can make the motion to
23 amend Number 9. See, it is not designed to be
24 easy.

25 MR. COULTER: I will withdraw it and have

1 a cup of coffee and we will see you in the
2 morning.

3 MR. KRASNER: So done. I don't know
4 about you, Mr. Coulter, but I confused myself.
5 Okay. We are now dealing with resolutions.
6 Everybody has resolutions, correct? I know I
7 have reservations but no resolutions.

8 The first business in order is resolution
9 R-001 submitted by Steve Mackey. I'm sorry,
10 take a second to pull out your packages. No,
11 no, no, these were printed up and they were
12 disseminated, I guess they were out on the table
13 out in front. Do people have them? I'm sorry.
14 Nobody has them. People have these packages?
15 I'm sorry, what? Oh, he did pass them out.

16 Amendments and normal course of business,
17 but our standing rules say we deal with
18 resolutions starting at 3:30 every day, or
19 whenever we are done with the roll call vote,
20 thereafter. So that's where we are now is
21 resolutions. We will deal back with the
22 amendments first, well, sometime tomorrow
23 morning. First business in order is R-001. I'm
24 looking for a second.

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: Moved and seconded to adopt
2 R-001 as a convention resolution. Okay. Is
3 there debate? Could somebody do me a favor and
4 close those back drapes so I can attempt to see
5 again? I would greatly appreciate that.

6 Okay. Let's see what mikes we have got
7 covered here. There is no debate. Are you
8 ready for the question?

9 UNIDENTIFIED SPEAKER: Right here. It's
10 St. Mary's Hospital at the Mayo Clinic. Just at
11 the very bottom it says St. Mayo Hospital, it is
12 St. Mary's.

13 MR. KRASNER: It's St. Mary's Hospital.
14 So assuming that the person who seconded it has
15 no problem we'll make that grammatical
16 correction. Is there a problem with that?

17 UNIDENTIFIED SPEAKER: No problem.

18 MR. KRASNER: St. Mary's Hospital. Okay.
19 Is there discussion?

20 MR. MACKEY: How about resolutions, are
21 we doing resolutions now?

22 MR. KRASNER: Yes, we are.

23 MR. MACKEY: Okay. I was out of the
24 room. I know mine was first. I thank you for
25 that, and I also thank you for correcting the

1 typo. St. Mary's Hospital is the hospital
2 associated, but --

3 MR. KRASNER: One can assume that you are
4 Steve Mackey?

5 MR. MACKEY: Yes, Dayton Tower. Thank
6 you. You caught me by surprise. I was out in
7 the break area. Yes, St. Mary's Hospital, it's
8 associated with the Mayo Clinic. I would also
9 hope that this first resolution be passed
10 without opposition. Thank you.

11 MR. KRASNER: Okay. Is there debate?
12 I'm sorry. Was that a request for unanimous
13 consent?

14 MR. MACKEY: Yes.

15 MR. KRASNER: Okay. There is a request
16 for unanimous consent on the passage of R-001.
17 Hearing no opposition, so passed.

18 (Applause.)

19 MR. KRASNER: R-002, we did that, didn't
20 we?

21 UNIDENTIFIED SPEAKER: Yes.

22 MR. KRASNER: As Yogi Berra says, "It's
23 de je vous all over again." That was passed.
24 Okay. Next issue R-003. Looking for a second.

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: Moved and seconded to adopt
2 R-003. Discussion?

3 MR. SHERRY: Point of information.

4 MR. KRASNER: Yes. You are going to make
5 me read it now. Yes, go ahead.

6 MR. SHERRY: I'm sorry.

7 MR. KRASNER: Go ahead, Mark.

8 MR. SHERRY: I have a question for our
9 counsel. In my limited understanding of tax
10 law, are we creating additional income for our
11 officers by paying them for their Social
12 Security, therefore, they has to be additional
13 Social Security where we get involved in a
14 circular argument, or can we reimburse somebody
15 for taxes? Is this going to work legally?

16 MR. MORIN: Yes, Mr. Sherry, this will be
17 taxable income.

18 MR. KRASNER: Is that the question?

19 MR. SHERRY: Yes, but it just should take
20 longer than that.

21 MR. MORIN: He understood it.

22 UNIDENTIFIED SPEAKER: He's a lawyer.

23 MR. KRASNER: Okay. If that answered the
24 question, is there a debate?

25 As many as are in favor of the adoption

1 of R-003, signify by saying aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: As many as are opposed say
4 nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: The nays have it. The
7 resolution is defeated. Okay. The next issue
8 before the body, I'm sorry, next business in
9 order is R-004. Looking for a second.

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: Moved and seconded to adopt
12 R-004. Discussion. Are you ready for the
13 question? As many as are in favor of the
14 adoption of R-004, signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: All those opposed say nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: The nays have it. The
19 resolution is defeated. Next business in order
20 is R-005. It, too, looking for a second.

21 UNIDENTIFIED SPEAKER: Second.

22 MR. KRASNER: Moved and seconded to adopt
23 R-005. Are you ready for the question?

24 UNIDENTIFIED SPEAKERS: No.

25 MR. KRASNER: Then get up to the

1 microphone. Otherwise, you are ready for the
2 question.

3 MR. FRUSCELLA: Point of information.

4 MR. KRASNER: Oh, I'm sorry. Okay. If
5 you want a couple of minutes to read it that's
6 fine.

7 MR. FRUSCELLA: Point of information.

8 MR. KRASNER: You have to forgive me on
9 that. I was trying to run the rules it is
10 almost immaterial to me what it says. No, I
11 haven't. Mr. Fruscella.

12 MR. FRUSCELLA: Thank you. Joe
13 Fruscella, New York Tracon. The point is what
14 is the Windfall Elimination Provision?

15 MR. KRASNER: See, now you are going to
16 make me read it.

17 MR. FRUSCELLA: Is that lump sum payment?
18 Can I assume it's lump sum payment?

19 MR. KRASNER: I hate to say this twice in
20 one day but once again the Chair has no clue.
21 Is the author in the house? Would you like to
22 give us --

23 MR. HAYDON: Yes. Tom Haydon, Felts
24 Tower. I'm the author of this one. I had
25 assistance on this from Spokane International's

1 Mike Yackley. And what it does is basically if
2 you work for the government you will receive a
3 reduced Social Security benefit, including also
4 your spouse will receive a reduced benefit just
5 for the fact that you work for the government.

6 This is unfair if you work a second job
7 or if your wife works a full career and then has
8 to have it reduced just for the mere fact that
9 you work for the federal government. It is
10 unfair and I would like to see the legislation
11 changed.

12 MR. KRASNER: Okay. Are you ready for
13 the question? As many as are in favor of the
14 adoption of R-005, signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: As many as are opposed say
17 nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: The ayes have it. R-005 is
20 adopted. Next business in order is the adoption
21 of R-006. Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded to adopt
24 R-006. I will wait a moment before I ask this
25 time.

1 MR. BUVENS: Point of order.

2 MR. KRASNER: Yes.

3 MR. BUVENS: Bill Buvens, Baton Rouge.

4 There are several amendments that deal with this
5 in some way or fashion that we haven't gotten to
6 yet. Shouldn't this be suspended or postponed
7 until after the amendments are visited?

8 MR. KRASNER: This would be the option of
9 somebody on the floor who wished to make that
10 motion. Absent any such motion, this would be
11 up now. And if it was in conflict with any of
12 the amendments, the amendments would no longer
13 be heard. Simply put, you can't deal with the
14 same issue twice in the business session. So if
15 one treats it, the other one falls by the
16 wayside, whether it be amendment or resolution.

17 MR. BUVENS: Point of information. I'm
18 not a delegate, can I make that motion?

19 MR. KRASNER: No, sir, you cannot. Okay.

20 MR. MOTTA: Mike three.

21 MR. KRASNER: Mike three.

22 MR. MOTTA: Hi there. Mike Motta,
23 Seattle Tracon. I would make a motion to
24 request to postpone consideration of resolution
25 006 until consideration of Number 23, Amendment

1 to the Constitution.

2 MR. KRASNER: Okay. So there is a motion
3 on the floor to postpone consideration of R-006
4 until after hearing Amendment 23. Is that
5 correct, Mr. Motta?

6 MR. MOTTA: That's correct.

7 MR. KRASNER: Is there a second?

8 UNIDENTIFIED SPEAKER: Second.

9 MR. KRASNER: Moved and seconded to
10 postpone consideration of R-006 until after the
11 hearing of Amendment 23. Mr. Fruscella? Hold
12 it, Mr. Fruscella.

13 MR. RAMSDEN: Point of information.

14 MR. KRASNER: Okay. Were you up there?
15 I'm sorry. You weren't up there for the motion
16 to postpone, were you?

17 MR. RAMSDEN: I wasn't exactly up there
18 for this, but point of information. How about
19 that? Does that solve the problem?

20 MR. KRASNER: Okay, go ahead. Don't go
21 away, Mr. Fruscella, we'll be right back.

22 MR. RAMSDEN: Does this amendment, does
23 this resolution and Amendment 23 conflict? I
24 don't see that they do.

25 MR. KRASNER: Oh, yes, most definitely

1 do.

2 MR. RAMSDEN: I thought you might say
3 that.

4 MR. KRASNER: Well, the word "only" kind
5 of lends itself to thinking that only the
6 convention can do it.

7 MR. RAMSDEN: Okay. Would it help if I
8 withdrew this resolution and resubmitted it
9 after we do this amendment?

10 MR. FRUSCELLA: Point of order.

11 MR. RAMSDEN: I don't care, I am trying
12 to help you out.

13 MR. FRUSCELLA: Actually I am trying to
14 help out.

15 MR. KRASNER: Let's take a little bit of
16 latitude and hear what you have to say, Joseph.

17 MR. FRUSCELLA: Joe Fruscella, New York
18 Tracon. As the author of Amendment Number 23, I
19 respectfully withdraw this amendment based on
20 the possible forthcoming resolution pertaining
21 to the same issue.

22 MR. KRASNER: Okay. Amendment 23 is
23 hereby withdrawn. Actually, do you want to
24 raise a point of order on the issue because we
25 are in the middle of an issue? If you want to

1 we can. I was kind of thinking of it myself but
2 I thought better of it. Okay. I heard a
3 Mr. Chairman.

4 MR. MOTTA: Mr. Chairman, Mike Motta,
5 Seattle Tracon. I withdraw my request to
6 postpone consideration of Resolution 006.

7 MR. KRASNER: Okay. Amendment withdrawn.
8 Consideration withdrawn. You are back at the
9 mike. Mr. Ramsden, it is your show.

10 MR. RAMSDEN: Thank you. This is my
11 resolution. It speaks for itself. My main
12 concern here is new members, members that have
13 not been members before, which is the definition
14 of new members, and getting them in after those
15 time limits have been gone.

16 Members that have already been in and
17 gotten out for one reason or another, I am not
18 really too worried about that. But that's what
19 I'm after here with this resolution. I ask for
20 your support.

21 MR. KRASNER: Further discussion.

22 MR. RICE: Point of information.

23 MR. KRASNER: Yes.

24 MR. RICE: Glendon Rice from Sioux Falls
25 Tower. I just have a question. What is our

1 legality on this there where it says local
2 facility representation or representatives can
3 waive it based on their determination? Are we
4 setting ourselves up for reps to waive it once
5 and not again and then institute legal action
6 against us because of it?

7 MR. KRASNER: I don't believe so.
8 Mr. Morin, do you have an opinion on that? And
9 if you could make it take long enough for me to
10 run over there for a cup of coffee I would
11 appreciate it.

12 MR. MORIN: Could you restate your
13 question?

14 (Applause.)

15 MR. RICE: I was just wondering what type
16 of legal problems are we setting ourselves up
17 for giving a local rep the authority to either
18 just walk up and to one person and say you don't
19 have to pay any initiation fee and the next
20 person you do.

21 MR. MORIN: Well, it would have to
22 depend, but the bottom line here would be good
23 faith actions on the part of the local facility
24 rep. If it is discriminatory in any manner,
25 minorities, female, anything that the other

1 person would be able to prove was discriminatory
2 in the way it was handled by the local facility
3 representative, that could produce a problem.

4 MR. KRASNER: Mike four.

5 MR. RUBEN: Mitch Ruben, La Guardia
6 Tower. I rise in opposition to this amendment.
7 We are one union. We need to do things the
8 union way and only one way. We need to do
9 things the same way across our association and
10 we need to keep the revolving door shut. Thank
11 you.

12 MR. KRASNER: Mike seven.

13 MR. LEONARD: Tim Leonard, Miami Center.
14 I speak in opposition. I think we have a dues
15 system that it is fair enough right now and I am
16 sick and tired of non-paying whiners.

17 (Applause.)

18 MR. KRASNER: Mike six.

19 MR. REAM: Pat Ream from Atlantic City.
20 And I rise in opposition to the resolution as
21 well. We staked out a position for ourselves
22 that we're charging initiation fees. This
23 resolution effectively eliminates the initiation
24 fee, so we're really being asked to decide
25 whether we want to eliminate the initiation

1 fees. That's the real question. I am in
2 opposition to that.

3 MR. KRASNER: Okay. In fairness to the
4 debate on this issue, of those standing at the
5 mikes who is rising in favor of it?

6 MR. POALILLO: I just have a question,
7 Mr. Chairman.

8 MR. KRASNER: Yes.

9 MR. POALILLO: Richard Poalillo, Guam
10 CERAP. I have a question. Are we allowed to
11 offer a change to the proposed resolution, a
12 change in the wording?

13 MR. KRASNER: Yes, you may. The way you
14 deal with resolutions is there's two parts of
15 resolutions is the body of the resolution and
16 then there is the whereas with justifications.
17 So, you amend the be-it-resolved parts first and
18 then you go back afterwards and do the
19 justifications if there is any desire to do
20 that.

21 MR. POALILLO: So, I can at this time
22 offer a change?

23 MR. KRASNER: You may offer an amendment
24 to the resolution.

25 MR. POALILLO: For the last paragraph

1 where it says be it resolved that initiation
2 fees may be waived by the FAC rep and at his
3 discretion, maybe we could change it to "open
4 season as determined by the local" instead of
5 leaving all the power to the FAC rep.

6 MR. KRASNER: I would need the exact
7 language on that.

8 MR. POALILLO: "Therefore, be it resolved
9 that initiation fees may be waived by the
10 local."

11 MR. KRASNER: So you wish to strike the
12 words "facility representative"?

13 MR. POALILLO: Yes, sir.

14 MR. KRASNER: Okay. There is a motion to
15 amend the resolution by striking the words
16 "facility representative." Is there a second?

17 UNIDENTIFIED SPEAKER: I will second.

18 MR. KRASNER: Moved and seconded to
19 strike the words "facility representative."
20 Okay. I am going to have to try to figure out
21 who is ready to speak on this considering you
22 were standing there. Are you at the mike to
23 speak on this on mike four?

24 UNIDENTIFIED SPEAKER: Point of
25 information. I think the second part of the

1 sentence needs to be amended as well, "their"
2 instead of "his or her" discretion.

3 MR. POALILLO: I agree with that.

4 MR. KRASNER: The Chair would say it
5 would simply follow form and style and we would
6 catch it. It would come in its discretion as to
7 whether his or her discretion and not
8 necessarily, just in editing. Okay. Mike four.

9 MR. MACKIE: Joe Mackie,
10 Greenville-Spartanburg Tower. I would like to
11 move to postpone consideration of the amendment
12 and the resolution until we hear Resolution
13 Number 11. If Resolution Number 11 is passed it
14 may make the current discussion moot.

15 MR. KRASNER: Hold on. Don't lose that
16 thought.

17 UNIDENTIFIED SPEAKER: Point of order.

18 MR. KRASNER: John, just so you know, the
19 question that we have here is does the
20 resolution conflict with an already existing
21 bylaw. The already existing bylaw -- I would
22 believe it does. The existing bylaw says "All
23 Air Traffic Controllers who do not meet the
24 above requirements shall be assessed." And this
25 one provides for the ability for somebody else

1 to waive it. I think that you would have to go
2 in and change -- I think you would have to go in
3 and change R-90-001, which is the existing one,
4 in order for it not to be in conflict with the
5 bylaws.

6 MR. MORIN: Okay.

7 MR. KRASNER: So, I'm not sure how we do
8 that at this point. But it does -- I would have
9 to rule your resolution and the associated
10 amendments to it as out of order as being
11 conflicting with the bylaws at this time.

12 MR. RAMSDEN: I have a point of
13 information. How do I do it?

14 MR. KRASNER: How do you do that? It is
15 going to be a motion to amend something
16 previously adopted. You're going to have to
17 revise an already adopted bylaw. So it's going
18 to have to be done and probably at the business
19 session in the morning would probably be the
20 best way to do it. Right now we are in the
21 resolutions period. Or what you could do is --
22 what you do is submit it as a resolution.
23 Submit it as a resolution, but not as a new
24 resolution. You submit it as a resolution to
25 change Bylaw R-90-001. What you are looking to

1 do is to amend Bylaw R-90-001, and you do that
2 as a resolution. So you submit a separate
3 resolution on that.

4 So, the Chair is going to rule yours and
5 associated amendments out of order. And just so
6 you understand the other thing, Mr. Ramsden, is
7 that in bringing up, since it is already an
8 adopted bylaw, no matter what you do in trying
9 to change it it's going to require two-thirds to
10 pass. Okay. So, that is out of order. I
11 apologize for wasting the time of this esteemed
12 body.

13 The next issue before you would be R-007.
14 This one was out of order. 006 is out of order
15 as conflicting with existing bylaws. Okay. The
16 next business in order is R-007. Is there a
17 second?

18 MR. RAMSDEN: I will withdraw it.

19 MR. KRASNER: R-007 is withdrawn.

20 MR. RAMSDEN: I made my point. I
21 withdraw it.

22 MR. KRASNER: R-007 was withdrawn. All
23 right. The next business in order is R-008.
24 It, too, is looking for a second.

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: Moved and seconded for the
2 adoption of R-008. Line 'em up. Are you ready
3 for the question?

4 UNIDENTIFIED SPEAKERS: No.

5 MR. KRASNER: That's okay, we'll take a
6 couple minutes. If it makes it any easier to
7 get through these, you may want to read them
8 backwards. The whereas is the justification.
9 Look for the first therefore, be it resolved and
10 that tells you what the body of the bylaw is
11 going to be. So you start at the last paragraph
12 and work your way up.

13 UNIDENTIFIED SPEAKER: Point of
14 information.

15 MR. KRASNER: Yes.

16 UNIDENTIFIED SPEAKER: Mike (inaudible).

17 MR. KRASNER: Hi, Mike.

18 UNIDENTIFIED SPEAKER: Hi, Barry. If
19 R-007 should pass would that mean that R-015
20 would not be before the body?

21 MR. KRASNER: Now I have got to read them
22 both. R-015. They are different issues,
23 totally separate issues.

24 UNIDENTIFIED SPEAKER: One is dealing
25 with money to relieve a debt that doesn't have

1 to be paid, and the other --

2 MR. KRASNER: No, no. See, if you look
3 at R-008 they talk about to me the debt,
4 justification for where the money could come
5 from. Look at the therefore, be it resolved
6 that NATCA will budget for that for a specific
7 purpose but does not say where it will come
8 from. So it has zero impact on R-015. Okay,
9 mike two.

10 UNIDENTIFIED SPEAKER: Excuse me. I
11 would like to speak -- I'm sorry, my name is
12 Cliff (inaudible) and I would like to propose an
13 amendment.

14 MR. KRASNER: Okay.

15 UNIDENTIFIED SPEAKER: And that amendment
16 would be to include Level III facilities as
17 well.

18 MR. KRASNER: Okay. We have an amendment
19 or proposed amendment to R-008 to say reimburse
20 Level I, II, and III facilities.

21 UNIDENTIFIED SPEAKER: My reason for this
22 being that I --

23 MR. KRASNER: Wait, wait.

24 UNIDENTIFIED SPEAKER: Can I say that?

25 MR. KRASNER: Is there a second?

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KRASNER: Now you may say it.

3 UNIDENTIFIED SPEAKER: Okay. My reason
4 for this is that I work at a Level III facility.
5 We have 11 members and we don't have anyone, I
6 mean, I am in total sympathy to the I's and II's
7 and I don't mean to downplay this in any way.
8 But we don't have any more money just like they
9 don't. I had to go to Los Angeles Center and
10 other facilities just to get here. So we are
11 kind of in the same boat so we should not be
12 excluded from this situation.

13 MR. KRASNER: Okay. The issue before the
14 body is on the amendment to the resolution to
15 include Level III's.

16 MR. KIDD: Point of information. I have
17 a point of information.

18 MR. KRASNER: Yes, mike four.

19 MR. KIDD: If we include Level III's it
20 said the word "facilities," and doesn't say
21 "terminals," and I am a Level III center so if
22 you pass that I am asking you to support my
23 facility, too.

24 MR. KRASNER: Okay. Duly noted. Here's
25 a buck.

1 (Laughter.)

2 MR. NICOLICH: Point of information.

3 MR. KRASNER: Where was the other point
4 of information?

5 MR. NICOLICH: Yes, Dave Nicolich,
6 Huntington Tower, the author of the resolution.
7 The intent here was Level I and II tower
8 facilities.

9 MR. KRASNER: I don't think that's going
10 to fly here. I would say that Mr. Kidd is
11 correct and, yes, he can get the subsidy. Okay.
12 The issue again, the issue is on the amendment
13 to the resolution to include Level III's. Give
14 me a mike list. Mike eight.

15 UNIDENTIFIED SPEAKER: Can I make an
16 amendment to the amendment?

17 MR. KRASNER: Sure. What will you change
18 III, too? There is not a whole lot of
19 flexibility in here.

20 UNIDENTIFIED SPEAKER: The only thing I
21 want to change is instead of Level I, II, and
22 III facility is change it to Level I, II, and
23 III terminals. I mean it is painfully obvious
24 to everybody that centers don't need money to
25 come to this.

1 MR. KRASNER: The Chair would have to say
2 that that amendment to the amendment to the
3 resolution would be out of order just simply
4 because we're dealing just with the number of
5 facilities. If you wanted to keep that as a
6 separate amendment after this passed or failed,
7 then that would be appropriate at that time, but
8 not at this time. Okay. We are talking about
9 the issue of adding level III's to Level I and
10 II's. Mike 5, will you speak to this issue,
11 Curt?

12 MR. NICHOLS: Yes, sir, Curt Nichols from
13 Green Bay. I rise in opposition to the
14 amendment to the resolution and to the
15 resolution itself. We he feel from the Finance
16 Committee, and we are voting unanimously against
17 this, that it is a bad idea for the convention
18 body to put things in effect like this that will
19 then drive the budget process every year. It is
20 there every year. It affects the budget. It
21 takes a lot of flexibility away from the RV-P's
22 and the E-Board for when other things come up.
23 And we have a lot of sympathy with the I's and
24 II's, but we think there is better ways to
25 approach this, work with your EV-P's.

1 MR. KRASNER: That was good. You got
2 just under the wire before I cut you off. Okay.
3 Mike seven.

4 MR. POALILLO: Yes, Richard Poalillo,
5 Guam CERAP. I would like to offer an amendment
6 to the last paragraph of the amendment to the
7 amendment.

8 MR. KRASNER: Are you offering an
9 amendment to the part about adding Level III's?
10 That's the only issue before this body at this
11 point in time.

12 MR. POALILLO: Somebody put up a red flag
13 when it is the other point in time and then I'll
14 to offer an amendment to the whole thing.

15 MR. KRASNER: You are going to have to
16 wait until this amendment is disposed of and
17 then you're certainly free to do that. Mike
18 four, were you going to speak on the amendment
19 to the resolution? Yes, go ahead.

20 MR. MACKIE: Yes, Joe Mackie,
21 Greenville-Spartanburg. I stand in opposition
22 to the amendment to the resolution. I am from a
23 Level III facility with ten members. I am here,
24 I didn't have to borrow money from anybody.
25 It's a fiscal responsibility and here I am, no

1 problems.

2 MR. KRASNER: Mike six.

3 MR. EDMONSON: Chris Edmonson.

4 MR. KRASNER: I missed that, I didn't
5 catch it.

6 MR. EDMONSON: Chris Edmonson. I say I
7 would call the question.

8 MR. KRASNER: You have a question or you
9 call the question?

10 MR. EDMONSON: Call the question.

11 MR. KRASNER: Call the question. Okay.

12 UNIDENTIFIED SPEAKER: Second.

13 MR. KRASNER: The motion is to end debate
14 on the amendment to the resolution. Is there a
15 second?

16 UNIDENTIFIED SPEAKER: Second.

17 MR. KRASNER: Moved and seconded to end
18 debate on the amendment to the resolution which
19 would add Level III's to Level I and II
20 facilities. As many as are in favor of ending
21 debate on the amendment to the resolution,
22 signify by saying aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: As many as are opposed say
25 nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: Hearing two-thirds to the
3 affirmative, debate is ended. The issue before
4 you is the adoption of the amendment to the
5 resolution. As many as are in favor of its
6 adoption, signify by saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: Opposed say nay.

9 UNIDENTIFIED SPEAKERS: Nay.

10 MR. KRASNER: The nays have it and the
11 amendment to the resolution is defeated. The
12 issue before you is the resolution as originally
13 submitted. By the way, hint-hint, those
14 amendments would now be in order. Okay. The
15 issue before you is the original resolution. Is
16 there a debate?

17 UNIDENTIFIED SPEAKER: Point of
18 information. Point of order, I think.

19 MR. KRASNER: Yes.

20 UNIDENTIFIED SPEAKER: I would like to --
21 I have just got to ask you a quick question.
22 Can we now amend the original as it was written
23 to change the facilities to terminals that we
24 were talking about?

25 MR. KRASNER: Yes, you may.

1 UNIDENTIFIED SPEAKERS: And I would like
2 to amend it as follows: Level I, Level II and
3 Level III terminals.

4 MR. KRASNER: To Level I, II, and III
5 terminals.

6 UNIDENTIFIED SPEAKER: If it will make it
7 easier I will amend it to Level I and II
8 terminals.

9 MR. KRASNER: Okay. Level III would be
10 out of order. That's already been defeated.

11 UNIDENTIFIED SPEAKER: I would like to
12 amend it to Level I and Level II terminals.
13 Otherwise, Anchorage Center which is a Level II
14 center, will be able to collect money on this
15 thing, too.

16 MR. WHITLEY: Point of order. Point of
17 order.

18 MR. KRASNER: Yes, point of order.

19 MR. WHITLEY: Brad Whitley, Midland
20 Tower. The question about the Level I, II or
21 III on the previous amendment was not in regard
22 to terminal facility, it changed the whole
23 question completely because somebody brought up
24 a Level III (inaudible) centers would be
25 included in that. Facilities is a generic term

1 we need to specify along with the Level III
2 terminal.

3 MR. KRASNER: I have no problem with
4 that. I don't understand what you are telling
5 me. I have an amendment just proposed to change
6 the facility to terminal.

7 MR. WHITLEY: Agreed, but the previous
8 question was whether we were going to include
9 Level III in that.

10 MR. KRASNER: No, that was defeated.

11 MR. WHITLEY: No, I beg your pardon, sir,
12 the Level III facilities was defeated. The
13 Level III terminal facilities was not defeated.

14 MR. KRASNER: Okay. Now, here's the way
15 we are going to go on the ruling on this.
16 Because I think I would be right on this, and,
17 of course, I would throw it out to the floor
18 should you disagree. The issue of including
19 Level III facilities was defeated including in
20 those Level III facilities are Level III
21 terminals. So, while the issue of bringing
22 Level III centers was defeated, so was the issue
23 of bringing in Level III terminals and therefore
24 we're trying to bring up something that was just
25 defeated. So the ruling of the Chair would be

1 that you could not include Level III terminals
2 at this point.

3 UNIDENTIFIED SPEAKER: Point of order on
4 that.

5 MR. KRASNER: All it takes is an appeal
6 to the Chair's decision.

7 UNIDENTIFIED SPEAKER: I appeal to the
8 Chair's decision.

9 MR. KRASNER: Okay.

10 UNIDENTIFIED SPEAKER: Second.

11 UNIDENTIFIED SPEAKER: Point of
12 information then.

13 UNIDENTIFIED SPEAKER: Point of order.

14 MR. KRASNER: There is a point of order,
15 unless it is on this appeal, because that's the
16 issue that I have before me is an appeal to the
17 decision of the Chair. Can it wait until the
18 appeal is done?

19 UNIDENTIFIED SPEAKER: Who made the
20 appeal?

21 MR. KRASNER: Who made the appeal?

22 UNIDENTIFIED SPEAKER: Mark (inaudible),
23 Denver Tower.

24 MR. KRASNER: Okay. There is an appeal
25 to the decision of the Chair.

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KRASNER: What? And that's only on
3 my interpretation of whether it would be in
4 order or out of order to put in Level III's. So
5 you understand, again, my interpretation was
6 that offering an amendment to end Level III
7 terminals would be now out of order as having
8 now been dealt with. Overturning the Chair's
9 decision would allow you to put the Level III
10 terminals back in, sustaining my decision would
11 not.

12 So, the question before the body is shall
13 the decision of the Chair be sustained? As many
14 as are in favor of sustaining the decision of
15 the Chair, signify by saying aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: As many as are opposed say
18 nay.

19 UNIDENTIFIED SPEAKERS: Nay.

20 MR. KRASNER: It's going to be a long
21 day. As many as are in favor of sustaining the
22 decision of the Chair, please rise.

23 (Rising.)

24 MR. KRASNER: Please be seated. As many
25 as are opposed to sustaining the decision of the

1 Chair, please rise.

2 (Rising.)

3 MR. KRASNER: Please be seated. Okay.

4 The nays have it. The decision of the Chair is
5 not sustained.

6 UNIDENTIFIED SPEAKER: Point of
7 information.

8 UNIDENTIFIED SPEAKER: Point of order.

9 MR. KRASNER: Wait, wait, hold it. Let's
10 backtrack because we're getting a little bit off
11 base here. You made the original amendment to
12 the resolution, correct?

13 MR. MARCOTTE: Yes, I did.

14 MR. KRASNER: What did you really mean to
15 say before we went through this?

16 MR. MARCOTTE: Mike Marcotte, Juneau
17 Tower. What I really meant was that I would
18 like to amend it to read the only change is
19 where it says Level I and Level II facilities I
20 want it now to say Level I, Level II, and Level
21 III terminals or if, you will, terminal
22 facilities, okay.

23 MR. KRASNER: And Level III terminal
24 facilities.

25 UNIDENTIFIED SPEAKER: Yes, all of them.

1 MR. KRASNER: Oh, all terminals?

2 MR. MARCOTTE: No, no, no, no.

3 MR. KRASNER: Level I, Level II, and
4 Level III terminals.

5 MR. MARCOTTE: Level I, Level II, and
6 Level III terminals.

7 MR. KRASNER: Terminal facilities. Okay.
8 Not Level III terminal. Question. Okay. Is
9 there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: Okay. Okay. We're back
12 where we should be.

13 UNIDENTIFIED SPEAKER: Point of
14 information.

15 MR. KRASNER: Yes.

16 MR. GIGGIE: Would the -- Mike Giggie
17 from East La Grande. Would the running total in
18 the whereas section have to be changed for the
19 full amount?

20 MR. KRASNER: We would do that afterwards
21 or you would simply do away with the whereases.

22 MR. GIGGIE: Okay, thank you.

23 MR. KRASNER: Presumably nobody really
24 cares about the whereases, you care about the
25 body.

1 MR. EDMONDS: Point of information,
2 please.

3 MR. KRASNER: Yes.

4 MR. EDMONDS: I have got a question. We
5 have a Level I facility in Guam, it's a CERAP I
6 think or it could be a center, would they fall
7 in this as well? Because they, too, should be
8 afforded this --

9 MR. KRASNER: I don't know.

10 MR. BELLINO: We have nationally
11 (inaudible) to the CERAP's terminals.

12 MR. EDMONDS: Okay. So they would fall
13 in as a benefit of this?

14 MR. BELLINO: Yes, because hearing the
15 impasse panel the agency said they had 22
16 centers and that was good enough for us.

17 MR. EDMONDS: Okay.

18 UNIDENTIFIED SPEAKER: Point of
19 information.

20 MR. KRASNER: Yes.

21 UNIDENTIFIED SPEAKER: Wouldn't it be
22 better to distribute it to the Level III's that
23 need the help that have low numbers of
24 bargaining --

25 MR. KRASNER: I'm sorry, sir, your entry

1 leads to debate under the auspices of point of
2 information.

3 UNIDENTIFIED SPEAKER: Can we break it
4 down into number of local members instead of --

5 MR. KRASNER: I'm sorry, sir, you are
6 entering into debate. If you need the
7 information from the Chair to help you make up
8 your decision on whether to debate this or vote
9 for it then that's what a point of information
10 is for, but it's not to elicit debate.

11 UNIDENTIFIED SPEAKER: Point of
12 information.

13 MR. KRASNER: What? Do I have another
14 point of information? Yes, mike four.

15 MR. NICHOLS: Jeff Nichols from
16 Hagerstown Tower. I would like to know from the
17 author of this if he intends that this year's
18 convention here will be included if this
19 amendment is passed.

20 MR. KRASNER: I would think I, as the
21 Chair, I can answer that. It says future
22 commitments.

23 MR. NICHOLS: Then I would like to make
24 an amendment.

25 MR. KRASNER: Are you going to amend "and

1 Level III terminals"? Because that's the only
2 amendment that will be accepted at this point.

3 MR. NICHOLS: To include '94 calendar
4 year.

5 MR. KRASNER: That amendment would be out
6 of order at this time. You would have to wait
7 for the amendment to the resolution to be
8 disposed of and then you would have the option
9 again.

10 UNIDENTIFIED SPEAKER: I would like to
11 ask about the amendment. Why can't we just make
12 this any facility that can show an adequate need
13 for the funds and eliminate all the other
14 garbage?

15 MR. KRASNER: Because nobody so proposed
16 it.

17 UNIDENTIFIED SPEAKER: I propose an
18 amendment to the amendment.

19 MR. KRASNER: Do you wish to change
20 anything dealing with the words "and Level III
21 terminals"?

22 UNIDENTIFIED SPEAKER: No.

23 MR. KRASNER: Then the amendment to the
24 amendment would be out of order.

25 MR. JOHANNES: Point of information.

1 MR. KRASNER: Yes.

2 MR. JOHANNES: Bill Johannes, Boston
3 Center. We have the figures for Level I and
4 Level II. Would it be possible to figure out
5 what the added expense would be of adding in
6 Level III's, a quarter of a million dollars?

7 MR. KRASNER: Yes, sir, it would be
8 possible. Okay. Who is next?

9 UNIDENTIFIED SPEAKER: I will be next,
10 Mr. Chairman.

11 MR. KRASNER: Sorry, Bill.

12 UNIDENTIFIED SPEAKER: Point of
13 information.

14 MR. KRASNER: Yes.

15 UNIDENTIFIED SPEAKER: Can I withdraw my
16 amendment to the amendment?

17 MR. KRASNER: Yes, sir, your amendment to
18 the resolution?

19 UNIDENTIFIED SPEAKER: Yes, the amendment
20 to the resolution.

21 MR. KRASNER: Yes. Well, actually that's
22 not true. It's been seconded. So if the person
23 who made the second has no objection to it then
24 it could be withdrawn.

25 UNIDENTIFIED SPEAKER: Anybody object?

1 MR. KRASNER: I'm sorry. Let me rephrase
2 that. If the body has no objection to it.

3 UNIDENTIFIED SPEAKER: Does anybody
4 object to --

5 MR. KRASNER: No, no, no, that's my job.
6 Okay. Absent any objection --

7 UNIDENTIFIED SPEAKER: I object.

8 MR. KRASNER: There is an objection.
9 We'll put it to a vote. Those in favor, those
10 in favor of allowing him to withdraw this,
11 signify by saying aye.

12 UNIDENTIFIED SPEAKERS: Aye.

13 MR. KRASNER: Those opposed say nay.

14 UNIDENTIFIED SPEAKERS: Nay.

15 MR. KRASNER: So withdrawn.

16 MR. EDMONSON: Mr. Chairman?

17 MR. KRASNER: Yes, sir.

18 MR. EDMONSON: Chris Edmonson, Salt Lake
19 City Tower. I have an amendment.

20 UNIDENTIFIED SPEAKER: Point of order.

21 MR. KRASNER: Wait, I have a point of
22 order.

23 UNIDENTIFIED SPEAKER: They are not being
24 addressed by the Chair or they are not being
25 identified. They are not being recognized.

1 MR. KRASNER: I'm sorry, sir, I can't
2 hear you. You are not on a microphone.

3 UNIDENTIFIED SPEAKER: He said they're
4 not being recognized by the Chair and they're
5 out of order.

6 MR. KRASNER: That's true, that is
7 correct. Okay. Who had the point of order?

8 UNIDENTIFIED SPEAKER: Point of order.

9 MR. KRASNER: Where? I can't see. Okay.
10 Mike eight.

11 MR. EDMONSON: Chris Edmonson, Salt Lake
12 City Tower. I have an amendment to the
13 resolution.

14 MR. KRASNER: I'm sorry, sir, a motion to
15 amend is not a point of order and should not
16 take priority over anyone else who was standing
17 there ahead of you.

18 UNIDENTIFIED SPEAKER: Point of
19 information.

20 MR. KRASNER: Yes, sir. Who? I'm sorry,
21 who said it? Oh, okay. We'll go with yours
22 first.

23 UNIDENTIFIED SPEAKER: Interpretation of
24 this it says reimburse all Level I and II
25 facilities. Is this saying that if six people

1 from a facility come are they going to reimburse
2 all six or just the delegate?

3 MR. KRASNER: It doesn't appear to be all
4 of them. Okay, your point of information.

5 MR. POALILLO: Richard Poalillo, Guam
6 CERAP. I would like to propose an amendment --

7 MR. KRASNER: No, sir, an amendment to a
8 resolution is not a point of order. Point of
9 orders take priority, amendment to resolutions
10 don't. So if there were other people up there
11 waiting to speak and debate before you, then I
12 don't have a problem with you making an
13 amendment to a resolution if it was your turn,
14 but I do under the auspices of it being a point
15 of order.

16 MR. POALILLO: I thought the red flag
17 went up.

18 MR. KRASNER: I don't know, the red flag
19 is always up. Oh, he sat down. It is your
20 turn. I could have saved all that breath.

21 MR. POALILLO: So you are ready to accept
22 the resolution?

23 MR. KRASNER: Yes.

24 MR. POALILLO: I would like to add a
25 whereas. "Whereas, it should be in the best

1 interest of the union for --"

2 MR. KRASNER: Let me stop you. What we
3 deal with first in a resolution is the body of
4 the resolution itself, the actual thing that
5 forced the union or an entity to take action,
6 and that's the "therefore, be it resolved."
7 Once that is dealt with and disposed of by the
8 body then we go into the whereases.

9 MR. POALILLO: Okay. I am ready for the
10 therefore.

11 MR. KRASNER: Okay. Do you wish to speak
12 on it or amend it?

13 MR. POALILLO: I would still amend it,
14 Mr. Chairman.

15 MR. KRASNER: Okay.

16 MR. POALILLO: Okay. Where it says Level
17 I and II facilities or facility reps or
18 delegates, whatever the term is over there, that
19 we just strike that Level I and II facilities
20 and then we insert the words "any facility that
21 can prove and justify a need as verified by
22 their Regional Vice-President."

23 UNIDENTIFIED SPEAKER: And may we
24 entertain the whereas with that or is that
25 straight --

1 MR. KRASNER: No, that's a separate
2 issue. Let me just deal with this. Let me get
3 it down. So you want to strike "Level I and II
4 facilities" and you want to replace with "any
5 facility which can prove and justify a need as
6 verified by their RV-P"?

7 MR. POALILLO: Any facility delegate, so
8 we can avoid that question over there maybe. I
9 don't know if that's style or -- we all know
10 what the intent here is, we are not saying we
11 are going to give the whole facility a vacation.
12 Any facility delegate.

13 MR. KRASNER: Any facility delegate.

14 UNIDENTIFIED SPEAKER: Point of order.

15 MR. KRASNER: Yes, point of order. Where
16 are you?

17 UNIDENTIFIED SPEAKER: (Inaudible.)

18 MR. KRASNER: We need you at the
19 microphone.

20 UNIDENTIFIED SPEAKER: How can he bring
21 up an amendment --

22 UNIDENTIFIED SPEAKER: Who are you?

23 UNIDENTIFIED SPEAKER: -- if we already
24 have an amendment that's up for I, II, and III
25 terminals that was not removed because we voted

1 we couldn't. So he should be out of order. How
2 can he go to an amendment to the amendment?

3 MR. KRASNER: The amendment for I, II,
4 and III terminals was defeated.

5 UNIDENTIFIED SPEAKER: Wrong.

6 MR. KRASNER: It wasn't defeated? What
7 did I miss? That's correct, it was withdrawn.
8 I'm sorry. It's getting late. Okay. So his
9 amendment was withdrawn. His amendment is in
10 order.

11 UNIDENTIFIED SPEAKER: I would like to
12 amend the amendment.

13 MR. KRASNER: Wait, not yet. I haven't
14 heard a second on the amendment yet.

15 UNIDENTIFIED SPEAKER: Second.

16 MR. KRASNER: I have heard a second.
17 Okay. Who is it that you wish to amend? Show
18 me your hand so I know who you are.

19 MR. BIEBER: Point of order.

20 MR. KRASNER: Point of order it is?

21 MR. BIEBER: The vote was there was
22 people that objected to the amendment, correct?

23 MR. KRASNER: Yes.

24 MR. BIEBER: Objected to it being
25 withdrawn, correct?

1 MR. KRASNER: Yes.

2 MR. BIEBER: And it wasn't withdrawn.

3 MR. KRASNER: It was withdrawn.

4 MR. BELLINO: State your name and
5 facility for the record, please.

6 MR. BIEBER: Allan Bieber, John Wayne
7 Tower.

8 MR. KRASNER: Okay. Mr. Carr.

9 MR. CARR: John Carr, C90 Tracon. I
10 would like to amend the amendment but I may need
11 you to read it to me again, sir. Hey, I'm
12 taking notes.

13 MR. KRASNER: Okay. It would read,
14 "Therefore, be it resolved that NATCA will
15 budget and reimburse any facility delegate which
16 can prove and justify a --"

17 MR. CARR: That's enough. Strike
18 everything after delegate. Just have it read
19 "any facility delegate." (Inaudible) picking
20 I's, II's and III's, let's just pay for all of
21 us to come on down here and get on with it.

22 MR. KRASNER: Okay. I have got to start
23 paying attention here.

24 MR. POALILLO: Point of information.

25 MR. KRASNER: Point of information, go

1 ahead.

2 MR. POALILLO: Richard Poalillo, Guam
3 CERAP. As the author of the first amendment do
4 I have first right to rebut that?

5 MR. KRASNER: No, you have first right of
6 debate on your amendment. But there is not that
7 many people standing up there. We'll get this
8 covered pretty quick. Hang on a second. Okay.
9 Is there a second to the amendment to the
10 amendment to the resolution?

11 UNIDENTIFIED SPEAKER: Second.

12 MR. KRASNER: Okay. It is moved and
13 seconded to amend the amendment to the
14 resolution by striking all after "delegate," so
15 if adopted, if adopted it would be any facility.
16 We have already heard the second. We have
17 already heard from Mr. Carr. I'm sorry, "any
18 facility delegate," that's correct, yes. Any
19 facility delegate, the first.

20 MR. POALILLO: Richard Poalillo, Guam
21 CERAP. I would like to oppose the amendment to
22 the amendment based on the fact that in today's
23 time of austerities we all know that it would be
24 not very fiscally responsible and would be
25 against the best interest of the union as a

1 whole.

2 (Applause.)

3 MR. KRASNER: Mike two. I'm sorry, mike
4 two.

5 MR. WILHELM: Todd Wilhelm, St. Louis.
6 Mr. Chairman, I call the question.

7 MR. KRASNER: There is a call for the
8 question.

9 UNIDENTIFIED SPEAKER: Second.

10 MR. KRASNER: And seconded. As many as
11 are in favor of ending debate on the amendment
12 to the amendment to the resolution, signify by
13 saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: As many as are opposed, say
16 nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: There being two-thirds in
19 the affirmative, debate is ended. The question
20 before the body is the amendment to the
21 amendment to the resolution which would delete
22 the words "which can prove and justify a need as
23 verified by their RV-P." It would then read
24 "any facility delegate." As many as are in
25 favor of adopting the amendment to the amendment

1 to the resolution, signify by saying aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: As many as are opposed say
4 nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: There not being two-thirds
7 in the affirmative, the amendment to the
8 amendment to the resolution is defeated.

9 The issue before you is the amendment to
10 the resolution which now reads "any facility
11 delegate which can prove and justify a need as
12 verified by their RV-P." Shall we begin debate?
13 Mike four.

14 MR. SCHMIDT: In the interest of -- Dan
15 Schmidt, Saginaw Tower. In the interest of time
16 and mindset of this body, I move we table this.

17 MR. KRASNER: There is a move to table
18 the amendment, the resolution and its associated
19 amendment. I'm sorry, the resolution and its
20 associated amendment. And there was a second.

21 UNIDENTIFIED SPEAKER: Yes, second.

22 MR. KRASNER: Second. Okay. As many as
23 are in favor of tabling amendment R-00 -- I'm
24 sorry, Resolution R-008, signify by saying aye.

25 UNIDENTIFIED SPEAKER: Aye.

1 MR. KRASNER: As many as are opposed say
2 nay.

3 UNIDENTIFIED SPEAKER: Nay.

4 MR. KRASNER: Okay. The ayes have it.
5 R-008 is tabled. I want you to know of five
6 conventions that's our first table.

7 UNIDENTIFIED SPEAKER: Point of
8 information.

9 MR. KRASNER: Point of information.

10 UNIDENTIFIED SPEAKER: Yes. (Inaudible.)

11 MR. KRASNER: Where are you? Okay.

12 UNIDENTIFIED SPEAKER: Is it tabled to
13 the next convention, is that when it's tabled
14 to?

15 MR. KRASNER: If it is tabled it can only
16 be taken off the table by a motion duly made at
17 this business meeting or the next one, which
18 would be tomorrow morning. If it's not done by
19 that time it's a dead motion, cannot be brought
20 back ever. Well, not ever, you can introduce it
21 next time.

22 MR. MARTIN: Mr. Chairman?

23 MR. KRASNER: Yes.

24 MR. MARTIN: Ken Martin, Pontiac
25 delegate. I make a motion to adjourn. I need,

1 please, a recess.

2 MR. KRASNER: So, what you really meant
3 was, what you really meant was a motion to
4 recess for twelve minutes followed by, well,
5 followed by another recess, yeah. Actually, no,
6 okay. There was a motion to recess.

7 UNIDENTIFIED SPEAKER: Second.

8 MR. KRASNER: Moved and seconded to
9 recess. As many as are in favor of recessing --

10 UNIDENTIFIED SPEAKER: Point of
11 information.

12 MR. KRASNER: Point of information.

13 UNIDENTIFIED SPEAKER: What happens to
14 the remaining resolutions on the sheet, will
15 they still be brought up in the morning?

16 MR. KRASNER: They will be brought up in
17 the morning. We will have two things to deal
18 with. We'll have amendments, then resolutions.
19 We'll follow the agenda. We'll go into
20 amendments. Before we deal with any resolutions
21 brought up tomorrow we'll deal with resolutions
22 that are left over from today, as well deal with
23 the amendments. We will deal with the
24 amendments first and then resolutions. Okay.
25 As many as are in favor of the recess until 8:30

1 tomorrow morning, signify by saying aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: As many as are opposed say
4 nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: I know. I know I could use
7 a recess. Hey, have a good -- wait, don't go
8 anywhere. Do not go anywhere. I have got to
9 have something I am supposed to announce here.
10 Hold on. Okay.

11 Okay. All regional break-outs are being
12 held at 5:30. The Level I Committee, the
13 committee that's being put together to research
14 cost-effective ways of dealing with the running
15 Level I's, they will be meeting in the Sand Hill
16 Crane South. You got me. Sand Hill Crane South
17 at I think it's 6:30. 6:30.

18 Okay. Wait, wait, wait. The other thing
19 is I want to remind everybody about the bus
20 trips that will be running tonight starting at
21 apparently six o'clock until 2:00 a.m.

22 There is various bars and restaurants.
23 They should be stuffed in your delegate packages
24 on it. But it is designed for nobody to go out
25 and drive drunk. Please, don't. Subsidies do

1 not include bail money. And I think that's it
2 on the announcements.

3 If we could clear as quickly as possible,
4 the hotel staff would be able to turn it into
5 break-out rooms for us. And you all have a very
6 nice night.

7 UNIDENTIFIED SPEAKER: Thank you, Barry.

8 (Whereupon, the convention recessed for
9 the day at 5:30 p.m.)

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NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION

1994 CONVENTION

WEDNESDAY, APRIL 20, 1994

- - - - -

REPORTED BY: LYNDA J. MILLS, Notary Public
State of Florida at Large
CP, CM, RPR

P R O C E E D I N G S

8:30 a.m.

MR. KRASNER: All right. Everybody be seated. Let's come to order. Lots to do. Okay. This meeting will come to order. No, it really will, honest. No, really. This meeting will come to order.

Okay. Before we start, before we start I will pass on one request. We passed a resolution yesterday for the individual who was currently in the hospital. We do have a request that everybody at the convention sign these get well-cards. So what we are going to do is pass them one down one side of the room, one down the other, when they get to the end send them back up through the middle and pass them as we go. If somebody would take care of that for me I would appreciate it.

Okay. Before we start our business this morning we'll be hearing from a very esteemed guest. I would like to take this opportunity to introduce him to you. I know I did the other night at the banquet but we'll do it again because he is an esteemed guest.

He's a very good friend of NATCA. This

1 person is Gordon Ward, President of MEBA. I
2 make this introduction to you with great pride
3 and a touch of sadness. Pride because Gordon
4 represents our interests at AFL/CIO. He's done
5 a great job on our behalf during his tenure in
6 Washington. Sadness because Gordon recently
7 announced his retirement -- well, sadness for us
8 not for him -- which will take effect on April
9 30, 1994. As President of our parent
10 organization, Gordon has worked very closely
11 with our union and other affiliate unions to
12 ensure that our concerns were given a fair
13 hearing.

14 At MEBA's 1990 elections Gordon Ward and
15 his entire slate of underdogs unseated the
16 established leadership of MEBA. Not many gave
17 him a chance. But because of hard work,
18 dedication, and, more importantly, the knowledge
19 that they were right they won their seats in a
20 very dramatic fashion.

21 When you hear somebody talking about
22 beating down the door to complacent leadership,
23 refer them to Gordon, because he did it both
24 figuratively and literally. Brothers and
25 sisters, give a warm NATCA welcome to the

1 retiring President of MEBA, Gordon Ward.

2 (Applause.)

3 MR. WARD: Well, thank you very much for
4 those kind words, Barry. And before I get
5 started here, I really want to compliment the
6 NATCA staff, both the headquarters staff and the
7 local people, Joe Formoso, for putting on a
8 really great convention here. It looks to me
9 like you guys are doing as great a job at this
10 convention as you do in your union in general.
11 And it really is a pleasure and a privilege for
12 me to be here today.

13 And as the President of MEBA, I would
14 like to take this opportunity to assure you that
15 I am very proud to have you as individuals and
16 as members of your most professional union to be
17 affiliated with us. The last time I had the
18 pleasure to be among NATCA members was on
19 Capitol Hill during your very successful
20 September Lobby Week rally. Now, seven months
21 later, I join with you here, in part to build on
22 that momentum that great success you had in
23 Washington.

24 I want to assure you that the members of
25 the Marine Engineers Beneficial Association as

1 well as the AFL/CIO recognize NATCA as a
2 growing, vital part of MEBA and the labor
3 movement itself. I know it will sound like a
4 cliché', but we firmly believe that Air Traffic
5 Controllers deserve increased pay and benefits,
6 full compensation for the time you spend away
7 from your families, and most of all, a fair,
8 equitable retirement.

9 (Applause.)

10 MR. WARD: And on the subject of
11 retirement, as you just heard from Barry, I am
12 planning to retire in a few weeks, but I do so
13 confident that the leadership is in place in
14 MEBA to achieve the mutual goals of our labor
15 organizations. I can retire with confidence
16 knowing that Joel Bett (sic), my successor, Mark
17 Zalinski and Walter Browne, who you met here
18 yesterday, and all the other dedicated people I
19 have worked with through some pretty tough times
20 at MEBA, they all identify with NATCA's
21 struggles and can help, help you build on your
22 many achievements.

23 I don't need to tell you that the
24 strength of the union is its solidarity.
25 Obviously, in-house there is going to be a lot

1 of discussion, debate, and disagreements. But
2 solidarity, once all the debating is done, is
3 very important.

4 And I know that through solidarity at
5 NATCA and MEBA we can grow stronger together.
6 Not only are we proud to have NATCA as an
7 affiliate, but the entire labor movement is
8 watching you very closely.

9 You shocked everyone in 1987 when 70
10 percent of you voted for a union. You
11 negotiated your first contract with the FAA in
12 record time. You started the movement towards
13 cooperative labor management relations in the
14 federal sector, and now you continue to build
15 your membership. And today, as I heard the
16 numbers yesterday, you are approaching 11,000 in
17 members.

18 And as you continue to grow in numbers,
19 you also grow in resolve. You have persevered
20 in your contract negotiations with the FAA and
21 ratified the best contract in the federal sector
22 with, as I understand it, a 92 percent vote.

23 I applaud you both for your enthusiasm
24 and commitment on behalf of your union. You
25 perform a great service to the public and are to

1 be commended for your contributions and your
2 commitment.

3 Now, whenever I hear those words
4 contribution and commitment -- I am sure you
5 have heard them a lot. In fact, I remember I
6 think Joe Formoso mentioned commitment the other
7 day, as did Barry, and Secretary Pena did, too,
8 I believe. Whenever I hear the words
9 contribution and commitment, I am reminded of a
10 little story. And that's about the chicken and
11 the pig that were walking down the street
12 together one day and they passed a church. And
13 on the lawn of the church there was a sign that
14 said, "Ham and egg breakfast today. Everybody
15 welcome. Come on in." So, the chicken turned
16 to the pig and said, "Hey, let's go inside and
17 make a contribution." And the pig said, "Hey,
18 not so fast. For you it's a contribution, for
19 me it's a real commitment." I think some of you
20 can relate to that.

21 Back to Washington for a moment. NATCA
22 has one of the very best legislative programs in
23 the federal sector boosted by a very respectable
24 Political Action Committee. When linked with
25 the MEBA political action fund of more than \$1

1 million, that becomes even more significant.
2 Your political expertise was shown when the
3 Airline Commission and Vice-President Gore's
4 National Performance Review both supported the
5 concept of a quasi-government corporation for
6 air traffic control.

7 I remember that NATCA was the only
8 organization in Washington pushing that concept
9 during the last presidential campaign. As a
10 negative side now I hear that the government is
11 trying to contract out over a hundred of your
12 air traffic control facilities. The government
13 way writes them off as low density. But you
14 know and I know they are part of the substance
15 that makes America's total air traffic control
16 system the best in the world.

17 (Applause.)

18 MR. WARD: And they employ over a
19 thousand individuals who play an important part
20 in this country's national defense system and
21 obviously in the economies of the communities
22 that they serve in. Together MEBA and NATCA can
23 and will fight this battle on Capitol Hill.

24 (Applause.)

25 MR. WARD: Before I wind up here just let

1 me say that I brag about all the various job
2 disciplines found within the different
3 autonomous unions of the MEBA family. We have
4 the National Weather Service, we have various
5 law enforcement groups, the engineers and
6 scientists of California, and, of course, the
7 Air Traffic Controllers.

8 Very often when I mention Air Traffic
9 Controllers I get a response something like,
10 "Oh, boy, I wouldn't want that job no matter how
11 much they paid me." That's a similar refrain
12 that I get in our industry, too. It's a little
13 slight variation. They always start the other
14 way around saying, oh, boy, that they think we
15 make too much money out there. But then when
16 they hear the hardship we have to endure going
17 to sea, then they usually say, "Oh, boy, I
18 wouldn't want anything to do with that job."

19 But anyway, I am here today to tell you
20 that MEBA is going to work very diligently with
21 you in Washington to help change the attitudes
22 on Capitol Hill in that regard. It is the
23 people that make the comments that they wouldn't
24 want your job sometimes are the very people that
25 look the other way when it comes time to

1 compensate you. And we are going to work to
2 change that way of thinking on Capitol Hill.

3 You are an important part of the National
4 MEBA future, a future in which National MEBA
5 will continue to grow as a union of
6 professionals with common goals. Actually these
7 are what I call the three R's, the basic things
8 that NATCA and MEBA should be working to try to
9 attain. They are reform, respect, and rewards.

10 Now, the first of these R's is reform.
11 Through legislation by sound, strategic planning
12 and good leadership we need to accomplish the
13 agenda that's outlined here this week at this
14 convention and for things that are going to come
15 up in the future.

16 And the second "R," respect, which you
17 deserve for the contributions you make to a
18 safer and more efficient society. You are
19 entitled to that respect.

20 Last but not least, rewards. You have
21 earned them for a job well done and for the
22 great work I know you are going to continue to
23 do in the future.

24 I leave here confident today that the
25 National MEBA and NATCA will be able to attain

1 these goals, especially if we keep the
2 solidarity that's been displayed in the last few
3 years.

4 Finally, one last thought I want to leave
5 you with, and that's the thought I really
6 started this speech with. And that is that
7 everybody in MEBA is really proud of NATCA,
8 we're really proud that you are our affiliate,
9 and please, keep up the good work. Thank you
10 very much.

11 (Applause.)

12 MR. KRASNER: Okay. What would you like
13 to do now? Amendments. I asked the question
14 but there is no choice. Okay. I am going to
15 remind the delegates at this point in time we do
16 have an enormous amount of work to accomplish,
17 as well as what we need to bring to you in the
18 way of panel discussions and briefings so we
19 walk out of here knowing exactly what's going on
20 and why.

21 So I am going to ask that we try to get
22 through these issues, these items as quickly as
23 possible. I know sometimes I especially enjoy
24 this for the sake of the game but, you know, we
25 are going to have to like actually get through

1 them.

2 I am committed to doing my part to get
3 this done in a timely manner, and I hope you
4 will all look at it the same. So without
5 further ado, Mr. Palumbo.

6 MR. PALUMBO: I spilled coffee on
7 everything. Anyway, I have got new records once
8 again. Here we go. Attached is a list of names
9 of the voting members of the 1994 Convention and
10 their alternates who have been registered up
11 until 8:30 a.m., Wednesday morning, 20 April
12 1994. We have a total of 416 delegates now, 108
13 alternates, a couple hundred more votes,
14 representing 9,907 total.

15 On behalf of the committee I move that
16 the roll of delegates hereby submitted be
17 adopted as the official role of the voting
18 members of the convention at this time.

19 MR. KRASNER: Okay. The question is on
20 the adoption of the report of the Credentials
21 Committee. Are there any questions? As many as
22 are in favor of its adoption, signify by saying
23 aye.

24 UNIDENTIFIED SPEAKERS: Aye.

25 MR. KRASNER: All opposed say nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: The ayes have it. It is
3 adopted. Thank you, Mr. Palumbo. Okay. Next
4 business in order is Amendment Number 19.
5 "Membership dues shall be set by majority of
6 roll call vote at the convention." Is there a
7 second?

8 UNIDENTIFIED SPEAKER: Second.

9 MR. KRASNER: Moved and seconded to adopt
10 Amendment Number 19. Let's start those mikes
11 going. Mike three.

12 MR. MCNALLY: Yes, sir, Mr. Chairman, I
13 would like to amend the amendment. I'm sorry.
14 Mike McNally, ZNY.

15 MR. KRASNER: Mr. McNally, excuse me,
16 sir, you are out of order.

17 MR. MCNALLY: Mike McNally, Charlie 90.
18 Excuse me. I would like to amend the amendment
19 and add a sentence that states, "After 120 days'
20 prior notice to the membership, membership dues
21 shall be set by majority role call vote at the
22 convention."

23 UNIDENTIFIED SPEAKER: Second.

24 MR. KRASNER: After 120 days --

25 MR. MCNALLY: Prior notice to the

1 membership membership dues shall be set, the
2 rest remains the same.

3 MR. KRASNER: Hold on, let me clean up my
4 mess. Okay. It is moved and seconded to amend
5 the amendment by adding a line so it will now
6 read, "After 120 days' prior notice to the
7 membership, membership dues shall be set by
8 majority roll call vote at the convention."

9 Any discussion? Do you wish to speak,
10 Mr. McNally?

11 MR. MCNALLY: I think it's pretty much
12 self-explanatory, however, I will just add a few
13 other words. I'm sorry.

14 MR. KRASNER: I'm sorry, I assumed you
15 wanted to speak since you were still standing.

16 MR. MCNALLY: May I speak?

17 MR. KRASNER: You may, sir.

18 MR. MCNALLY: Thank you. I will add a
19 few additional words. I think it is pretty
20 apparent after yesterday's division that there
21 was an overwhelming issue that's still out there
22 amongst the membership regarding the dues
23 increase.

24 I think this does serve the membership
25 and the organization in both regards that we

1 have the period of 120 days out there. There is
2 no question then that locals will have to go
3 forth and do the business of their local at
4 their local and get the will of the people and
5 to bring those votes back to a convention. So,
6 I think it really does do what everything that
7 was attempted to be done yesterday but in a
8 more -- well, I think it's just an improved way
9 of doing business. Thank you.

10 (Applause.)

11 UNIDENTIFIED SPEAKER: Point of
12 information.

13 MR. KRASNER: I'm sorry, is there a point
14 of order? Yes.

15 UNIDENTIFIED SPEAKER: Point of
16 information. If it has to go out 120 days
17 before, does it have to be passed exactly as it
18 goes out? Will it not be under the control then
19 of this body to change it in some way to amend
20 it, for example, go from a 1 3/4 to a 2 percent
21 or something like that?

22 MR. KRASNER: The way I would interpret
23 that is that there has to be notice to the
24 membership 120 days in advance if there is the
25 intent to change dues at the convention. The

1 dollar amount would still be within the hands of
2 the body.

3 UNIDENTIFIED SPEAKER: Thank you.

4 MR. HOOD: Point of information.

5 MR. KRASNER: Yes, sir.

6 MR. HOOD: Mark Hood, Standiford of
7 Louisville. What kind of notification or what
8 action would trigger that notification 120 days
9 prior?

10 MR. KRASNER: Presumably it would be
11 dealt in the same manner as, presumably in the
12 same manner as Constitutional Amendments. But
13 they go out to the membership 120 in advance of
14 the convention. Was that the intent?

15 MR. MCNALLY: Yes.

16 MR. KRASNER: Okay. I am trying to
17 figure out this numbering system. It looks like
18 they all worked -- okay. Are we using the old
19 numbering system or the new one?

20 MR. BELLINO: Yes, 1, 2, 3, 4, 5, et
21 cetera.

22 MR. KRASNER: All right. So, forget the
23 numbers that you see.

24 UNIDENTIFIED SPEAKER: Point of
25 information.

1 MR. KRASNER: Yes, sir.

2 UNIDENTIFIED SPEAKER: Chattanooga Tower.
3 The first section of our Article V, Section 5
4 says Constitutional Amendments have to be 120
5 days prior, so, therefore, if an amendment goes
6 120 days prior there would be no way we would be
7 able to bring this up at the convention, is that
8 correct?

9 MR. KRASNER: Say that again. I didn't
10 understand you.

11 UNIDENTIFIED SPEAKER: For Constitutional
12 Amendments to be brought up before the body at
13 the convention they have to be submitted 120
14 days prior to the convention.

15 MR. KRASNER: That's correct.

16 UNIDENTIFIED SPEAKER: From the
17 Constitutional Committee. So if one is
18 submitted prior to 120 days prior to the
19 convention on amending the dues it would be a
20 moot point because they wouldn't be able to
21 notify the body, is that correct?

22 MR. KRASNER: If you didn't have the 120
23 days' notice?

24 UNIDENTIFIED SPEAKER: If we did not
25 have -- if one was sent in 120 days prior to the

1 convention to amend the dues or to amend the
2 dues decrease/increase.

3 MR. KRASNER: If you did not send it, if
4 you did not send notice to the membership 120
5 days prior to the convention then you could not
6 raise the dues. Well, actually that's not true
7 because this body can change anything they want.
8 They could actually do that. Okay. Ready for
9 the question? As many as are in favor of the
10 adoption of Amendment Number 19, signify by
11 saying aye.

12 UNIDENTIFIED SPEAKERS: Aye.

13 MR. KRASNER: As many as are opposed say
14 nay.

15 UNIDENTIFIED SPEAKERS: Nay.

16 MR. KRASNER: Hearing two-thirds in the
17 affirmative the amendment, correction, Amendment
18 19 as amended is adopted.

19 UNIDENTIFIED SPEAKER: Point of order.

20 MR. KRASNER: Hold it. Hold it. I
21 believe I am incorrect here. That was on the
22 amendment to the amendment. Okay. There being
23 a majority, the amendment to the amendment is
24 adopted. The issue before us is the amendment
25 as amended. Is there discussion? Are you ready

1 for the question?

2 UNIDENTIFIED SPEAKER: Excuse me.

3 MR. KRASNER: Yes, sir.

4 UNIDENTIFIED SPEAKER: I rise in
5 opposition to this amendment. I think we all
6 saw yesterday how easy it is to make a roll call
7 vote and how long a time it takes. If we have a
8 dues increase before this body and someone, one
9 member wants to choose for a roll call vote they
10 have that ability. I don't think we need this
11 to mandate we have a roll call every time we
12 vote the dues.

13 MR. KRASNER: Mike five.

14 MR. BLAKE: Mike Blake, Boston Center. I
15 rise in favor of this amendment. I feel that it
16 strikes a fine balance between accountability
17 and ability to go back to your membership and
18 show that you're actually representing them.
19 And I think the intent of this amendment is to
20 deal with perception and we are acting
21 unilaterally, so I urge the bill and support its
22 amendment. Thank you.

23 (Applause.)

24 MR. KRASNER: Mike two. The numbers are
25 wrong, we're going to have to -- in fact, if the

1 Sergeant at Arms, if we could get an Sergeant at
2 Arms to kind of relay out those numbers, it is
3 one, two, three, four, five, six, seven, eight,
4 nine, ten, eleven, twelve. You have got to pick
5 them up and redistribute them. Yes, sir. I'm
6 sorry.

7 MR. HARTMAN: Okay. Doug Hartman,
8 Chicago Center in support of this amendment. It
9 will bring some accountability back to this
10 body.

11 MR. KRASNER: Mike eight, that would
12 be -- yes, sir, that's you.

13 MR. WELSH: Ty Welsh, Tucson Tracon. I
14 rise in support of this amendment. I think this
15 body needs to go back to the membership and
16 bring something very positive coming out of the
17 convention saying we are going to ask you, the
18 members, and we are by roll call vote at every
19 convention that you want to bring this up about
20 the dues increase going to bring your vote back
21 and it's going to count.

22 It saves a tremendous amount of money,
23 time, and effort to do it by mail. We can do it
24 right here at the convention. I think everybody
25 ought to unanimously support this amendment. It

1 will bring credibility to this agency and this
2 union. And we will have a great, powerful union
3 for the future if we have control of how much we
4 are going to pay for our union dues.

5 (Applause.)

6 MR. KRASNER: Mike nine.

7 MR. FOSTER: Steve Foster, College
8 Station. Considering that last time the way the
9 dues increase was handled, I don't think if
10 we're going to ask for our members to pay more
11 money a roll call vote is too much to ask for.

12 MR. SWANSON: Point of information.

13 MR. KRASNER: I'm sorry, I missed that.

14 MR. SWANSON: Point of information.

15 MR. KRASNER: Yes, sir.

16 MR. SWANSON: Dave Swanson, Kalamazoo.

17 How much does it cost to run this entire show
18 per hour, has that been calculated?

19 MR. KRASNER: No, sir.

20 MR. SWANSON: I mean, not even a ball
21 park figure?

22 MR. KRASNER: I never thought about it.
23 Couldn't tell you.

24 UNIDENTIFIED SPEAKER: Somewhere around a
25 dollar.

1 MR. KRASNER: I couldn't tell you. I
2 guess it depends on whether we subsidize
3 everybody or not.

4 (Applause.)

5 MR. EDMONSON: Mike six.

6 MR. KRASNER: Yes, I'm sorry, that's you.

7 MR. EDMONSON: Chris Edmonson, Kona
8 Tower. I call the question.

9 UNIDENTIFIED SPEAKER: Point of
10 information.

11 MR. KRASNER: I do have a call for the
12 question. I will make it a good point of
13 information.

14 MR. BADER: Okay. Matt Bader, Providence
15 Tower. It says change or add and I was
16 wondering which is it because there is about
17 three sentences above this in the Constitution.
18 Are we adding to or changing that whole
19 paragraph?

20 MR. KRASNER: You would be, it would be
21 that line that you would change and you would be
22 adding "after 120 days' notice prior -- after
23 120 days prior notice to the membership" before
24 the sentence "membership dues shall be set by,"
25 so that's the sentence that's being changed.

1 MS. JACOBS: Point of information.

2 MR. KRASNER: Yes.

3 MS. JACOBS: Kerry Jacobs, Palmdale
4 Tower. If the only thing against this
5 suggestion is the way that roll call is being
6 done, maybe we could change the way roll call
7 is.

8 MR. KRASNER: I'm sorry, this is debate.
9 This is debate. This is not a point of
10 information.

11 MS. JACOBS: The question was is there a
12 way to redo the roll call if that's the
13 opposition?

14 MR. KRASNER: Yes, there is.

15 UNIDENTIFIED SPEAKER: Point of order.

16 MR. KRASNER: I have a call for the
17 question. Is there a second?

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: Moved and seconded. Was
20 there a point of order before I went for the
21 second? Where was there a point of order?
22 Okay.

23 UNIDENTIFIED SPEAKER: Point of order was
24 to call the question.

25 MR. KRASNER: I'm working on it. You try

5 MR. KRASNER: Opposed say nay.

7 MR. KRASNER: Hearing two-thirds in the
8 affirmative, debate is ended. The question is
9 the previous question, the adoption of the
10 amendment as amended which will read: "After
11 120 days prior notice to the membership,
12 membership dues shall be set by a majority roll
13 call vote at the convention." As many as are in
14 favor of its adoption, signify by saying aye.

16 MR. KRASNER: As many as are opposed say
17 nay.

19 MR. KRASNER: Hearing two-thirds in the
20 affirmative the amendment is adopted.

22 MR. KRASNER: The next business in order
23 is Amendment Number 24. Looking for a second.

25 MR. KRASNER: Moved and seconded to adopt

1 Amendment Number 24. Hit the mikes. Are you
2 ready for the question?

3 MR. BIEBER: Allen Bieber, John Wayne
4 Tower. My local is against this because what
5 this basically does is it is giving National
6 guidelines for the local office. I think the
7 local should decide how they want to vote for
8 their elected officials, and then the National
9 should have nothing to do with it.

10 (Applause.)

11 MR. KRASNER: Any further debate? Yes,
12 ma'am.

13 MS. MARKE: Ruth Marke, Livermore Tower.
14 My local is against this because being a Level
15 II facility, we rotate through so quickly that
16 our officers rarely have one union standing.

17 MR. KRASNER: Mike six.

18 MR. HILL: John Hill, Waterloo Tower. I
19 also stand in opposition to this bill.
20 Currently the locals have the provision that
21 they can make their bylaws. If they want a rule
22 like this they can do this with the local
23 bylaws, they don't need National to tell them
24 they can't do that, they have to do that. I
25 stand in opposition to it.

1 MR. KRASNER: Mike eleven.

2 MR. SUTCAVAGE: Steve Sutcavage, Salinas
3 Tower. I also rise in opposition to this. I
4 believe the locals should decide. I was elected
5 union representative after four months in the
6 agency. As this stands I wouldn't be eligible
7 to run.

8 MR. KRASNER: Todd, save me the trouble,
9 just sit down. Are you ready for the question?
10 Excellent. Do not make me do another vote, Ty.
11 As many as are in favor of the adoption of
12 Amendment 24, signify by saying aye.

13 UNIDENTIFIED SPEAKERS: Aye.

14 MR. KRASNER: As many as are opposed say
15 nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: Not hearing two-thirds in
18 the affirmative, Amendment 24 is defeated. The
19 next issue before the body is the adoption of
20 Amendment --

21 MR. RUBEN: Mr. Chairman?

22 MR. KRASNER: Sir.

23 MR. RUBEN: Yes, Mitch Ruben, La Guardia
24 Tower. I move we take from the table item
25 Resolution 008.

1 UNIDENTIFIED SPEAKER: Second.

2 MR. HEPLER: Point of order. Point of
3 order.

4 MR. KRASNER: Yes.

5 MR. HEPLER: Bob Hepler, Las Vegas Tower.
6 In our rules we have established we'll not
7 handle resolutions until after 3:30. I suggest
8 we table this until that time.

9 MR. KRASNER: Okay. We don't handle
10 submitted resolutions until after 3:30 in the
11 afternoon. This is an issue that was brought up
12 in a timely fashion and it was tabled. It has
13 to be brought from the table at the end of the
14 business session to which it was tabled or, I'm
15 sorry, the end of the business meeting or the
16 end of the next business meeting, which means if
17 it's going to be done it has to be done by noon.
18 And his motion is in order.

19 Okay. It is moved and seconded to take
20 R-008 from the table as many as are in favor
21 signify by saying aye.

22 UNIDENTIFIED SPEAKERS: Aye.

23 MR. KRASNER: As many as are opposed say
24 nay.

25 UNIDENTIFIED SPEAKERS: Nay.

1 MR. KRASNER: The nays have it. The
2 motion is defeated. Next business in order is
3 the adoption of Amendment Number 25. Is there a
4 second?

5 UNIDENTIFIED SPEAKER: Second.

6 MR. KRASNER: Moved and seconded to adopt
7 Amendment 25. Are you ready for the question?
8 As many as are in favor of the adoption of
9 Amendment 25, signify by saying aye.

10 (No response.)

11 MR. KRASNER: As you get older you get
12 hearing problems. As many as are opposed say
13 nay.

14 UNIDENTIFIED SPEAKERS: Nay.

15 MR. KRASNER: The nays have it.
16 Amendment 25 is defeated. At this point in time
17 this is my amendment. I am going to turn the
18 podium over to Mr. Bellino for this amendment
19 and I am going to hit the mike. It's yours,
20 sir.

21 MR. BELLINO: Last year when he did
22 this --

23 MR. KRASNER: Ha-ha, I got it right.

24 MR. BELLINO: -- I had no knowledge he
25 was going to the floor. Like we had agreed, I

1 said give me 15 minutes knowledge. Let me have
2 some idea to go from that work to listening to
3 what's going on. Thank you, sir.

4 MR. KRASNER: Mr. Chairman?

5 MR. BELLINO: Mr. Krasner, you are out of
6 order.

7 (Applause.)

8 MR. KRASNER: You learned three words,
9 "out of order."

10 MR. BELLINO: Before the assembly we
11 have --

12 MR. KRASNER: Mr. Chairman, Barry
13 Krasner, New York Tracon. I wish to amend the
14 amendment prior to its submission to the body.
15 I wish to amend it by adding the words after
16 election, right now third line down it reads
17 "excluding a protest concerning the conduct of
18 an election," I would like to insert the words
19 "which shall be decided by the NEB," all the
20 rest unchanged.

21 It would read, "Should any member have
22 any grievance or complaint concerning the
23 actions of the Association, its officers, or any
24 fellow member, excluding a protest concerning
25 the conduct of an election which shall be

1 decided by the NEB, National Executive Board."

2 MR. BELLINO: Do I have a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. BELLINO: Thank you.

5 MR. KRASNER: Mr. Chairman, right now the
6 National Executive Board, the National Executive
7 Board does not have a mechanism --

8 UNIDENTIFIED SPEAKER: Who are you?

9 MR. KRASNER: I said it when I stood up
10 to begin with. Okay. Barry Krasner, New York
11 Tracon Local.

12 UNIDENTIFIED SPEAKER: Who are you?

13 MR. KRASNER: Mr. Chairman, at this point
14 in time the only method for handling local
15 election improprieties is to send it to trial
16 committee. This becomes a long, laborious
17 process and it also hurts an individual's
18 ability to vote in Department of Labor simply
19 because of the time involved.

20 It seems inconsistent to me that a
21 national election, it seems inconsistent to me
22 that a national election challenge is handled by
23 the National Executive Board of the Balloting
24 Committee, whereas, a local election challenge
25 has to go to a full-blown trial.

1 What I seek to do is correct this
2 inequity by excluding the conduct at election,
3 allowing the NEB to do it, and thereby freeing
4 up the ability to go to the Department of Labor
5 within a timely manner.

6 MR. BELLINO: Discussion. Mike twelve.

7 MR. SANDBACH: David Sandbach, Abilene
8 Tower. I move to amend.

9 MR. BELLINO: Motion to amend. Go ahead,
10 sir.

11 MR. SANDBACH: I would like to insert the
12 word "active" in the first sentence between the
13 words "any" and "member."

14 MR. NICHOLS: Point of order. Point of
15 order.

16 MR. BELLINO: Point of order.

17 MR. NICHOLS: Yes, sir, Jeff Nichols from
18 Hagerstown, mike one. We are still working on
19 Mr. Krasner's amendment, how can we work on the
20 other amendment?

21 MR. BELLINO: No, Mr. Krasner amended his
22 amendment before it was submitted and seconded.

23 MR. NICHOLS: So we are still on his
24 original?

25 MR. BELLINO: Yes, Mr. Krasner's

1 amendment came, then the second to his motion.

2 So the second validated Mr. Krasner's motion as
3 amended. How did I do?

4 (Applause.)

5 MR. KRASNER: I don't know, Mr. Chairman,
6 I wasn't listening.

7 MR. BELLINO: Some things never change.
8 Mike twelve, your amendment to the amendment,
9 would you please restate it?

10 MR. SANDBACH: Yes, I would like to
11 insert the word "active" in the first sentence
12 between the words "any" and "member." If you
13 will flip the page and quickly look at that
14 Number 27 you will see that that's what we're
15 trying to do over there. I think if we can vote
16 on it one time I think we might expedite this
17 process.

18 MR. HILL: Point of information.

19 MR. BELLINO: Point of information.

20 MR. HILL: John Hill, Waterloo Tower.
21 What's the difference between an active member
22 and a member?

23 MR. BELLINO: Mr. Sandbach or mike
24 twelve.

25 MR. SANDBACH: At this time the

1 membership is open to Air Traffic Controllers
2 that are 2152s working for terminals and
3 centers. We also accept associate members,
4 spousal members, and retired members. All those
5 other people now have the ability to raise
6 internal grievances against regular Air Traffic
7 Controllers, and this would exclude them from
8 that process. The only people who would have
9 Article 13 would be active air traffic control
10 2152 members.

11 MR. BELLINO: Discussion on the amended
12 amendment. Mike six, who just sat down. Any
13 further discussion?

14 UNIDENTIFIED SPEAKER: Call the question.

15 MR. BELLINO: Call the question. All of
16 those in favor of the amended amendment which
17 would place the word "active" between the words
18 "any" and "member" to read, "Should any active
19 member" in the first line, all those in favor,
20 say aye.

21 UNIDENTIFIED SPEAKERS: Aye.

22 MR. BELLINO: All those opposed nay.

23 UNIDENTIFIED SPEAKERS: Nay.

24 MR. BELLINO: The ayes have it. The
25 motion, correction, the amended amendment is

1 passed. Now, is there discussion on the amended
2 amendment? Mike six.

3 UNIDENTIFIED SPEAKER: Call the question.

4 MR. BELLINO: Call the question.

5 UNIDENTIFIED SPEAKER: Second.

6 MR. BELLINO: I can't stretch this out
7 any more. I would like to talk to you about
8 gain sharing. Okay. The question is called.
9 All in favor say aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. BELLINO: All opposed nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. BELLINO: The motion carries. Thank
14 you very much. Now, if I could talk to you
15 about gain sharing one more time.

16 UNIDENTIFIED SPEAKER: Point of order.

17 MR. BELLINO: Debate is ended. That was
18 what we had done. I'm sorry. I'm sorry. I got
19 this thing sticking in my craw trying to get you
20 people more money. Okay. The motion that we
21 just passed was ending debate only. Now we move
22 to the question. All those in favor on the
23 amended amendment say aye.

24 UNIDENTIFIED SPEAKERS: Aye.

25 MR. BELLINO: All those opposed.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. BELLINO: Thank you. Now it passes
3 for sure.

4 MR. SANDBACH: Mr. Chairman, mike twelve.

5 MR. KRASNER: Sir.

6 MR. SANDBACH: As the author of Amendment
7 Number 27, I would like to withdraw it.

8 MR. KRASNER: No need. It's already
9 passed. Okay. The next business in order is
10 Amendment Number 28. Is there a second?

11 UNIDENTIFIED SPEAKER: Second.

12 MR. KRASNER: Moved and seconded to adopt
13 Amendment Number 28. Discussion? I'm sorry,
14 did you want to speak, Mr. Sandbach, or you just
15 want to let it go to a vote?

16 MR. SANDBACH: Go to a vote.

17 MR. KRASNER: Okay. Are you ready for
18 the question? As many as are in favor of the
19 adoption of Amendment 28, signify by saying aye.

20 UNIDENTIFIED SPEAKERS: Aye.

21 MR. KRASNER: All opposed say nay.

22 UNIDENTIFIED SPEAKERS: Nay.

23 MR. KRASNER: Hearing two-thirds in the
24 affirmative, Amendment 28 is adopted. Next
25 business in order is Amendment Number 29. Is

1 there a second?

2 MR. MCNALLY: Mr. Chairman, I am the
3 author. I would like to amend the amendment.

4 UNIDENTIFIED SPEAKER: What's your name?

5 MR. MCNALLY: I'm sorry. Mike McNally,
6 ZNY, N Charlie 90.

7 MR. KRASNER: Mr. McNally, if you
8 continue to state the wrong facility we'll have
9 to have you removed from the body.

10 MR. MCNALLY: I would like to amend the
11 amendment to read as the Constitution Committee
12 had recommended just at the end to add the words
13 "documented, substantiated proof must be
14 offered, e.g., notarized affidavits, other
15 documents."

16 MR. KRASNER: Okay. Let me see if I have
17 got this right. It would be "documented,
18 substantiated proof must be offered, e.g.,
19 notarized affidavits, other documents," period?

20 MR. MCNALLY: Period.

21 MR. KRASNER: "Other documents" period.
22 Cross out -- okay. So it would read,
23 "documented, substantiated proof must be
24 offered, e.g., notarized affidavits, other
25 documents" period. "Grievances submitted

1 lacking any supporting documentation or specific
2 detail," et cetera, et cetera.

3 MR. MCNALLY: That's correct.

4 MR. KRASNER: Okay. Is there a second?

5 UNIDENTIFIED SPEAKER: Point of
6 information.

7 MR. KRASNER: Yes.

8 UNIDENTIFIED SPEAKER: Will the word
9 "active" that we just passed in the same section
10 remain intact if we pass this also?

11 MR. KRASNER: Yes, it would. We are not
12 seeking to change that part of it, we are just
13 adding a section to the end of that. The rest
14 of that would remain unchanged. We are only
15 dealing with the underlined part.

16 UNIDENTIFIED SPEAKER: Thank you. I
17 second the motion.

18 MR. KRASNER: Moved and seconded. It is
19 moved and seconded to adopt Article 29 as
20 amended prior to its second. Does anyone need
21 that read again?

22 UNIDENTIFIED SPEAKER: Yes.

23 MR. KRASNER: Okay. It would read,
24 "Documented, substantiated proof must be offered
25 (e.g., notarized affidavits, other documents).

1 Grievances submitted lacking any supporting
2 documentation or specific detail outlining which
3 portion of the Constitution," et cetera, et
4 cetera, et cetera.

5 MR. MCNALLY: That's not correct, sir.

6 MR. KRASNER: That is not correct?

7 MR. MCNALLY: No, the amendment, scratch
8 everything that's underlined. Delete, throw
9 that away. What's at the bottom of the page it
10 says documented, substantiated proof --

11 MR. KRASNER: I thought I asked you that.

12 MR. MCNALLY: Well, you probably did.

13 MR. KRASNER: So, let me see if I have
14 got this right. This may change whether you
15 want to second it or not. It would say
16 "documented, substantiated proof must be offered
17 in the form of -- must be offered, e.g.,
18 notarized affidavits, other documents," period,
19 end of amendment, correct?

20 MR. MCNALLY: Yes.

21 MR. KRASNER: Did you still wish to
22 second it, sir?

23 UNIDENTIFIED SPEAKER: Yes.

24 MR. KRASNER: Okay. It is moved and
25 seconded to adopt as such. Discussion? Mike

1 twelve, are you waiting for debate? I'm sorry,
2 did you wish to debate first?

3 MR. MCNALLY: Yes, sir, just at least
4 give a little bit of the intent. It is from
5 talking to several, if not all, the Regional
6 Vice-Presidents we know that the Executive Board
7 is innundated with quite a few internal
8 grievances. And many times Mr. Bellino gets
9 just a letter saying something to the effect, "I
10 don't like so and so," and there is no
11 supporting documentation. The Executive Board
12 is then charged with having to do an
13 investigation to find out whether or not there
14 is any kind of a grievance or whether or not it
15 is a valid grievance, and it takes up an
16 enormous amount of their time.

17 So, we're just asking that if you are
18 going to file a grievance, supply some
19 documentation with some of your rationale so at
20 least the Executive Board doesn't have to go and
21 spend their time, which is very valuable time,
22 to have to go ahead and research to determine
23 whether or not this is a valid grievance.

24 MR. KRASNER: Okay. Is there further
25 debate? Mike nine.

1 MR. FOSTER: Steve Foster, College
2 Station. I wanted to know if this is going to
3 preclude any possibility of being able to submit
4 evidence on your own without a witness of some
5 kind of problem. We had some severe problems at
6 a facility like we had at Denver and
7 (inaudible).

8 MR. KRASNER: Okay. Is there further
9 debate? I'm sorry, did I cut you off? Were you
10 finished?

11 MR. MCNALLY: That was a point of
12 information.

13 MR. KRASNER: Okay. I'm sorry, then I
14 didn't hear it. I was having trouble hearing it
15 so I said as long as everybody could it would be
16 okay. You are going to have to ask it one more
17 time. You are going to have to speak up. It's
18 real tough to hear up here.

19 MR. FOSTER: Steve Foster, College
20 Station. We had some severe problems at our
21 facility with another union member at one time.
22 This member was clever enough not to do anything
23 around witnesses. My concern is whether or not
24 we'll be able to submit something on our own
25 without a witness and have it be considered?

1 MR. KRASNER: One would think that would
2 be covered under notarized affidavits; is that
3 the intent? That if you were to -- you would
4 simply being notarizing something which would be
5 affirming that it was true and correct, a Notary
6 Public, that kind of stuff? Yes, that
7 apparently is the intent of the maker.

8 MS. BULLARD: Point of information.

9 MR. KRASNER: Yes.

10 MS. BULLARD: Isn't it true that -- I'm
11 sorry. Belinda Bullard, Kalamazoo. Isn't it
12 true that the NEB doesn't determine the merits
13 of an internal grievance when they first get it
14 in, they simply determine if it's been submitted
15 and is procedurally correct?

16 MR. KRASNER: No, that is not correct.
17 The NEB, what you do when you submit a grievance
18 to the NEB is you pretty much establish a prima
19 facie case, which we then send to a trial
20 committee. If the NEB determines it is totally
21 without merit, the NEB will disconsider it.
22 Further discussion? Are you ready for the
23 question? As many as are in favor of the
24 adoption of Amendment 29, signify by saying aye?

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: As many as are opposed say
2 nay.

3 UNIDENTIFIED SPEAKER: Nay.

4 MR. KRASNER: The ayes have it.
5 Amendment 29 gets adopted. There's always one.
6 Okay. The next business in order is the
7 adoption of Amendment Number 30. Is there a
8 second? Hearing no second, Amendment 30 is not
9 before the body.

10 Next business in order is the adoption of
11 Amendment 31. Is there a second? Now, wait a
12 second. Wait a second. Hold it. This may have
13 fallen by the wayside due to the passage of 29.
14 Let me look at this. No, I guess not. This one
15 I am going to rule, the Chair is going to rule
16 Amendment 31 is illegal and -- hold on. You
17 know, I just happened to have this with me.
18 Hold on.

19 I happen to have a copy of Department of
20 Labor regulations with me. I don't know how it
21 found its way into my convention package, but it
22 says when it talks about safeguards against
23 improper disciplinary action it says, "No member
24 of any labor organization may be fined,
25 suspended, expelled, or otherwise disciplined

1 except for nonpayment of dues by such
2 organization or by any officer thereof unless
3 member has been (1), served with written
4 specific charges (2), given a reasonable time to
5 prepare a defense (3), afforded a full and fair
6 hearing." If the National Executive Board were
7 permitted to sustain a grievance, then that
8 would be in violation of Department of Labor
9 regulations.

10 MR. SANDBACH: Withdrawn then, sir.

11 MR. KRASNER: Thank you, sir. Okay. So
12 31 is withdrawn. Next business in order is the
13 adoption of Amendment Number 32. Is there a
14 second?

15 UNIDENTIFIED SPEAKER: Second.

16 MR. KRASNER: Okay. Moved and seconded
17 to adopt 32. Discussion? Are you ready for the
18 question? As many as are in favor of the
19 adoption of Amendment 32, signify by saying aye.

20 UNIDENTIFIED SPEAKERS: Aye.

21 MR. KRASNER: As many as are opposed say
22 nay.

23 UNIDENTIFIED SPEAKERS: Nay.

24 MR. KRASNER: Not hearing two-thirds in
25 the affirmative, Amendment 32 is defeated. Next

1 business in order is the adoption of Amendment
2 Number 33. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Moved and seconded to adopt
5 Amendment 33. Are you ready for the question?

6 As many as are in favor of the adoption
7 of Amendment 33, signify by saying aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: As many as are opposed say
10 nay.

11 UNIDENTIFIED SPEAKERS: Nay.

12 MR. KRASNER: Not hearing two-thirds in
13 the affirmative, Amendment 33 is defeated. Next
14 business in order is the adoption of Amendment
15 34. Is there a second?

16 UNIDENTIFIED SPEAKER: Second.

17 MR. KRASNER: Moved and seconded to adopt
18 Amendment 34.

19 MR. FRUSCELLA: I would like to make an
20 amendment.

21 MR. KRASNER: Yes, sir.

22 MR. FRUSCELLA: Joe Fruscella, New York
23 Tracon. Getting back to Amendment Number 19, I
24 would like to go along the same rationale we did
25 about informing our membership. This pertains

1 to resolutions.

2 My amendment is, "All proposed
3 resolutions shall be submitted to the National
4 Constitution Committee 60 days prior to the
5 convention. All proposed resolutions shall be
6 submitted to the membership at least 30 days
7 prior to the convention." And that is all.

8 MR. KRASNER: So, you seek to change the
9 45 to 60?

10 MR. FRUSCELLA: Correct.

11 MR. KRASNER: And then, wait, let me get
12 this language now.

13 UNIDENTIFIED SPEAKER: Point of
14 information.

15 MR. KRASNER: Sir.

16 MR. EDMONDS: Dean Edmonds, Kona Tower.
17 Would this amendment if passed there preclude us
18 from making resolutions at the convention?

19 MR. KRASNER: It would not preclude it,
20 they would be untimely. They would be
21 considered untimely. Presumably they would take
22 a two-thirds vote to introduce them before the
23 body.

24 MR. EDMONDS: Okay.

25 MR. KRASNER: All proposed resolutions

1 must be submitted --

2 MR. FRUSCELLA: "60 days prior to the
3 convention."

4 MR. KRASNER: Right.

5 MR. FRUSCELLA: "All proposed resolutions
6 shall be submitted to the membership at least 30
7 days prior to the convention."

8 MR. KRASNER: Okay. It is moved to amend
9 the amendment to read to change 45 to 60 and add
10 a second sentence that would say "All proposed
11 resolutions must be submitted to the membership
12 at least 30 days prior to the convention." Is
13 there a second?

14 UNIDENTIFIED SPEAKER: Second.

15 MR. KRASNER: Okay. Discussion,
16 Mr. Fruscella.

17 MR. FRUSCELLA: Yes. Getting back to the
18 argument and debate that we had for Amendment 19
19 and what we went through yesterday with the roll
20 call it is apparent that we owe it to our
21 membership back at our facilities for them to be
22 well-aware of any and all amendments or
23 resolutions that may be forthcoming at the
24 convention.

25 And all that is is education just to

1 advise them it is coming up so nobody here is
2 caught not knowing what's going on and their
3 membership is well-informed so they can carry
4 the vote of their local to the convention.
5 That's all.

6 MR. KRASNER: Mike seven.

7 MR. EDMONDS: Dean Edmonds, Kona Tower.
8 I rise in opposition to this amendment as
9 amended. The reason is is that when we come to
10 the convention there are some things that are
11 very germane to one particular area and possibly
12 the rest of us don't find out about it until we
13 get here.

14 It is very difficult to come to a
15 convention and have this information brought
16 forward in an untimely manner and then have to
17 be voted upon as to whether or not we are
18 actually going to hear what may be an actual
19 concern of a facility somewhere else.

20 I think that resolutions should stay as
21 they currently are so that we can all come, hear
22 the concerns and the problems that other people
23 face, and make a motion and resolve to address
24 the situation as we see it at that time. And
25 bringing it up in an untimely manner would

1 restrict us from that opportunity.

2 (Applause.)

3 MR. KRASNER: Mike twelve.

4 MR. BUVENS: Bill Buvens, Baton Rouge. I
5 rise in opposition of this amendment as amended
6 due to the fact that I think it's going to be
7 unworkable. You are going to have, the
8 Constitution Committee is going to have to have
9 two meetings now, one for the Constitutional
10 Amendments and another one for the resolutions
11 to turn around and get them out they are only
12 going to have 30 days to get them out, probably
13 less than that to get them out to the membership
14 in time. And I think it's going to be
15 unworkable. It's going to be an extra work
16 burden on the union to have them meet twice in a
17 couple of months. I rise in opposition.

18 (Applause.)

19 MR. KRASNER: Okay. The question is on
20 the adoption of the amendment to the amendment.
21 Are you ready for the question? As many as are
22 in favor of adopting the amendment to the
23 amendment, signify by saying aye.

24 UNIDENTIFIED SPEAKERS: Aye.

25 MR. KRASNER: As many as are opposed say

1 nay.

2 UNIDENTIFIED SPEAKERS: Nay.

3 MR. KRASNER: The nays have it. The
4 amendment to the amendment is defeated. The
5 issue before the body is the amendment as
6 originally submitted. Are you ready for the
7 question? As many as are in favor of the
8 adoption of Amendment Number 34, signify by
9 saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: Opposed say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The nays have it.
14 Amendment 34 is defeated. Next business in
15 order, turn to the back page, is accordance with
16 Section I-C of the NATCA Bylaws, the Committee
17 reviewed the bylaws and made the following
18 recommendations. Are these final
19 recommendations? Which committee are we talking
20 about, Rules or Constitution? Are these the
21 final recommendations? Mr. Bolton, are you
22 here?

23 UNIDENTIFIED SPEAKER: No, not here.

24 MR. KRASNER: Okay. Are these the
25 recommendations?

1 MR. BOLTON: These are the
2 recommendations with the exception that Items D
3 and G in my opening remarks that the Committee
4 changed their mind and we do not recommend that
5 D and G be removed.

6 MR. KRASNER: Okay. So, D and G are no
7 longer up for consideration?

8 MR. BOLTON: That's correct.

9 MR. KRASNER: Unless somebody wishes from
10 the floor to bring them up for consideration.
11 Okay. You are not a delegate, are you,
12 Mr. Bolton?

13 MR. BOLTON: No.

14 MR. KRASNER: Okay. The Chair would be
15 happy to entertain a motion to delete bylaw
16 Number I, should someone be so disposed to do
17 so.

18 MR. MCNALLY: Mr. Chairman, Mike McNally,
19 ZNY. I make a motion to rescind Section II-I
20 Bylaw.

21 MR. KRASNER: Okay. And I believe there
22 was also, I think we had NEB recommendations on
23 this also if anyone cares.

24 UNIDENTIFIED SPEAKER: We don't.

25 MR. KRASNER: To recommend deletion of

1 this bylaw. Okay. It is moved to delete bylaw
2 I, which is R92-001. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Moved and seconded for
5 deletion. Discussion? Are you ready for the
6 question? As many as are in favor of deleting
7 R92-001, signify by saying aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: As many as are opposed say
10 nay.

11 UNIDENTIFIED SPEAKERS: Nay.

12 MR. KRASNER: The ayes have it. This
13 bylaw is deleted. Mr. McNally?

14 MR. MCNALLY: Yes, Mr. Chairman. Mike
15 McNally, ZNY. I move to rescind R90-008.

16 MR. KRASNER: Okay. He's moved to
17 rescind R90-008. Is there a second?

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: Okay. Moved and seconded.
20 At this point the NEB unanimously recommended
21 against deletion. Okay. Discussion. I'm
22 sorry, who was first? Mike four.

23 MR. NICHOLS: Curt Nichols from Green
24 Bay. I would like to rise in opposition to
25 removing this. Just because President Clinton

1 has signed the Order that doesn't mean it's a
2 done deal. The FAA frequently flaunts law,
3 rules and regulations. They are doing
4 everything possible to prevent the hire of the
5 PATCO controllers. Just because the President's
6 done it does not mean this issue is done. I
7 would like to see this organization continue to
8 fight to get these people their jobs back.
9 Thank you.

10 (Applause.)

11 MR. KRASNER: Mike five.

12 MR. FITAS: Dan Fitas, Minneapolis
13 Center. I would like to speak in opposition of
14 removing this from our bylaws because if people
15 recall in Las Vegas this was a really serious
16 issue for this union to deal with. And at that
17 convention I think it's important to note that
18 this union made a real statement that we were a
19 labor organization and we supported other labor
20 organizations.

21 I think by removing this it would kind of
22 decrease the significance of the actions that we
23 took at that convention and we backed up some
24 fellow MEBA.

25 MR. KRASNER: Mike six.

1 UNIDENTIFIED SPEAKER: Chris Edmonson,
2 Salt Lake Tower. I would like to call the
3 question.

4 MR. KRASNER: Okay. There was a call for
5 the question. Were you going to debate in favor
6 of its deletion?

7 UNIDENTIFIED SPEAKER: Yes, Mr. Chairman,
8 I will.

9 MR. KRASNER: Then I will allow that.
10 Having heard two on the opposing side, the Chair
11 will allow one in favor.

12 MR. MACKIE: Mr. Chairman, Joe Mackie,
13 Greenville-Spartanburg. The bylaw does not
14 state that we're fighting to get these guys
15 rehired, it just says that we would fight to
16 allow them to be rehired. They have been
17 allowed to be rehired, although there have been
18 some restrictions placed on their rehire. This
19 bylaw has no use now. They have been allowed to
20 be rehired. Thank you.

21 (Applause.)

22 MR. KRASNER: Okay. The Chair will take
23 that call for the question. Is there a second?

24 UNIDENTIFIED SPEAKER: Second.

25 MR. KRASNER: Okay. It is moved and

1 seconded to end debate. As many as are in favor
2 of ending debate, signify by saying aye.

3 UNIDENTIFIED SPEAKERS: Aye.

4 MR. KRASNER: As many as are opposed say
5 nay.

6 UNIDENTIFIED SPEAKERS: Nay.

7 MR. KRASNER: Hearing two-thirds in the
8 affirmative, debate is ended. The question is
9 on the deletion of Bylaw R90-008. As many as
10 are in favor of its deletion, signify by saying
11 aye.

12 UNIDENTIFIED SPEAKERS: Aye.

13 MR. KRASNER: As many as are opposed say
14 nay.

15 UNIDENTIFIED SPEAKERS: Nay.

16 MR. KRASNER: You guys have been sitting
17 too long anyway. As many as are in favor of its
18 deletion, please rise.

19 (Rising.)

20 MR. KRASNER: Could I get some Sergeant
21 at Arms up here for a count? What do you mean
22 no? Who do you think you are? Okay. Everyone
23 in favor of its deletion rise. Remain risen. I
24 need you to count all the peoples.

25 Okay. This is the total count. Okay.

1 Please be seated. Please be seated. Everybody
2 be seated. Okay. All those who are opposed to
3 the deletion of this bylaw, please rise. We
4 need to count.

5 (Rising.)

6 MR. KRASNER: Please be seated. Okay.
7 Please be seated. There was 181 votes in the
8 affirmative. There were 185 votes in the
9 negative. There being no majority, the ayes
10 have it -- I'm sorry, the nays have it. The
11 bylaw is not deleted. I'm sorry, what?

12 UNIDENTIFIED SPEAKER: Point of
13 information.

14 MR. KRASNER: You call for a division?

15 UNIDENTIFIED SPEAKER: No.

16 MR. KRASNER: I'm sorry, is that what you
17 said?

18 UNIDENTIFIED SPEAKER: Point of
19 information.

20 MR. KRASNER: Oh, must be my hearing.

21 UNIDENTIFIED SPEAKER: Can you amend a
22 bylaw? Yes, amend the bylaw?

23 MR. KRASNER: Yes, you may. Okay. I
24 have one thing I need to pose for our panel
25 discussion at 10:45, we have Bill Jeffers who is

1 AT-2 who will be sitting on the panel.

2 First of all, I would hope that we would
3 treat our panelists with respect since we are a
4 professional organization. I understand that
5 people do come a long way to profess their
6 views. And whether you agree with them or not,
7 you still should treat them with respect.

8 However, he has arrived already. I
9 personally do not see a problem with him sitting
10 in and watching our meeting, but we can put it
11 out to a vote. If there is no objection -- is
12 there any objection? No. He does have to sit
13 next to you, yes. Okay. Then we'll tell him
14 it's okay.

15 MR. MCNALLY: Mr. Chairman?

16 MR. KRASNER: Mr. McNally.

17 MR. MCNALLY: Yes, sir. I am going to do
18 you and Joe a big favor. The previous --

19 MR. KRASNER: Hold on one second. Carl,
20 could you just tell Richard or Bill Jeffers that
21 it's okay if he sits in, that we don't have a
22 problem with that. Thanks. Yes, I understand
23 you wish -- are you going to deal with the last
24 bylaw?

25 MR. MCNALLY: Yes, sir, and also the

1 previous bylaw that we had rescinded was the
2 first one, R92-001.

3 MR. KRASNER: Right. Yes, well, not
4 really.

5 MR. MCNALLY: Well, we just rescinded
6 your salaries.

7 MR. KRASNER: No, I realized that was the
8 wrong number. We deleted the substance. I'm
9 sorry? My salary is gone? At least pay me
10 through Friday.

11 MR. MCNALLY: I have a motion for
12 rescinding Section 4H-291.

13 MR. KRASNER: Okay. There is a motion to
14 rescind Section 4H-291. And let's see, the
15 Board is recommending deletion of this bylaw.
16 Is there a second for deletion?

17 UNIDENTIFIED SPEAKER: Second.

18 MR. KRASNER: Moved and seconded to
19 delete H, dues for Desert Storm Participants.
20 Are you ready for the question?

21 UNIDENTIFIED SPEAKER: Point of
22 information.

23 MR. KRASNER: Yes, sir.

24 UNIDENTIFIED SPEAKER: We have a
25 resolution coming up to delete that (inaudible).

1 MR. KRASNER: I'm sorry, sir. We have --

2 UNIDENTIFIED SPEAKER: We have another
3 resolution that will be coming up later that
4 will make this a moot point.

5 MR. KRASNER: So what action are you
6 proposing as a delegate, sir?

7 UNIDENTIFIED SPEAKER: That we should
8 vote to leave this over because the
9 resolution --

10 MR. KRASNER: Unless there is a motion to
11 do something different, this is the issue before
12 the body is for the deletion.

13 MR. FRENCH: Mr. Chairman?

14 MR. KRASNER: Sir.

15 MR. FRENCH: Richard French, Boise Tower.
16 I move to table D and G to a later time.

17 MR. KRASNER: I'm sorry, you don't table
18 to a time, you postpone to a time or you table.

19 MR. FRENCH: Table.

20 MR. KRASNER: You wish to table this.
21 Don't look at me, I didn't say it. There is a
22 motion to table H. Is there the deletion of H?

23 UNIDENTIFIED SPEAKERS: No.

24 MR. KRASNER: There is not?

25 UNIDENTIFIED SPEAKER: Point of order.

1 MR. KRASNER: Mr. French, could you
2 please get up and tell me again what it is you
3 wish? Could we have some quiet, please?

4 MR. FRENCH: Withdraw my motion.

5 MR. KRASNER: Thank you, sir. Okay. The
6 motion before the body is on the deletion of H,
7 and it is moved and seconded for deletion. Are
8 you ready for the question?

9 UNIDENTIFIED SPEAKERS: Yes.

10 MR. KRASNER: As many as are in favor of
11 the deletion of H as a bylaw, signify by saying
12 aye.

13 UNIDENTIFIED SPEAKERS: Aye.

14 MR. KRASNER: As many as are opposed say
15 nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: The ayes have it. H is
18 deleted. Okay. The next business in order --

19 MR. EDMONDS: Mr. Chairman?

20 MR. KRASNER: Sir.

21 MR. EDMONDS: Are we proceeding to
22 resolutions now?

23 MR. KRASNER: Not quite. Hold on. I
24 just really want to clarify this. What we
25 deleted was the wrong number, not the wrong

1 substance. I just wanted to clarify this here.
2 We deleted the one labeled Membership Benefits
3 Account.

4 UNIDENTIFIED SPEAKER: No.

5 MR. KRASNER: No, we really did.

6 UNIDENTIFIED SPEAKER: We deleted your
7 salary.

8 MR. KRASNER: Okay. The next issue
9 before the body is -- please come to order. I
10 have got to do this once at the convention,
11 okay?

12 (Gavel engaged.)

13 MR. KRASNER: The next business in order
14 is the adoption of green paper as proposed
15 bylaws. What these are is National Executive
16 Board, National Executive Board resolutions
17 which were passed by our own bylaws and come
18 before the body for inclusion or deletion as
19 part of our bylaws.

20 UNIDENTIFIED SPEAKER: Point of
21 information.

22 MR. KRASNER: Sir.

23 UNIDENTIFIED SPEAKER: Where can we get a
24 copy of these?

25 MR. KRASNER: I believe they were in your

1 delegate package. I believe so. Is that
2 incorrect? They were in the delegate package.
3 If you don't have a copy, I am sure you can dig
4 one up.

5 Now, the way we dealt with these last
6 time somebody, some kind delegate made a motion
7 to consider them as one package. I don't know
8 if the substance of these will allow for that,
9 but should they allow for that in your minds,
10 the Chair would be more than happy to entertain
11 that motion.

12 UNIDENTIFIED SPEAKER: Second.

13 MR. KRASNER: No, I didn't make the
14 motion.

15 UNIDENTIFIED SPEAKER: So moved.

16 MR. KRASNER: Hold it. Does everybody
17 have them? Does everybody need a couple minutes
18 to look through them or have you done this from
19 the beginning of the week?

20 UNIDENTIFIED SPEAKER: Point of order.

21 MR. KRASNER: Okay. Who said that?

22 UNIDENTIFIED SPEAKER: Point of order.

23 MR. KRASNER: Yes, sir.

24 MR. HARRISON: Winford Harrison, Houston
25 Center. I make a motion we pass the package in

1 its entirety.

2 MR. KRASNER: Okay. So the motion is to
3 adopt all bylaws, all these resolutions as part
4 of the bylaws, which is 1 through 12. Is that
5 one through 12? Yes, proposed bylaws 1 through
6 12, your motion is to adopt.

7 UNIDENTIFIED SPEAKER: Second.

8 MR. KRASNER: Okay. It is moved and
9 seconded to do so.

10 UNIDENTIFIED SPEAKER: Point of
11 information, Mr. Chairman.

12 MR. KRASNER: Yes, sir.

13 MR. MARTIN: Ken Martin, Pontiac Tower.
14 Reference number 6, "Any fees incurred as a
15 result of an individual's cancellation/no show
16 at NATCA's basic or FAC rep training except for
17 the legitimate circumstances," who defines and
18 what are legitimate circumstances?

19 MR. KRASNER: As determined by the
20 National Executive Board. The National
21 Executive Board does.

22 MR. MARTIN: So, totally at the whim of
23 the NEB a local can be charged for somebody's
24 failure to show up?

25 MR. KRASNER: Yes. And just so you

1 understand the way that works, the way it works
2 we talked about the cancellation and no shows,
3 if you have a legitimate reason for canceling
4 that's fine, but we have an enormous amount of
5 people who when we commit to the George Meadey
6 Center it costs us for that room, it costs us
7 instructor time. And we have had situations in
8 the past where we have people who have simply
9 chosen not to show up after committing to be
10 there.

11 And since the introduction of this
12 resolution, we have had a lot less of that. But
13 what we're looking at are these people who say,
14 "I changed my mind, I don't want to go," and we
15 don't have time to plug somebody else in and we
16 are paying as part of the George Meadey contract
17 for that room.

18 UNIDENTIFIED SPEAKER: Okay.

19 UNIDENTIFIED SPEAKER: Point of
20 information.

21 MR. KRASNER: Yes, sir.

22 UNIDENTIFIED SPEAKER: If the motion
23 presently for consideration before the body is
24 not passed would we then be able to consider
25 each proposed?

1 MR. KRASNER: That's correct, then we'll
2 deal with them individually. Okay. So what
3 we're debating now is the motion to deal with
4 them en masse or in gross. That's what's
5 available.

6 MR. NICHOLS: Curt Nichols, Green Bay.

7 MR. KRASNER: However, I believe there
8 were other people up there first unless you are
9 raising a priority motion.

10 MR. NICHOLS: I wanted to amend the
11 amendment.

12 UNIDENTIFIED SPEAKER: Point of order.

13 MR. KRASNER: Yes.

14 UNIDENTIFIED SPEAKER: He's out of order.

15 MR. KRASNER: Thank you, sir. Why is
16 that?

17 UNIDENTIFIED SPEAKER: He wasn't next to
18 be recognized. He wasn't at the mike first.

19 MR. KRASNER: I knew that. I was just
20 testing you. Okay. Mike six.

21 UNIDENTIFIED SPEAKER: Call the question.

22 MR. KRASNER: If there was debate on this
23 I will not allow the question to be called.

24 UNIDENTIFIED SPEAKER: Yes, there is
25 debate.

1 MR. KRASNER: There is debate, then we'll
2 not allow the question to be called. I will
3 rule that out of order simply since there was no
4 debate on the motion.

5 UNIDENTIFIED SPEAKER: I will just wait.

6 MR. KRASNER: Mike four.

7 MR. NICHOLS: Thank you. Curt Nichols,
8 Green Bay. I rise in opposition to this
9 amendment. While most of these can be
10 considered in total and would expedite the
11 progress of this union, when you look at Number
12 11, the Canon of Ethics for Air Traffic
13 Controllers, this is a very significant issue.
14 It is going to put a -- it is quite a change of
15 philosophy for our whole union, and I think this
16 specific one should be debated at length. Thank
17 you.

18 MR. KRASNER: Mike ten.

19 MR. BIEBER: Allen Bieber, John Wayne
20 Tower. I would like to propose an amendment to
21 the resolution to have everything be voted on
22 except for Number 12. I think the impact of 12
23 as classifying a 757 as a heavy aircraft has a
24 vast impact on very many facilities, mine in
25 particular. And I don't believe that it is fair

1 to save time and just go through and disregard
2 all these. I haven't had a chance to read them,
3 I don't think a lot of people have read them,
4 and I think 12 needs to be discussed. Thank
5 you.

6 MR. KRASNER: Mike eleven.

7 UNIDENTIFIED SPEAKER: I move we postpone
8 consideration of this for fifteen minutes until
9 ten o'clock so we all have a chance to look at
10 it to determine whether we want to vote en masse
11 on this issue.

12 UNIDENTIFIED SPEAKER: Second.

13 MR. KRASNER: The Chair will entertain
14 that motion, but the Chair will also chastise
15 the body for having not read a package that was
16 delivered to them Sunday and Monday.

17 UNIDENTIFIED SPEAKER: Out of order.

18 (Applause.)

19 MR. KRASNER: The motion is properly in
20 order. But one would think that we would
21 conduct our business better than that. So there
22 is a motion moved and seconded to postpone
23 consideration until ten o'clock. As many as are
24 in favor, signify by saying aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: As many as are opposed say
2 nay.

3 UNIDENTIFIED SPEAKERS: Nay.

4 MR. KRASNER: The nays have it. It is
5 not postponed. Okay. What mike? Mike six.

6 UNIDENTIFIED SPEAKER: Mr. Chairman, I
7 would like to propose an amendment to the
8 amendment that we exclude items 11 and 12.

9 UNIDENTIFIED SPEAKER: Second.

10 MR. KRASNER: So then it will read, the
11 intention will then be that we'll pass 1 through
12 10 inclusive as a single vote and consider 11
13 and 12 separately.

14 UNIDENTIFIED SPEAKER: Second.

15 MR. GAMBLE: I am still Brian Gamble from
16 Jeffco. Sorry about that.

17 MR. KRASNER: Okay. There is a motion to
18 amend the resolution to consider them in gross
19 by excluding 11 and 12. Is there a second?

20 UNIDENTIFIED SPEAKER: Second.

21 MR. KRASNER: Okay. Moved and seconded
22 to do so. Discussion on the amendment to the
23 resolution. Are you ready for the question?

24 As many as are in favor of excluding 11
25 and 12 from the gross consideration signify by

1 saying aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: As many as are opposed say
4 nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: The ayes have it. It is --
7 well, they are excluded from the original
8 resolution. The issue before the body is the
9 resolution as amended which would now be to
10 consider in gross 1 through 10. Is there
11 discussion? Mike four.

12 MR. REAM: Yes, I move that -- Pat Ream,
13 Atlantic City. I move we amend the amended
14 proposal to remove Number 3 in keeping with the
15 amendment to the Constitution that we have
16 already passed restricting certain benefits to
17 active members. This section here is in
18 conflict with the amendment that we have already
19 passed on the Constitution.

20 MR. KRASNER: No, sir, that would not be
21 correct. I mean, your motion to pull it out is
22 in order, but for me to explain the reasoning,
23 what we just passed was the ability for anyone
24 other than active members to utilize the
25 internal grievance procedure.

1 MR. REAM: Yes, but my feeling is that
2 the spirit of that was a restriction to favor
3 active members.

4 MR. KRASNER: There is a motion to amend
5 the resolution by excluding Number 3 3 from
6 gross consideration.

7 MR. MACKIE: Point of information. Point
8 of information.

9 MR. KRASNER: Yes.

10 MR. MACKIE: Mr. Chairman, Joe Mackie,
11 Greenville-Spartanburg. I believe Number 3 just
12 deals with any benefits before the date
13 September 1/19/92 and they would not include any
14 benefits after that date, is that correct?

15 MR. KRASNER: As of -- anything after
16 September 1.

17 MR. MACKIE: Any benefits that existed on
18 September 1, 1992 are extended to --

19 MR. KRASNER: Any benefits --

20 MR. MACKIE: -- associate members,
21 retired members, any new benefits as of that
22 date are not?

23 MR. KRASNER: That's not correct. As of
24 September 1, 1992, it would be on or after.

25 MR. MACKIE: Okay. Thank you.

1 MR. KRASNER: Okay. It is moved to
2 withdraw Number 3 from gross consideration. Is
3 there a second? Do I hear a second?

4 UNIDENTIFIED SPEAKER: Second.

5 MR. KRASNER: Moved and seconded to
6 remove 3 from gross consideration. Discussion?
7 Are you ready for the question?

8 UNIDENTIFIED SPEAKER: Yes.

9 MR. KRASNER: As many as are in favor of
10 removing 3 from gross consideration, signify by
11 saying aye.

12 UNIDENTIFIED SPEAKERS: Aye.

13 MR. KRASNER: As many as are opposed say
14 nay.

15 UNIDENTIFIED SPEAKERS: Nay.

16 MR. KRASNER: The nays have it. The
17 motion is defeated. The issue before us is the
18 resolution as amended to consider in gross 1
19 through 10. Are you ready for the question?
20 I'm sorry, we had a mike one.

21 UNIDENTIFIED SPEAKER: Yes, point of
22 information. For clarification on --

23 UNIDENTIFIED SPEAKER: Who are you?

24 MR. KRASNER: Mike one.

25 MR. SCHULDEN: Anton Schulden,

1 Williamsport Tower, Pennsylvania. (Inaudible)
2 in shifts in there. A lot of your lower
3 facilities work one-man part-time shifts, you
4 know, like maybe four hours by ourselves. I
5 would like to have that clarified further.

6 MR. KRASNER: Gee, I am --

7 MR. SCHULDEN: I try to go back because
8 of our staffing. It is my understanding that
9 all shifts now will have two people in the late
10 hours and night hours.

11 MR. KRASNER: Well, this will not be the
12 end result. We don't make resolutions of the
13 FAA. We are just saying that it is our position
14 that all shifts should be covered by two
15 individuals.

16 (Applause.)

17 MR. KRASNER: Okay. Moved and seconded
18 to adopt the gross, 1 through 10. Are you ready
19 for the question? As many as are in favor of --

20 MR. GUERRA: Barry?

21 MR. KRASNER: Yes.

22 MR. GUERRA: Gus Guerra, Oakland Center.
23 I would like to make a motion. I would like to
24 remove Number 9 from gross consideration.

25 UNIDENTIFIED SPEAKER: Point of order.

1 MR. KRASNER: Yes, point of order.

2 UNIDENTIFIED SPEAKER: He wasn't
3 recognized by the Chair. He's out of order.

4 MR. KRASNER: You are recognized by the
5 Chair.

6 MR. GUERRA: Gus Guerra, Oakland Center.
7 I would like to amend to remove Number 9 from
8 gross consideration.

9 MR. KRASNER: Okay. There is a motion to
10 remove Number 9 from gross consideration. Is
11 there a second?

12 UNIDENTIFIED SPEAKER: Second.

13 MR. KRASNER: Moved and seconded to
14 remove 9 from gross consideration. Discussion.
15 Mike eight.

16 MR. GUERRA: Gus Guerra, Oakland Center.
17 The reason I would like to remove Number 9 is
18 due to the fact that it only applies to
19 facilities that have oceanic control centers,
20 and there is probably only three or four
21 involved here and I think it should be discussed
22 separately.

23 MR. KRASNER: Okay. There is a motion to
24 remove Number 9 from gross consideration and
25 it's been seconded. Further discussion. Are

MR. KRASNER: As many as are in favor of removing Number 9 from gross consideration, signify by saying aye.

MR. KRASNER: As many as are opposed say
nay.

MR. KRASNER: The nays have it. The motion is defeated. The question is on the resolution to consider them 1 through 10 in gross. Are you ready for the question?

MR. KRASNER: As many as are in favor of considering 1 through 10 in gross, signify by saying aye.

MR. KRASNER: As many as are opposed say
nay.

MR. KRASNER: The ayes have it. They shall be considered in gross. The question is on the adoption of Bylaws 1 through 10.

Discussion. Mike four.

MR. ADAMS: I am Patrick Adams from Terre

1 Haute. And I rise in opposition to this because
2 of the midnight staffing. At Terre Haute if we
3 mandate midnight staffing it just means one or
4 two less people that are going to be able to
5 take the day off, one or two less people that
6 are going to go in prime time, and after eight
7 o'clock in the evening until six o'clock in the
8 morning they are doing nothing. And our
9 bargaining unit does not object to working by
10 themselves.

11 MR. KRASNER: Mike one.

12 MR. BRICKLEY: Point of information. On
13 the -- I'm sorry. Bob Brickley, Dulles Tower.
14 On bylaw Number 8 it says staffing on the
15 midnight shift shall be a minimum of two FPL
16 controllers. My question is do we need FPLs or
17 could development be part of that?

18 Mainly in facilities like Dulles that
19 have 40 or 50 percent of their people that are
20 developmentals, that means there is fewer people
21 that are at full performance level control
22 trained and we're going to spend the majority of
23 our time --

24 MR. KRASNER: Are you debating or asking
25 me the rationale for --

1 MR. BRICKLEY: Yes, I guess that's what I
2 am asking for is the rationale or is that the
3 actual intent?

4 MR. KRASNER: Could we please have order?
5 The rationale for saying two FPL controllers is
6 that two people on the midnight shift is great
7 for the developmental. Developmental gets to
8 take breaks half the night, but the FPL doesn't,
9 the FPL is there all the time. There is no
10 opportunity for a break if you don't have two
11 developmentals. Or if you don't have two FPL's.
12 Okay. What mike was I? Mike two.

13 UNIDENTIFIED SPEAKER: I would just ask
14 the body that --

15 UNIDENTIFIED SPEAKER: Who are you?

16 MR. MEYER: Oh, Alvin Meyer from
17 Milwaukee Timmerman. I would ask that the body
18 consider the items individually. It is obvious
19 that there may be a great amount of --

20 MR. KRASNER: Sir, this is not germane.
21 The motion was passed to deal with them in
22 gross. If you wish to make a motion to
23 reconsider that motion that would be
24 entertained, but if not, the debate has to be on
25 the passage or the failure of these issues.

1 MR. MEYER: Okay. I would like to speak
2 against Number 3. If I understand things
3 correctly, an associate member, most of them
4 right now are 8-hour supervisors and staff. We
5 are spending a lot of our dues money to get
6 benefits for union members. The travel club
7 comes to mind. If we're able to put something
8 like that together we'll be giving it to the
9 staff and managers. And I would just like to
10 see a separate vote on that item. That's all I
11 have to say.

12 MR. KRASNER: Mike one.

13 MR. LAMM: Jim Lamm, Cleveland Hopkins.
14 Would it be appropriate at this time to make an
15 amendment to one of the, well, to Number 8?

16 MR. KRASNER: No, the bylaws are, having
17 been, these having been passed by a different
18 body, these need to be adopted or defeated,
19 okay, but they are not open for amendment.

20 MR. LAMM: Thank you.

21 MR. KRASNER: Mike twelve.

22 MR. SANDBACH: David Sandbach, Abilene
23 Tower. Mr. Chairman, I rise to speak in favor
24 of the conclusion of the midnight staff issue.
25 I am a controller at a facility where we do work

1 midnight shifts and we do have them as single
2 staffed. It is unreasonable to ask one person
3 to work an entire shift without taking a break.
4 I also want to support this by saying we, as an
5 organization, have been telling the FAA and the
6 industry all along that single-person shifts are
7 unsafe and are inappropriate.

8 (Applause.)

9 MR. SANDBACH: Yet what we have been
10 telling the agency and the industry all along
11 has finally happened in the Southwest Region.
12 We had a single midnight shift controller have a
13 heart attack in the middle of his shift and did
14 not get medical attention for several hours.
15 This needs to stop. We need two people on
16 shifts all the time.

17 (Applause.)

18 MR. KRASNER: Mike seven.

19 MR. SALLET: Bruce Sallet, Fort
20 Lauderdale Tower. I rise for Number 8. I hope
21 we can get this thing passed with further
22 stronger wording of this. ALPA doesn't even
23 know this is going on.

24 Half the airline pilots ask me, "Are you
25 the only one in the tower?" when I talk to them

1 at 2:00 or 3:00 in the morning. This isn't
2 worded strongly enough, and we need to do more
3 to let these people know that there is only one
4 person out there.

5 The same thing happened, a guy blows his
6 knee out coming up the stairs from the bathroom
7 at 3:00 a.m., he has to crawl to the crash room
8 to get an ambulance up there. We need more than
9 one person on the night shift.

10 (Applause.)

11 UNIDENTIFIED SPEAKER: Point of
12 information.

13 MR. KRASNER: Where was it? Yes.

14 MR. HARSH: In reference to -- Chuck
15 Harsh, Akron Canton. In reference to Number 3,
16 the membership benefits, could we not as in the
17 flier program restrict that to active?

18 MR. KRASNER: I'm sorry, we could
19 restrict anything we want. We could not
20 restrict anything we want. But what we are
21 talking about is the adoption of these as stated
22 which you're entering into as debate under point
23 of information while other people were at the
24 mike first. Mike nine.

25 UNIDENTIFIED SPEAKER: Point of

1 information.

2 MR. KRASNER: Yes.

3 MR. KELZENBERG: Robert Kelzenberg, St.
4 Paul. Would you explain to me what ODAPS is as
5 a (inaudible) tower? I'm not aware of it.

6 MR. KRASNER: Gus, do you want to give us
7 a little bit on ODAPS?

8 MR. GUERRA: Gus Guerra, Oakland Center.
9 I personally don't work in an oceanic area --

10 MR. KRASNER: Let me make one correction.
11 I am being told, and as I mentioned before, the
12 memory is bad, and I am being told that I am on
13 Number 3 that we did have a specific discussion
14 at the NEB that it was to be benefits up to
15 September 1, 1992 and not afterwards. And it
16 was to cover things that we added on afterwards
17 that we wanted to make that, we wanted to have
18 that ability to cut out. Anyway, the Chair
19 stands corrected. It is up to. Okay. So, it
20 is a typo. It is up to September 1, 1992.

21 UNIDENTIFIED SPEAKER: Point of
22 information, please.

23 MR. KRASNER: Yes.

24 UNIDENTIFIED SPEAKER: Where are we at in
25 this whole thing, are we still trying to figure

1 out if we are going to accept all these in
2 whole?

3 MR. KRASNER: No, that's been decided.
4 These will be dealt with as a whole, pass or
5 fail. Now we're are into debate on the merits
6 of passage or failure. We had a point of
7 information asked for a little bit of
8 information on ODAPS or asking what it was. We
9 are asking Mr. Guerra from L.A. to get up and
10 talk about it a little bit. What? Oakland,
11 L.A., it's all the same. It's all on the fault
12 line.

13 UNIDENTIFIED SPEAKERS: Booooo.

14 MR. KRASNER: Let me ask you a question.
15 When you are floating away is it going to matter
16 whether you are in Oakland or L.A.? I'm sorry,
17 Gus. I didn't mean it. At any rate, if you
18 could give us a little bit on ODAPS it would
19 make it easy for everyone to have an
20 understanding.

21 MR. GUERRA: Thank you. I personally
22 don't work the oceanic area but I have a little
23 bit of knowledge about ODAPS, and there is
24 probably people here that have a lot more than I
25 do. But it is basically just a computer

1 generated display on a PVD where projected
2 traffic is that's being worked manually. And
3 while I'm up here, I would also like to speak in
4 opposition of Number 9.

5 MR. KRASNER: Sorry, Mr. Guerra, you were
6 up to rise to a point of information, not to
7 jump in debate ahead of others. But thank you
8 for the information. Okay. Mike nine.

9 UNIDENTIFIED SPEAKER: (Inaudible.)

10 MR. KRASNER: I'm sorry, we can't hear
11 you.

12 MS. DELLINGER: I am Lisa Dellinger from
13 Kinston Tower. I would like to rise in
14 opposition to Number 8. I understand the
15 reasoning behind it. I agree that the idea is
16 good, but it is not feasible at our tower. It's
17 not feasible at a lot of towers in this area.
18 One of the reasons is if it happens we can't
19 come to places like this. We cannot get the
20 time off. We cannot go on vacation. It is
21 frightening (inaudible.)

22 MR. KRASNER: Please, be quiet.

23 UNIDENTIFIED SPEAKER: We can't hear her.

24 MS. DELLINGER: We have a shift right now
25 that has one person regularly. We do not object

1 to that. The people who are working that shift
2 have actually chosen to do that. Now, the main
3 problem we see with it is that no one would be
4 able to get time off when they needed it because
5 of the fact it would leave one per shift. We
6 understand the need for it, however, it's not
7 feasible.

8 MR. KRASNER: Okay. Mike six.

9 MR. JOHNSON: I am Jeff Johnson from
10 Columbia Tower. I would also like to vote for
11 passage of these actions as a gross type of
12 situation. Due to the wording of Number 8 all
13 working shifts be staffed with a minimum of two
14 FPL's, I believe this is going to cripple
15 NATCA's ability to further negotiate on cost
16 reduction efforts at Level I towers.

17 If they have said that you have to have
18 two FPL's, how are they going to impose anything
19 that's really valid when it comes to cost
20 reduction efforts of Level I's? And that is
21 something that's going to be asked of all Level
22 I towers.

23 MR. KRASNER: Mike two.

24 MR. WILHELM: Todd Wilhelm, St. Louis.

25 Mr. Chairman, I call the question.

1 (Applause.)

2 MR. KRASNER: There is a call for the
3 question. Is there a second?

4 UNIDENTIFIED SPEAKER: Second.

5 MR. KRASNER: Moved and seconded to end
6 debate. All those in favor of ending debate,
7 signify by saying aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: All opposed say nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: The ayes have it. Debate
12 is ended. The issue before the body is the
13 adoption of Bylaws 1 through 10. As many as are
14 in favor of their adoption, signify by saying
15 aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: As many as are opposed say
18 nay.

19 UNIDENTIFIED SPEAKERS: Nay.

20 MR. KRASNER: The ayes have it. 1
21 through 10 are adopted. Next business in order
22 is the adoption of Bylaw Number 11. Is there a
23 second?

24 UNIDENTIFIED SPEAKER: Second.

25 MR. KRASNER: Moved and seconded to adopt

1 Bylaw Number 11. Line 'em up.

2 MR. NICHOLS: Point of information.

3 MR. KRASNER: Point of information.

4 MR. NICHOLS: Curt Nichols from Green

5 Bay. Just verify, sir, we cannot change or

6 amend this, we must pass as is?

7 MR. KRASNER: That is correct. Mike six.

8 MR. GAMBLE: Brian Gamble, Denver Jeffco.

9 I don't want to see this organization become yet
10 a second layer of behavioral control in my life,
11 and I don't want to have some Code of Ethics
12 unless I am the one that writes it and all of
13 you people agree to live by my standards.

14 (Applause.)

15 MR. KRASNER: Mike one, are you waiting
16 for debate?

17 MR. NICHOLS: I am thinking. Point of
18 information.

19 MR. KRASNER: I have not recognized you.
20 Okay. I will answer a point of information. I
21 was only going to request that if you're not
22 waiting in line for debate that you don't stand
23 by the mike. It is very confusing for us to try
24 to factor that in.

25 MR. NICHOLS: It has to do with an

1 amendment we just passed.

2 UNIDENTIFIED SPEAKER: Who are you?

3 MR. NICHOLS: Jeff Nichols from
4 Hagerstown Tower. Now that they have been
5 passed, can a motion be made to amend?

6 MR. KRASNER: Yes.

7 MR. NICHOLS: For the amending --

8 MR. KRASNER: That is correct, a question
9 can be made to rescind any one of them, amend,
10 absolutely. Mike four.

11 MR. NICHOLS: Thank you. Curt Nichols
12 from Green Bay. I rise in opposition to Number
13 11. As the previous gentleman said, I am not in
14 favor of having an arbitrary set of behavioral
15 standards forced upon me. While I think the
16 gentleman who wrote this had the best intentions
17 in the world, I don't want another set of
18 standards by which we judge each other. As
19 union people we protect each other, we don't say
20 what each other does wrong.

21 And also in closing, I would like to say
22 when you look at something like this you have
23 got to look at what you are getting yourself
24 into and what you are getting out of it. I see
25 this as creating a bunch of standards, creating

1 ill-will among controllers. And what are we
2 going to get for it?

3 Because if anybody thinks here because we
4 have got a code of standards ALPA is going to
5 think better of us or your Congressman is going
6 to give you a raise because they think you are
7 professional, I think they should have a reality
8 check with theirselves. Thank you.

9 (Applause.)

10 UNIDENTIFIED SPEAKER: Point of order.

11 MR. KRASNER: Yes.

12 UNIDENTIFIED SPEAKER: Am I too late to
13 object to consideration of the question?

14 MR. KRASNER: Yes.

15 UNIDENTIFIED SPEAKER: Is that too late?

16 MR. KRASNER: Yes, you are. Mike twelve.

17 MR. SANDBACH: Mike twelve, David
18 Sandbach, Abilene Tower. Mr. Chairman, I rise
19 to speak in favor --

20 MR. KRASNER: If I may, let me cut you
21 off one second, Dave. An objection to
22 consideration of the question has to be done
23 before it's seconded, even before it's stated
24 before the body. There can't be any debate
25 already started on the issue before you object

1 to consideration.

2 UNIDENTIFIED SPEAKER: Point of
3 information.

4 MR. KRASNER: I am going to hold that
5 point of information since the Chair cut off
6 Mr. Sandbach. He was in the middle of debate
7 and we can get your point of information when
8 he's finished. Mr. Sandbach.

9 MR. SANDBACH: Thank you, Mr. Chairman.
10 I rise to speak in favor of the adoption of this
11 bylaw for the mere purpose that it sends a
12 message. It doesn't just deal with a standard
13 of conduct or ethics that we have with each
14 other. The NEB has been constantly innundated
15 with internal grievances. I think we know more
16 than well what we can't do to each other if we
17 really want to. What we are doing is sending a
18 message I cannot go out today and join the Boy
19 Scouts without having a Code of Ethics. That's
20 just the way it is.

21 What we are saying is this is what it is
22 to wear my NATCA pin and be a NATCA controller.
23 I am damn proud to be here, and very proud to be
24 a member of NATCA and Air Traffic Controllers'
25 great union.

1 MR. KRASNER: Yes, sir.

2 UNIDENTIFIED SPEAKER: Point of
3 information.

4 MR. KRASNER: Whose point of information?
5 Yes, mike one.

6 MR. KELZENBERG: Robert Kelzenberg, St.
7 Paul. I have one question. If this is passed
8 will I be obligated to if I see something
9 contrary to this, to, I don't want to use the
10 word, but turn the person in to somebody in
11 NATCA?

12 MR. KRASNER: No, you will not. It was
13 written, if you notice the way it was written it
14 was written not to be mandates on the
15 membership, it was meant to be a Canon of Ethics
16 that people would presumably aspire to but there
17 is nothing mandatory in there.

18 MR. KELZENBERG: Thank you.

19 MR. KRASNER: Mike seven.

20 MR. EDMONDS: Dean Edmonds, Kona Tower.
21 Just really kind of question. If I read this
22 right does that mean that the non-union pukes
23 can do anything they want because this only
24 effects NATCA members? And if so, is this
25 actually what we want to do?

1 I mean, what we are doing it sounds like
2 somebody from -- he took the point of
3 information away from me when he answered that
4 one over there so now it is my turn to talk.

5 MR. KRASNER: So, you are debating.

6 MR. EDMONDS: Right.

7 MR. KRASNER: Right.

8 MR. EDMONDS: Okay. Like the gentleman
9 said before, it seems like what we are doing is
10 we are setting ourselves up to watch ourselves
11 only. And yet we can't do anything to the
12 non-union person in the tower because they don't
13 have to subscribe to this Code of Ethics, they
14 only have to subscribe to what we already do.
15 And seems like what we are trying to do is kind
16 of impose an extra layer of restrictions on
17 ourselves and maybe we really don't want to do
18 that. Just seems like it is only written to put
19 us in bad positions and leave us in a position
20 where we may have problems in the future.

21 (Applause.)

22 MR. KRASNER: Mike six.

23 UNIDENTIFIED SPEAKER: I rise in
24 opposition to this proposal. I truly believe
25 that I work with the finest professionals as

1 members of the National Air Traffic Controllers
2 Association. We all already aspire to these
3 Code of Ethics that are outlined in this
4 proposal. I don't think we need to have
5 somebody telling us that that's what we should
6 be doing.

7 (Applause.)

8 MR. KRASNER: In the interest of
9 fairness, is anyone standing at the mike looking
10 to speak in favor? I currently have three
11 against and one for. Is anyone looking to speak
12 in favor? Okay. Not somebody new, somebody who
13 was standing there. Mike two, please.

14 MR. DOWNEN: Ron Downen, Chicago Center.
15 I rise in favor of the adoption of the Code of
16 Ethics at this time. The Code of Ethics is
17 nothing more, as far as imposing things upon us,
18 I have heard many people speaking in opposition
19 to this, Mr. Chairman, but say they support that
20 we currently do all these things that are in
21 here. As brother Mr. Nichols had stated, this
22 may not get us a raise in Congress, this won't
23 get us some things, but this does carry some
24 meat, this does carry some weight.

25 Secretary Pena referred to us as leaders

1 in our profession, as a union, as a body, as
2 being respected in this country. A Code of
3 Ethics, a Canon of Ethics is something that I
4 feel is necessary and can be used by our people
5 as something to point to. It will be nothing
6 that will be used for disciplinary actions. I
7 think there are some very serious misconceptions
8 as to what a Canon of Ethics can actually do for
9 this organization and, therefore, I support it
10 one hundred percent.

11 (Applause.)

12 MR. KRASNER: Mike eight. I'm sorry,
13 mike one.

14 MR. MCLAWHORN: Raymond McLawhorn,
15 Lynchburg Tower. I have a question for the
16 Chair about some things that are in here. I'm
17 caught in a vice here. My facility is a hundred
18 percent union and we're in a local that uses
19 UCIC position almost exclusively.

20 There is a couple provisions in here
21 where I see -- one of the provisions at CIC at
22 our facility we've been told if you see a
23 operation error occur you either report it or
24 you are covering it up. But under B, Section 3
25 says you should refrain from speaking ill of a

1 fellow controller. Under D-8 you are not to
2 permit your name to be used in any manner it
3 might disgrace another controller.

4 MR. KRASNER: What was the second one?

5 MR. LAWRENCE: D-8 says you are not
6 supposed to give interviews or permit your name
7 to be used in any manner likely to bring
8 intentional discredit to another member. So,
9 what are we supposed to do if we see an
10 operational error, report it to our fellow
11 member or go by this and don't say anything
12 about it?

13 MR. KRASNER: The Chair, the Chair
14 doesn't see this as a conflict. Those two
15 provisions were designed for different things.
16 Mike nine.

17 MR. FOSTER: Steve Foster, College
18 Station. I am opposed to this due to the
19 wording, that's Section B, Subparagraph A. No,
20 let's see, it is interpolated as being against
21 any type of internal grievance one member does
22 harass other members as I think any
23 interpretation would go against any (inaudible).

24 MR. KRASNER: Okay. Mike five. And
25 please, everybody else keep it down so everybody

1 can be heard.

2 MR. ALLAN: Name is Dave Allan, Detroit
3 Tracon. And this proposal was written in
4 response to Professional Standards Committee
5 that was started by Mark Shell of Chicago, and
6 that then we continued over to Detroit. And we
7 have a very close working relationship with
8 ALPA, but this Canon of Ethics has nothing to do
9 with what we started. No one came to us and
10 talked to us before they wrote this Canon of
11 Ethics to find out what the professional
12 standard --

13 MR. KRASNER: I'm sorry, mike five, the
14 debate is on this Canon of Ethics, not the
15 Professional Standards Committee which has --

16 MR. ALLAN: That's correct, but this
17 Canon of Ethics was written, was written based
18 on as a response to the Professional Standards
19 Committee.

20 MR. KRASNER: No, sir, that's not
21 correct.

22 MR. ALLAN: And it doesn't hit the mark
23 at all as to what we have tried to accomplish.
24 I disagree with the people from Chicago. We do
25 not need to have this Canon of Ethics.

1 (Applause.)

2 MR. KRASNER: Mike two.

3 MR. WILHELM: Todd Wilhelm, St. Louis.

4 Mr. Chairman, I call for the question.

5 UNIDENTIFIED SPEAKER: Point of order.

6 MR. KRASNER: Point of order.

7 UNIDENTIFIED SPEAKER: Can I have the
8 reading as to how many have been opposed and how
9 many have been for it? I think it's been proven
10 unfair.

11 MR. KRASNER: There has been four
12 debating against and two debating for.

13 UNIDENTIFIED SPEAKER: Mr. Chairman, I
14 wish to debate in favor of the adoption of this
15 resolution.

16 MR. KRASNER: Okay. The Chair will allow
17 one more debate in favor and then well go to the
18 call for the question.

19 UNIDENTIFIED SPEAKER: Point of order.

20 MR. KRASNER: Yes.

21 UNIDENTIFIED SPEAKER: I believe the next
22 person to speak should be next in line for the
23 microphones if he's not in line.

24 MR. KRASNER: Okay. Well, let's check it
25 out. Are you debating in favor, mike nine?

1 UNIDENTIFIED SPEAKER: Affirmative.

2 MR. KRASNER: Okay. Sorry, mike four,
3 maybe next time. Mike nine.

4 MR. QUIGLEY: David Chris Quigley from
5 Westfield, Massachusetts. I rise in favor of
6 this. I do not feel we need to be told how to
7 act as a union. These are all things that we do
8 already. But when a new member comes into a
9 facility or something like that, we can show
10 them this and show them that we're proud to be a
11 union and these are the things that we stand by.

12 (Applause.)

13 MR. KRASNER: Okay. At this time I would
14 call for the question. Is there a second?

15 UNIDENTIFIED SPEAKER: Second.

16 MR. KRASNER: Moved and seconded to end
17 debate. As many as are in favor of ending
18 debate, signify by saying aye.

19 UNIDENTIFIED SPEAKERS: Aye.

20 MR. KRASNER: All opposed say nay.

21 UNIDENTIFIED SPEAKERS: Nay.

22 MR. KRASNER: Debate is ended. The ayes
23 have it. The question before you is the
24 adoption of Bylaw Number 11. As many as are in
25 favor of the adoption of Number 11 as a bylaw,

1 signify by saying aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: As many as are opposed say
4 nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: The nays have it. Number
7 11 is defeated. Sir?

8 UNIDENTIFIED SPEAKER: Recess.

9 MR. KRASNER: We could. Do you want to
10 get through 12 first?

11 UNIDENTIFIED SPEAKERS: No.

12 MR. KRASNER: Okay. There is a motion to
13 recess. Is there a second?

14 UNIDENTIFIED SPEAKER: Second.

15 MR. KRASNER: Moved and seconded to
16 recess. For how long, sir?

17 UNIDENTIFIED SPEAKER: Ten minutes.

18 MR. KRASNER: Moved and seconded for --
19 well, if you are going to recess we have a panel
20 starting in 25 minutes so can you do a
21 ten-minute? Well, we could, yes.

22 It's been moved and seconded to recess
23 for ten minutes. As many as are in favor,
24 signify by saying aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: Those opposed say nay.

2 UNIDENTIFIED SPEAKERS: Nay.

3 MR. KRASNER: The nays have it. We go
4 nowhere. The issue before the body is the
5 adoption of Bylaw Number 12. Is there a second?

6 MR. GUERRA: Mr. Chairman?

7 MR. KRASNER: Sir.

8 MR. GUERRA: Gus Guerra, Oakland Center.

9 I would like to make a motion to rescind Number
10 9 from the group 1 through 10 package.

11 MR. KRASNER: If you wish to make a
12 motion to rescind a bylaw it has to be submitted
13 in accordance with the procedures on resolutions
14 as outlined in the rules. Please submit it to
15 Mr. Bellino prior to noon to be heard after 3:30
16 today.

17 MR. GUERRA: Thank you.

18 MR. BELLINO: And in triplicate, please.

19 MR. KRASNER: In triplicate. Next issue
20 before the body is the adoption of Bylaw 12. Is
21 there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded. Line
24 'em up. Mike ten.

25 MR. BIEBER: Allen Bieber, John Wayne

1 Tower. I would like to speak against the union
2 taking a stand that 757 should be considered a
3 heavy aircraft. I think that although safety is
4 the major factor, and that's what's most
5 important, once again, all this is is this is
6 just like a whitewash. We're saying okay, we
7 know that this aircraft or they assume that this
8 aircraft caused accidents. Our facility was one
9 where we had a fatality.

10 The impact on towers that work 600,000
11 operations or more that have center lines that
12 are less than some 800 feet, 500 feet would be
13 immense. It would shut down, if you have
14 parallel runways it would shut down the runway.

15 And the effect on the users, especially
16 the GA, this would knock the GA out completely
17 and I don't think that's fair. What we
18 remember, you know, the airlines, sure, they pay
19 for a lot of our salaries but the GA was what
20 started this. And we can't kick the GA out of
21 all these airports. It's not fair.

22 MR. KRASNER: Mike ten. Please come to
23 order. I'm sorry, that was mike ten. Would the
24 body please come to order. Mike six.

25 MR. EDMONSON: Chris Edmonson, Salt Lake

1 Tower. I am opposed to Bylaw Number 12. I was
2 also one of the facilities where one of the
3 accidents did happen. And the aircraft,
4 actually the GA aircraft went underneath the
5 other aircraft which could have happened even
6 with a Lear jet or whatever where the accident
7 did happen. And to have to restrain heavy
8 aircraft where you are giving five miles is way
9 too high. What we have now is more than enough.
10 And that's it.

11 MR. KRASNER: Mike six.

12 MR. ALLERDICE: My name is Jim Allerdice
13 from Atlanta Tower. I would like to rise in
14 support of this. I am also on the National
15 Safety Committee. We discussed this at length.
16 Basically, the bottom line is we, as Air Traffic
17 Controllers, are in the business of safety, not
18 capacity.

19 (Applause.)

20 MR. ALLERDICE: It was the intent of the
21 committee in suggesting this to increase the
22 margin of safety. It is the FAA's business to
23 worry about capacity.

24 I think you all agree over the last two
25 years any equipment or any changes they have

1 made have all been in the name of capacity. The
2 only thing that they have made changewise
3 dealing with safety has been TCAS and we all
4 know how that works. So, we just support making
5 757's a heavy for identification and separation
6 purposes and feel that that's the best way to
7 go. Thanks.

8 (Applause.)

9 MR. KRASNER: Mike nine.

10 MR. CARR: John Carr from the O'Hare
11 Tracon. I rise in support of this. The Boeing
12 757 is taking perfectly good airplanes and
13 turning them into lawn gardens. We all know
14 that an increased separation standard is
15 necessary.

16 The FAA would have you believe that we
17 need a third category like "almost heavy." The
18 fact of the matter is we need to stand up and
19 say we need more room. If that results in
20 increased spacing or delays or problems for the
21 GA community, not my problem. If it results in
22 airplanes that stay in the air as opposed to
23 flipping upsidedown and going splat, I am all
24 for it.

25 (Applause.)

1 MR. KRASNER: Mike two.

2 MR. WILHELM: Todd Wilhelm, St. Louis.

3 Mr. Chairman, I call for the question.

4 MR. KRASNER: Okay. There is a call for
5 the question. Is there a second?

6 UNIDENTIFIED SPEAKER: Second.

7 MR. KRASNER: Moved and seconded to end
8 debate. As many as are in favor of ending
9 debate, signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: All those opposed say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: Hearing two-thirds to the
14 affirmative, debate is ended. The question
15 before you is the adoption of Number 12. As
16 many as are in favor of the adoption of Number
17 12 as a bylaw, signify by saying aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: As many as are opposed say
20 nay.

21 UNIDENTIFIED SPEAKERS: Nay.

22 MR. KRASNER: The ayes have it. Number
23 12 is adopted.

24 (Applause.)

25 UNIDENTIFIED SPEAKER: Point of

1 information.

2 MR. KRASNER: Yes.

3 UNIDENTIFIED SPEAKER: Number 8, it is
4 titled midnight staffing, but does the title
5 apply to just the midnight shift or is it going
6 to tie NATCA's hands in negotiating reduced
7 staffing in I's in order to financially compete
8 with the contract towers?

9 MR. KRASNER: I don't think it will tie
10 our hands because in the FAA's eyes there are no
11 negotiations, they are contracting them out. We
12 may make recommendations based on it and those
13 recommendations may end up still coming back to
14 this body or not, but it shouldn't tie our hands
15 in any way, shape, or form.

16 UNIDENTIFIED SPEAKER: Aren't those our
17 intents, though, that we'll try to do legally?

18 MR. KRASNER: Our intents are to stop
19 contracting out. Everybody, please come to
20 order.

21 UNIDENTIFIED SPEAKER: Correct, yeah, but
22 in order to do that we have to show that we can
23 be competitive. I mean, they are basing the
24 fact of their contracting out on the savings
25 that they make by contracting the tower.

1 MR. KRASNER: I would suggest you save it
2 for the panel on contracting out.

3 UNIDENTIFIED SPEAKER: Okay.

4 UNIDENTIFIED SPEAKER: Mr. Chairman,
5 motion to recess for fifteen minutes.

6 MR. KRASNER: Okay, now wait. Before we
7 take that motion let me go through a couple
8 quick messages and then we'll do that.

9 The meeting of the Tracon Development and
10 Construction Negotiators DFS, SCT, STL, ORD and
11 the Potomac Project will meet during the lunch
12 recess at the rear of the Audubon Ballroom.
13 Please meet at the beginning of the lunch
14 recess. Thank you, Elaine Morin.

15 On a happier note, all regional breakouts
16 are canceled for today and tomorrow. It's good
17 news for some. The Western-Pacific Legislative
18 Committee will meet during the lunch break today
19 here in the convention hall at 12:15 or fifteen
20 minutes after we recess. Signed Howie Rifas.

21 Okay. We will give you some information
22 on the bus trips going to the Yucatan for
23 volleyball and vast amounts of comradery. We'll
24 pass that out this afternoon, or at least go
25 over it again this afternoon.

UNIDENTIFIED SPEAKER: Second.

MR. KRASNER: Anybody opposed? Done.

(Recess at 10:30 a.m.)

10:50 a.m.

Again, this is not our only panel over
the next two days. Whether you agree with the
conclusions or not, some of these people have come
a long way to be with us. Please show them the
respect that you would show anybody else up in
front of this -- well, anybody except me -- show
the respect you would show any other

1 outsider coming before this body. Thank you
2 very much.

3 (Applause.)

4 MR. MCNALLY: Okay. Barry had asked me
5 if I would moderate this. Somehow I guess being
6 National QTP coordinator as a facilitator I
7 think he thought I could facilitate this thing,
8 somehow I tend to doubt it, but I will give it a
9 shot.

10 What I would like to do is first go down
11 the line and introduce the panelists. Just give
12 me a second here, please. Off to my immediate
13 right is Bill Jeffers, Deputy Associate
14 Administrator for Air Traffic at FAA
15 headquarters, Washington D.C.

16 (Applause.)

17 MR. MCNALLY: He has been involved with
18 air traffic control in the FAA since he began
19 his career in 1971 as an Air Traffic Controller
20 Specialist at Atlanta Air Traffic Control Tower.

21 Bill is a much traveled professional. He
22 has filled the following positions in the FAA.
23 '74 to '75 he was in ETDS at Huntsville Air
24 Traffic Control Tower; 1975 to 1977 supervisor
25 at Huntsville Air Traffic Control Tower; 1977 to

1 '79 Deputy Chief, Greater Cincinnati Air Traffic
2 Control Tower; 1979 to 1981 out specialist at
3 the Air Traffic Division Southern Region; 1981
4 to 1985, Assistant Air Traffic Manager Atlanta
5 Air Traffic Control Tower. Let me know if we
6 get any of this wrong, Bill. 1985 to 1987 --

7 MR. JEFFERS: You got it wrong at the
8 start.

9 MR. MCNALLY: I'm sorry.

10 MR. JEFFERS: I came into the system in
11 1964 in Memphis Center.

12 MR. MCNALLY: I do apologize. Okay, the
13 rest okay?

14 MR. JEFFERS: Yes.

15 MR. MCNALLY: Okay, thank you. 1985 to
16 1987, Air Traffic Manager, Birmingham Air
17 Traffic Control Tower; 1987 to 1989, Manager
18 International Staff, FAA, Southern Region; 1989
19 to 1992, Manager Resource Management Branch, Air
20 Traffic Division, Southern Region; 1992 to 1993,
21 Assistant Air Traffic Division, Great Lakes
22 Region; and then assumed his current position as
23 the Assistant Associate AA-T2.

24 So, as you can see, Bill Jeffers is
25 really doing something right or he just can't

1 keep a job, I guess. Actually, those of us that
2 know Bill realize that he's doing something
3 right. Anyway, welcome, Bill Jeffers.

4 (Applause.)

5 MR. MCNALLY: Off to my left is Barry
6 Krasner who I realize doesn't need an
7 introduction, but to be fair and equitable, and
8 bring up his sordid past, Barry is President of
9 the National Air Traffic Controllers
10 Association, AFL/CIO, having been elected to a
11 three-year term of office in 1991. He also
12 serves as Chairman of NATCA's Contract
13 Negotiating Team, and also the Chair of this
14 Convention.

15 Mr. Krasner joined the FAA in January of
16 1982 and was a full-performance level controller
17 at the New York Tracon until his election to
18 NATCA National Office. Prior to NATCA's
19 inception Mr. Krasner was a member of the Tracon
20 Facility Advisory Board; Chairman of the Human
21 Relations Committee; he has been extremely
22 active if NATCA having served as the first
23 Vice-President of New York Tracon local which
24 was established one year prior to NATCA
25 certification in 1987.

1 organization from one that was more social than
2 effective to one that's a major player in the
3 federal sector issues. John Leyden sits on the
4 President's Federal Salary Council. This
5 Council recommends an annual comparability
6 adjustment for federal employees to the
7 President and determines the annual pay
8 adjustments for PED.

9 President Clinton recently named John to
10 serve on the National Partnership Council. That
11 group makes recommendations to the President on
12 issues ranging from scope of negotiations to
13 service fees for non-union members.

14 His most distinguished post, however, is
15 that of an honorary lifetime member of NATCA.
16 Many of you, like me, first met John through the
17 NATCA organizing campaign. He was a big NATCA
18 supporter then and remains one today. Ladies
19 and gentlemen, John Leyden.

20 (Applause.)

21 MR. MCNALLY: Up here we have Scott
22 Stark, Scott Stark from Downtown Shreveport.
23 Born in Forth Worth, Texas -- actually, we don't
24 want to give his birthday here. Thanks a lot,
25 Scott, anyway. His wife Laura married March 13,

1 1982, graduated from Trinity High School in
2 Euless, Texas 1979. Attended --

3 UNIDENTIFIED SPEAKERS: Euliss.

4 MR. MCNALLY: Euliss, excuse me. I knew
5 I had a 50-50 chance and I blew it. Attended
6 the University of Texas at Arlington for four
7 years. Lived in the Dallas/Fort Worth area, and
8 worked as a truck driver in Dallas until joining
9 the FAA in 1989.

10 Assigned to Shreveport, Louisiana -- I
11 learned how to say that right. No S in
12 Shreves -- Downtown at the academy in 1990 and
13 still works there today; became a NATCA member
14 in October 1990; elected Secretary-Treasurer of
15 the local June 1991; elected President of the
16 local June 1992; now serving a second term; a
17 member of the Downtown QTP Team since its
18 inception in January 1992 and Hub QTP Team since
19 its inception in January 1992; received Special
20 Achievement Award for participation in
21 developing the Hub QTP Training Guide. Ladies
22 and gentlemen, Scott Stark.

23 (Applause.)

24 MR. MCNALLY: Off to my right at the end
25 is Teresa King, Local Vice-President for

1 Brownsville. Teresa was a chiropractic
2 assistant prior to entering the FAA on November
3 25, 1991. After the FAA Academy went straight
4 to Brownsville; has worked at the Hub facility
5 for two years; joined NATCA upon arrival at
6 Brownsville, currently Vice-President; prior to
7 that served a one-year as Secretary-Treasurer.

8 Member of the Professional Women's
9 Controllers for one and a half years, and
10 currently serving as Parliamentarian for PWC
11 Board of Directors. Ladies and gentlemen,
12 Teresa King.

13 (Applause.)

14 MR. MCNALLY: Just to give you a little
15 bit of an overview what it is we're about to do
16 here, since this is the first time we have ever
17 experienced this at a convention, we are going
18 to give each of the panelists to speak five to
19 seven minutes, well, up to seven minutes, let's
20 say.

21 They will give their point of view. Just
22 be patient as listen to this point of view, and
23 when they sit back down after they're complete
24 we are going to open it up for questions and
25 answers, and which you will be able to stand up

1 to the mike and ask your questions directly to
2 the panelist of which you wish to answer your
3 question. So, the first speaker I am going to
4 bring up is Bill Jeffers.

5 (Applause.)

6 MR. JEFFERS: Thank you, Mike. First of
7 all, I appreciate the opportunity to be here. I
8 have moved around a little bit in my career.
9 One of the things this presents me is the
10 opportunity to see a lot of people that I have
11 crossed paths with in all of those many moves,
12 and there is any number of old acquaintances I
13 have been able to renew this morning. And
14 that's always pleasant.

15 The Level I Contract Tower Program. The
16 FAA first began a Low Level VFR Contract Tower
17 Program in 1982. After the strike of 1981 when
18 the system was being rebuilt we initially closed
19 about 80 Level I VFR towers because we lacked
20 the staffing to run those facilities at that
21 time.

22 Since that time, some 49 of those
23 facilities have been reopened as Level I FAA
24 contract towers, some 18 of them have been
25 reopened as VFR contract towers, and we still

1 have 13 as of today that are temporary closed.

2 We are in the process of trying to
3 decommission 12 of those 13. One of those
4 facilities, and I'm sorry I can't tell you which
5 one it is, not because that's secret but because
6 I don't know, which one meets the criteria that
7 we will be opening as a contract tower.

8 The current contract tower initiative,
9 well, the plan as written was to eventually
10 contract all of the Level I VFR towers. Until a
11 year ago we have never been able to do that
12 because when we had a little bit of money we
13 always had a Congressional mandate to open some
14 facility, some of which did not meet the
15 criteria, but with a Congressional mandate that
16 doesn't really matter. So we were unable carry
17 out the intent of the contract tower until about
18 a year ago.

19 With the Vice-President's National
20 Performance Review this was looked at as one of
21 the initiatives for re-inventing government, a
22 term we have all come to know and hate, that was
23 begun immediately.

24 We were given money in the 1994 budget to
25 contract out 25 facilities with a plan to

1 contract 25 additional facilities in each of the
2 next three years until all of the approximately
3 100 VFR contract or VFR towers are operated by a
4 public sector contract.

5 We were also given an amount of money to
6 do the PCS moves, accomplish the PCS moves that
7 are required in conjunction with contracting out
8 of these facilities. At the present time we
9 have about 99 VFR Level I -- I'm sorry, we have
10 about 99 VFR Level I towers. That is correct.
11 There is about 111 Level I towers and some of
12 them are non-radar approach controls. And until
13 that part of that function is delegated to some
14 other place or is enhanced at the current
15 location, nothing will be done with those.

16 The number of towers to be contracted
17 goes up and down, up and down, with the
18 upgrade/downgrade of the facility because of the
19 traffic activity. We have about 945 people
20 affected by the Contract Tower Program at this
21 time. I think that I would like to kind of make
22 some random comments now, if those are okay.

23 I think that part of the initiative to do
24 this is driven by looking at the environment
25 around us. The environment now is one of

1 downsizing, rightsizing. If we look at the
2 industry and what's happening in the aviation
3 industry with the layoffs and things like that,
4 we're being driven to lower the cost of
5 providing services to the users. And I think
6 this is something that we will be faced with
7 over the next few years.

8 I think as we go into discussions about
9 anything that is substantive, one of the drivers
10 will be lowering the cost to our users. I will
11 tell you at this point that there is no plans to
12 contract any other level facilities. There has
13 been no discussion to the best of my knowledge
14 of extending this into any other part of the air
15 traffic control system.

16 There is, I guess, a group of people
17 meeting now that talk about the future flight
18 service station option, but there is no current
19 discussion, nor am I aware of any that there has
20 been, that would extend this to any other level
21 of facility or whatever within the air traffic
22 control system. There are no RIF plans with
23 this whatsoever.

24 Every individual involved will be given
25 an opportunity to move to a higher level

1 facility, to go to work for a contractor, maybe
2 even a new option now that may be open to us, an
3 automatic flight service station if there is one
4 that somebody would like to go to, but I think,
5 suffice it to say, that there will be no RIFs
6 involved in this.

7 We were given a substantial amount of PCS
8 money, enough to accommodate the contracting of
9 25 facilities. One of the big discussions has
10 been if the people in Level I's are moved to
11 other facilities what about the people in Level
12 II's and III's and others.

13 Under the right set of circumstances, and
14 I can name of a couple of instances where it
15 worked, if someone in a Level I wants to stay in
16 the local area, and one of the ones that comes
17 to mind only because I know this region, is
18 Greenville, South Carolina, is to go to a Level
19 III radar facility in that area that doesn't
20 require a PCS move. And then one of our options
21 would be that you give somebody in the Level III
22 facility the option of moving up to a higher
23 level facility. The monies can be used in that
24 way. And I think there is substantial dollar
25 savings to the taxpayers and FAA in going

1 through the contracting process for this level
2 of facility.

3 I think, to close it out, I think there
4 is probably one other overriding question. And
5 within this hundred or so facilities there is
6 about 12 right now that do not meet the criteria
7 for contract operations. Right now there is no
8 plan to close them within the next 12 months or
9 anything else. We'll be working to, hopefully
10 with you, to try to determine what plans should
11 be for dealing with those locations. I think I
12 would like to leave it right there now and
13 answer any questions you have later on. Thank
14 you.

15 (Applause.)

16 MR. MCNALLY: Thank you, Bill. Next I
17 would like to bring up Barry Krasner.

18 (Applause.)

19 MR. KRASNER: Hi there. I don't know
20 where to begin. I could go on on this for
21 hours. There is two issues involved in
22 contracting out. One is whether or not we
23 continue to oppose contracting out of Level I
24 towers, the philosophical aspect. The other
25 issue is how do we best deal with affected

1 people. I am not going to touch a lot on the
2 DPP versus MDP, although I will tell you that I
3 am in favor of the DPP. I think that job --

4 (Applause.)

5 MR. KRASNER: Job protection is our
6 number one goal in this union. I do support it.
7 We need to balance it so that everybody,
8 everybody, of course so some people don't get
9 hurt or we mitigate the costs, but we need to
10 protect these Level I's.

11 But I am going to touch on the
12 philosophical aspects of it. Contracting out of
13 Level I towers is not a Level I issue. Contrary
14 to what you have been hearing from the agency,
15 contracting out of Level I towers affects each
16 and every one of you.

17 (Applause.)

18 MR. KRASNER: There are problems out
19 there. There are problems with PCS money, there
20 is problems with upward mobility. But getting
21 rid of 111 of your facilities is not the way to
22 deal with problems. If we --

23 (Applause.)

24 MR. KRASNER: If we were to take, if we
25 were to satisfy those at the higher levels and

1 take everybody in Level I's and put them into
2 Level II's, do you really think that would
3 provide upward mobility for Level II's? What
4 you would have is Level II towers that are
5 over-staffed. And then at what point would you
6 be facing a RIF at GS-11 grade level because of
7 overstaffed Level II's. This is the beginning
8 of the end for Air Traffic Controllers. There
9 is no doubt --

10 (Applause.)

11 MR. KRASNER: There is no doubt in my
12 mind whatsoever that when Level I's go Level
13 II's are not far behind. And when Level II's go
14 Level III VFRs are not far behind.

15 We have to look at this now. We have to
16 look at -- let me take you back. I told a story
17 in Chicago in the early '70's. General Motors
18 held the car market in this country. They made
19 small cars that were not gas economical and they
20 didn't care.

21 Okay. The gas crunch came in the 1970's
22 and General Motors sat back fat, dumb, and happy
23 and said, "So what? The American people will
24 get used to paying the \$1.25 a gallon. It's not
25 going to hurt us." That's the way it's going to

1 be for the future.

2 A couple years later the Japanese moved
3 into the small car market. General Motors said,
4 "They are outsiders, they can't hurt us." And a
5 couple years later they were forced to admit to
6 the world, "We're out of the small car business.
7 We can't compete."

8 This is what we, as an agency, have done
9 over the last ten or fifteen years. We have sat
10 back, not tried to manage them effectively, and
11 said, "So what? We are the monopoly. What's
12 the difference?" When the cost crunch got too
13 high they said, "We are out of the Level I
14 business."

15 Well, if you could run a Level I more
16 efficiently under a contract than you could run
17 a New York Tracon more efficiently under a
18 contract or a TFW or an Omaha Tower, any one of
19 them could be run more efficiently under a
20 contract, so is it only Level I's? I don't
21 think so. This is a union issue. This is an
22 issue for all of us.

23 There is a proposal floating around in
24 FAA now, and it is floating around, and it's to
25 change -- I don't know where it stands other

1 than it is a proposal by one department to air
2 traffic, and it's to change the designation of
3 LRACs, Limited Radar Approach Controls, to
4 change their name. They would change their name
5 to Non-Approach Towers.

6 Let me tell you the impact of that.
7 Non-Approach Towers, there is three, three
8 categories of Non-Approach Tower. The highest
9 category would be a traffic counter for airport
10 OPS of 90 and up. This effect of this proposal
11 would be to downgrade 37 towers.

12 And let me give you an idea of what we
13 are talking about. Omaha would go from a Level
14 III to a Level I. Kennedy would go from a Level
15 V to a Level II. La Guardia would go from a
16 Level V to a Level II. Bradley would go from a
17 Level III to a Level I. San Francisco would go
18 from a V to a II. Tucson would go from a III to
19 a I. And there is another 30 of them on the
20 list. Okay.

21 Is contracting out a Level I issue? When
22 Bradley goes from a III to a I are they in the
23 Contract Power Program? You bet your butts they
24 are. They absolutely are. This is a union
25 issue.

1 (Applause.)

2 MR. KRASNER: Bill stated that as we go
3 into anything substantive we will be driven by
4 reduced costs. That sounds exactly like the
5 changing of LRACs in name only to reduce the
6 cost of 37 towers for a cost savings of \$17
7 million a year to the government. Well, that's
8 just great.

9 Now, I want to leave you with two
10 thoughts, and I am not -- this is not
11 accusatory, I am not accusing the FAA of being
12 like Nazi Germany. However, however, I do want
13 to draw this analogy. I pulled it out of Dear
14 Abby, but I've seen it on GD and I have seen it
15 before, and it is called, "I didn't speak up."
16 It is a very short paragraph and I will read it.
17 It was written by a Reverend in Nazi Germany.

18 And it says: "In Germany the Nazi's
19 first came for the Communists, and I didn't
20 speak up because I wasn't a Communist. Then
21 they came for the Jews, and I didn't speak up
22 because I wasn't a Jew. Then they came for the
23 trade unionists, and I didn't speak up because I
24 wasn't a trade unionist. Then they came for the
25 Catholics, but I didn't speak up because I was a

1 Protestant. Then they came for me, and by that
2 time there was no one left to speak for me."

3 I had a package that was handed to me by,
4 and I have got to apologize, I don't remember
5 who, it was on contracts, quite an in-depth
6 package, and I am just going to quote the last
7 paragraph from it because it says what I believe
8 our position must be.

9 "Let us unite together and fight to all
10 closures. Let us unite together and fight for
11 the quasi-government agency. But most
12 importantly, let us unite." We must show the
13 FAA that we're one voice, one group, one united
14 union. We must do that.

15 (Applause.)

16 MR. MCNALLY: Thank you, Barry. Okay. I
17 would like to next bring up Teresa King.
18 Teresa.

19 (Applause.)

20 MR. MCNALLY: Teresa was honest with me,
21 she said she is a little nervous, so please be
22 kind, okay?

23 MS. KING: Given from the applause I have
24 been hearing I think I have my work cut out for
25 me. I am in favor of the contracting out. I am

1 a Level I controller in Brownsville, Texas.

2 Although I did not hear Barry mention it
3 today, I have heard from the Chicago meeting
4 that one of the main concerns of the union is
5 the possibility of RIFing of the Level I
6 controllers once they are contracted to another
7 facility. I do not see the logic in this
8 whatsoever. To me that seems completely
9 ridiculous. To have the controllers, Level I
10 controllers contracted out, sent to the higher
11 level facilities, asked for -- the money is
12 given to the FAA from Congress to accomplish
13 this and this is done over the next four years
14 with the Level I controllers. Then to
15 participate in a RIFing program, do away with
16 those jobs and starting the year 2001 I believe
17 we'll see a considerable amount of attrition
18 happening due to the massive hiring that took
19 place right after the strike.

20 If you listen to your common sense and
21 logic speaking, it does not make sense to take
22 the money that Congress is giving us to
23 accomplish this contracting, then RIF those
24 people. Then we create a massive void once the
25 attrition happens. Then the FAA has to turn

1 right around and fill those positions by going
2 on another massive hiring. Common sense would
3 say that it makes -- it's better judgment to
4 keep those controllers in those positions versus
5 throw them out on their ear, hire new people,
6 start all over from scratch with the training
7 and the finances that are involved in that.

8 The FAA has stated and guaranteed us a
9 position at another facility. They have also
10 guaranteed us that in the event of a washout at
11 that facility that we would be guaranteed
12 another position at another facility to be
13 determined by them.

14 That is one of the safety nets when the
15 Level I controllers are considering where they
16 will be moving to. And I mention that because
17 of the DPP, if you are familiar with that, that
18 would give us some options available in the
19 selection of our facilities. It is basically a
20 safety net in our choosing so that we can use
21 common sense also and not reach for the stars
22 where we may not be able to attain them.

23 So, I understand that the Level II's and
24 III's are concerned that we will be jumping
25 them, progressing ahead of them. I don't really

1 the idea if they wanted to move us up, they
2 wanted to keep us, they wanted to use us, we are
3 valuable employees, that's all fine and dandy.
4 But the question I still have is does that not
5 erode the trust factor that they won't give us
6 the information that should be there?

7 (Applause.)

8 MR. STARK: And then aside from that, if
9 that information is not there the question still
10 remains why not? The things we are looking for
11 at this time are the FAA claims it is cheaper to
12 go and contract these Level I's. Could be. I
13 say prove it. I haven't seen anything that
14 proves it yet.

15 They have their numbers on paper, but I
16 can write down numbers on paper that will say
17 anything. That's the things, the kind of thing
18 we need to see. And it erodes the trust between
19 the union and the FAA. In this time of pushing
20 QTP and that sort of thing and looking for
21 self-directed work groups and business without
22 bosses and all those sort of things, this erodes
23 that kind of trust.

24 And so that brings to question the cost
25 factors of the contracting out, whether they are

1 in reality what the FAA says they are. And then
2 aside from that, to me the FAA has proven to be
3 somewhat inept in the AAS program as they spent
4 billions of dollars and didn't come out with
5 anything. So I have to ask --

6 (Applause.)

7 MR. STARK: I have to ask, could this
8 money have not have been better spent? Couldn't
9 it be better spent now in the future to keep FAA
10 towers, to put FAA boys in these towers? I
11 think we do the best job. I don't think the
12 controllers from the contract towers will do a
13 better job.

14 (Applause.)

15 MR. STARK: To me it just doesn't
16 logically make sense to wholesale slaughter the
17 Level I towers without actually looking at each
18 individual one and determining that impact on
19 the public, that impact on safety. Which I am
20 not saying that the contract tower is going to
21 be unsafe, but Barry stated before, and I agree
22 with him, that I am not certain that the same
23 margin of safety will be achieved with
24 contractors compared as with the FAA people.

25 So, I guess that kind of another

1 question, too, moneywise we are talking about
2 this being a long-term type goal as far as
3 actually being able to save money. And for me
4 the up-front costs are pretty large in actually
5 doing this and actually putting the contractors
6 in.

7 And they say now reference PCS we don't
8 have money for PCS, we don't have money for
9 overtime, and that doesn't fit either. If you
10 don't have money for PCS and you don't have
11 money for overtime and these other type things,
12 where did this \$8.5 million come from to do
13 this?

14 (Applause.)

15 MR. STARK: If they ask for the money,
16 the \$8.5 million to move us in PCS, and don't
17 get me wrong if it happens, thanks guys, I
18 really appreciate it. It's better than being
19 RIF'd. But why not do that under the normal
20 course of operations? That's the way things are
21 already set up to work. But as I see it, the
22 FAA is not asking for these things that they
23 need to normally run their operations.

24 I am hearing things in our region about
25 being several million dollars under for PC&B

1 this year. To me is that good management that
2 you not have a budget to pay the people that you
3 have employed? And I wonder if they asked for
4 it. That I don't honestly know.

5 Obviously, I am quite opposed to the
6 Contract Tower Program. The other side of it is
7 the practical issues which Teresa has addressed
8 somewhat. And I do have lot of agreement in
9 that Level I's have been sitting around in a lot
10 of cases being overlooked for several years,
11 there's people that have been in these towers
12 for ten and fifteen years. Myself, I have only
13 been in mine for four and a half years, but I do
14 want to get out, I do want to be promoted.

15 And so I would ask you, as a convention
16 body and as NATCA, to support something for us
17 when this is beat because otherwise we are back
18 to status quo, which is not acceptable either.
19 We need to have some sort of priority to address
20 these PCS and placement issues, we don't need
21 people coming out of the academy into Level
22 III's, Level II's. And if you want to get right
23 down to it, I would love to see everybody come
24 out of the academy, all new hires, go straight
25 into Level I's and progress all the way up.

1 (Applause.)

2 MR. STARK: In closing, I just wanted to
3 sit here for just a second and use a visual just
4 to make sure that everybody understands who we
5 are talking about here. Look around the room.
6 There is about a thousand people in this room.
7 That's the number of Level I controllers roughly
8 that we're talking about, the same number of
9 people as in this room. That's the number of
10 NATCA, roughly the number of NATCA people, at
11 least bargaining unit people, that we will be
12 eliminating, if not union members, potential
13 union members, we'll be -- as somebody put it on
14 Genie, less people, less money, less power.
15 NATCA will be diminished. Thank you.

16 (Applause.)

17 MR. MCNALLY: Thank you, Scott. And the
18 final, last but certainly not least, I would
19 like to bring up John Leyden.

20 MR. LEYDEN: I had thought when I was
21 invited to speak and make a presentation on this
22 panel on contracting out in general that I was
23 going to speak in favor of it until I heard
24 Barry Krasner, so I changed my mind and now I am
25 going to speak against it.

1 (Applause.)

2 MR. LEYDEN: Let me spend a few moments
3 talking about contracting out in general as it
4 relates to the Level I VFR tower.

5 In 1992 the federal government spent \$210
6 billion on contract for goods and services, a
7 125 percent increase from the date Ronald Reagan
8 took office in 1981, 1980.

9 Federal agencies have identified nearly
10 100 thousand more jobs that can now be
11 contracted out. If several agencies hiring
12 freezes have had the consequence of a reliance
13 on contract employees to perform work that is
14 considered to be inherently governmental.

15 The increased reliance on contract
16 employees at the federal level has come under
17 criticism. Even former OMB director Richard
18 Darman has admitted to many problems.

19 Before leaving office, Darman issued a
20 scathing indictment of federal contracting out
21 principles and practices. He charged that
22 millions of dollars were being squandered
23 through oversight and corruption. In response
24 to Darman's report, Leon Panetta, Clinton's
25 budget chief, issued a directive to federal

1 agencies earlier this year to conduct a
2 comprehensive review of all contracting out.

3 Since 1992, the Department of Defense
4 appropriations has placed a moratorium on
5 further A-76 contracting out studies.
6 Nevertheless, the National Performance Review
7 headed by Vice-President Gore, earmarked several
8 important programs for contracting out.

9 As your union confronts the FAA's
10 proposal to contract out Level I VFR towers, I
11 would like to go over what we see in our
12 department are some of the critical issues that
13 need to be considered in discussions concerning
14 contracting out.

15 These are important points to keep in
16 mind regardless of whether or not you are
17 contracting out to the federal level, the state
18 level, or the local level. The first issue that
19 I would like to raise is cost.

20 Contrary to public perception,
21 contracting out frequently costs more than
22 providing government services directly. For
23 example, the FAA claims that contracting out at
24 Level I towers will save money, but there are no
25 concrete facts to support that claim. In fact,

1 the FAA has not conducted a single cost study to
2 date.

3 Contractors often low ball their bids to
4 receive a new contract, in anticipation of later
5 jacking up the price once they have become
6 established and are in place. Costs increase as
7 the government loses its ability to perform the
8 work. Loss of in-house expertise and equipment
9 leaves the government dependent on the private
10 contractor.

11 This allows the firm to raise its rates,
12 and since the government no longer has the
13 capacity to provide its services, they are
14 forced to pay the higher rates.

15 Competition is the new buzzword we hear
16 for contracting out. But true competition for
17 contracts is more often the exception than the
18 rule. In many cases, once a company has
19 acquired all the expertise, training and
20 equipment to do the job, it would cost much more
21 for the government to switch to another
22 contractor and begin again.

23 Or, in many fields, there may not be more
24 than one or two firms capable of providing the
25 service to begin with, as is the case of the

1 Level I VFR towers. Knowing it has a lock on
2 the contract, the company can do many things on
3 the cheap and thus jeopardize the safety of the
4 ATC system.

5 In a January 1994 OMB report entitled
6 Summary Report of Agencies Contracting Practices
7 said that many agencies do not routinely perform
8 independent cost analyses of the market
9 reasonableness of contract bids prior to the
10 renewal, extension, or re-competition of
11 existing contracts.

12 In some cases, cost analyses are not even
13 prepared prior to entering into new contracts.
14 The report concluded that agencies often assume
15 that additional government personnel will not be
16 authorized and, therefore, there is no
17 alternative but to contract out for needed
18 services.

19 The GAO concluded in a report released
20 this February that OMB will need to be sensitive
21 to, and allow for such non-cost factors as
22 quality, timeliness, the technical skills of
23 federal employees, the duration of the work to
24 be done, and whether the nature of the work
25 involves inherently governmental functions in

1 future contracts.

2 They pointed out an inherent conflict
3 between the Clinton Administration's objectives
4 of givingn federal managers the flexibility to
5 obtain needed services from the best possible
6 source, which is very often their own employees
7 and at the same time downsizing the federal work
8 force.

9 However, costs should not be the only or
10 even the main consideration in contracting out.
11 Government must also be concerned with equal
12 treatment, due process, and public
13 accountability. We must be careful not to let
14 privatization and contracting out undermine the
15 democratic character of public service.

16 Government is not a business. Private
17 companies --

18 (Applause.)

19 MR. LEYDEN: Private companies exist to
20 make a profit, and there is nothing wrong with
21 that. But the profit motive may not always be
22 consistent with yours or the public's interest.

23 Public services have been instituted to
24 meet social needs and not the demands of the
25 marketplace. In many cases, the private sector

1 has shunned these services or performed then
2 inadequately, which is why many services were
3 brought into the public sector to begin with.

4 Contracting out can cause a loss of
5 public accountability. Government agencies are
6 required to make their records and
7 decision-making process open to the public,
8 where in most cases, private firms are not.

9 Let me pose a hypothetical. Would
10 discussions over safety policies at Level I VFR
11 towers be open to public comment and review if
12 they were contracted out? Would their safety
13 records be accessible to the public? Private
14 contractors are not covered by open meeting laws
15 as you are or the Freedom of Information Act as
16 you are.

17 It is important not to blur the
18 distinction between what is properly public and
19 what is private. In some agencies contractors
20 were found to be writing congressional testimony
21 for the secretarial agency and other political
22 appointees.

23 Contracting out increases the opportunity
24 for corruption. It avoids the protections of
25 the merit system and allows politicians to award

1 contracts to their political cronies. Darman's
2 study of contracting out found many examples of
3 abuses, such as trips and football tickets
4 purchased with taxpayer dollars. The OMB report
5 faulted the federal government for lacking
6 enough trained auditors to supervise contracts.
7 No small wonder there is a shortage of
8 supervisors and people to look at contracts.

9 The Reagan and Bush Administration vastly
10 expanded contracting out, they cut the staff of
11 those federal agencies charged with overseeing
12 federal contracts.

13 Cutting services to unprofitable areas
14 means stopping services to the poor or
15 unprofitable sections of this nation which may
16 rely on government services the most.

17 Contracting out further isolates those
18 among us who are already disadvantaged. If the
19 Postal Service were privatized, firms would rush
20 to gain profitable routes such as Manhattan,
21 Chicago, Beverly Hills, but who would deliver
22 the mail to the poor or the rural areas? All
23 Americans, not just the rich, have the right to
24 receive quality government services.

25 (Applause.)

1 MR. LEYDEN: Contracting out has a
2 disproportionate impact and women and
3 minorities. The government generally provides a
4 greater number of jobs for these groups and a
5 wider opportunity for advancement. These gains
6 are frequently lost when contracting out occurs.

7 A study by the Joint Center for Policy
8 Studies found that there were not enough
9 minority-owned contracting firms to bridge this
10 gap, even when public policy had been adopted to
11 favor such firms.

12 Another argument that policy makers put
13 forth to encourage privatization is that private
14 companies are more efficient than the
15 government. This is simply not true.

16 (Applause.)

17 MR. LEYDEN: The private sector has no
18 magic formula for efficiency. One need only
19 look at the "efficiency" of \$25 nails, \$400
20 toilet seats, and \$50 ashtrays associated with
21 Pentagon contracts.

22 (Applause.)

23 MR. LEYDEN: Too often, as will be the
24 case if you're contracted out, the Level I's are
25 contracted out, the savings will come from

1 cutting corners on quality, lowering wages and
2 benefits, creative accounting practices, and a
3 host of other questionable practices which will
4 be put in place. In short, quality of service
5 declines and worker standards are undermined.

6 Our battle in the AFL/CIO is the same
7 struggle that private sector brothers and
8 sisters fight against out-sourcing, feather
9 bedding and threats to take work overseas.

10 Management is taking work away from union
11 members and undermining the protections, the
12 wage levels and the benefit packages that have
13 been collectively negotiated by your union.

14 Because employees in non-union contract
15 firms get paid less and very fewer benefits and
16 recognition, private contractors have much more
17 work turnover. The result is poor performance.

18 Good government requires much more than
19 transferring responsibilities to the lowest
20 bidder. Responsive and efficient government
21 depends on creative and innovative public
22 management.

23 As the National Partnership Council, on
24 which I served, report to the President points
25 out, for meaningful change to occur in how

1 government does its job, workers and their
2 unions need to be active participants at all
3 level of the process. Involving employees as
4 full partners to improve the job that government
5 does and to cut the cost of doing work in-house
6 is a positive way to achieve the goals of
7 privatization without facing the pitfalls or
8 excluding the public from being involved in
9 those services that have traditionally fallen in
10 the public sector.

11 Public employees and their unions have
12 long known there is a substantial difference
13 between rhetoric and reality of contracting out.
14 We need to give ourselves a renewed sense of
15 purpose and a renewed vision of what we want
16 society and government to be.

17 We need to carry this message forward
18 with a vigorous campaign in support of career
19 public employees who deliver quality public
20 services.

21 The issues around contracting out go well
22 beyond the self-serving conclusions of a union
23 seeking to survive. We need to look at
24 questions such as what happens to public safety
25 when government hands over control of Level I

1 VFR towers? How many lives could be lost? And
2 is the ATC system really better off? And is the
3 air traveling public better served when a
4 contractor has cut corners on safety standards?
5 I think not. Thank you.

6 (Applause.)

7 MR. MCNALLY: Thank you, John. And I
8 thought I talked fast. What we would like to do
9 now is open it up for questions. And if you
10 would, please come to the mike, state your name,
11 your facility, and who you are going to be
12 directing your question to.

13 UNIDENTIFIED SPEAKER: Mike twelve.

14 MR. MCNALLY: Well, there is quite a few
15 mikes out there now. I will just start off on
16 the left and just go up the aisles. Four.

17 MR. WILLIAMS: I am Chris Williams from
18 (inaudible) Tower. Do I have to ask a specific
19 question or can I just talk for a second here?

20 MR. MCNALLY: Questions. Questions and
21 answers only.

22 MR. WILLIAMS: I can't debate anything
23 here?

24 MR. MCNALLY: No, we are not debating.

25 MR. WILLIAMS: Well, I did have a whole

1 bunch of things to say. First of all, I would
2 like to say that when this whole thing first
3 started I was kind of stoked about it because I
4 want to move on just as much as the next guy.
5 But this is not the way to do it.

6 I heard a couple of -- I wasn't going to
7 direct specific questions, but I heard some
8 things from the panel referring as the FAA
9 having common sense and logic. I heard --

10 MR. MCNALLY: Excuse me. Do you have a
11 question here?

12 MR. WILLIAMS: Yes, I do. I heard our
13 jobs as being guaranteed. And to address a
14 specific question to Mr. Jeffers, I will quote
15 you, "No RIFs involved in this." Can we see
16 that on paper?

17 (Applause.)

18 MR. JEFFERS: I believe you have seen it
19 on paper. I believe that it's been published
20 several times that there is no RIFs involved in
21 this. I would ask you another question. Have
22 you seen anything that says there is? We have
23 testified before the Congress that said there
24 will be no RIFs. We testified before the
25 Congress yesterday that there would be no RIFs.

1 MR. MCNALLY: Okay, thank you.

2 MR. WILLIAMS: Thank you.

3 MR. MCNALLY: Mike five.

4 MR. GAMBLE: Brian Gamble from Jeffco
5 Colorado for Mr. Jeffers. How much -- is there
6 a ball park figure available about how much
7 money could be saved with no impact to aviation
8 whatsoever if the regional offices were either
9 contracted or closed?

10 (Applause.)

11 MR. JEFFERS: No, and that includes
12 headquarters, too.

13 MR. MCNALLY: Okay. Mike six.

14 MR. ARMSTRONG: Mr. Jeffers, my name is
15 Peggy Armstrong. I am from Syracuse Tower. And
16 you stated earlier that there is no current
17 discussion about contracting any other level
18 towers. From what Mr. Krasner has put forth,
19 there is an FAA plan to just rename towers and
20 the LRACs. My question to you is more like a
21 plea. Please, tell us the truth.

22 (Applause.)

23 MR. JEFFERS: Well, I hope if I don't
24 impart anything else on you, and I hope in my
25 dealings with Barry, Mike, and other people and

1 people I have worked with in this room, that I
2 leave you at some point believing that I have
3 told you the truth.

4 And the truth, the only thing that I can
5 tell you the truth is as I know it. I cannot --
6 you know, Barry cited a piece of paper up here.
7 I have never seen. I have never heard of it. I
8 don't know where it came from. I mean, I can
9 tell you that is the truth.

10 There is a lot of things going on in FAA.
11 I don't know all of those. When I qualified the
12 statement that I made and said that to my
13 knowledge there is none, never has been none,
14 that is the truth.

15 I mean, I cannot predict what's going to
16 happen in the future. Barry can make a very
17 impassioned plea. I don't agree with Barry.
18 One of us is obviously going to be wrong. I am
19 telling you the truth as I know it. He's
20 telling you the truth as he knows it. That's
21 the reason I'm here.

22 MR. MCNALLY: Over here, is anybody on
23 that mike?

24 MR. BRANDES: This is Mike Brandes from
25 Bloomington, Illinois. You had talked about

1 flight service, there's something in the works
2 about doing stuff with the automated flight
3 service. If they do go totally automated, where
4 are those people going to go if they come in air
5 traffic? Is there a possibility that there
6 could be a RIF then?

7 MR. JEFFERS: And I will tell you again
8 truthfully, I don't know. Right now in Abilene
9 an FAA administrator is getting a group that
10 includes all the users, it includes the union
11 that represents the flight service station
12 people, and their charge is very simple, it has
13 four questions that they are to answer: How
14 will flight services be delivered in the future;
15 who will deliver them; how will they be paid for
16 it; and who should pay for it?

17 MR. BRANDES: So, if they do move in air
18 traffic there is a possibility of a RIF?

19 MR. JEFFERS: I don't see a possibility
20 of a RIF within the Air Traffic Controllers
21 under any set of circumstances.

22 MR. MCNALLY: Okay. I am going to break
23 from that, please. I have a lot of people up
24 here at mikes so we want to go ahead.

25 MR. POALILLO: Hello, my name is Richard

1 Poalillo and I am from Guam CERAP. I first have
2 a comment for Ms. King which leads me directly
3 to my question to Mr. Jeffers.

4 You stated that the RIF is not common
5 sense and I would like to know when does the FAA
6 use common sense?

7 (Applause.)

8 MR. POALILLO: I have seen the FAA time
9 and time again do what is convenient, not
10 sensible. And that leads me to my question for
11 Mr. Jeffers. National policy, I am told, is
12 that we are contracting out all Level I towers.
13 National policy. On Guam we have a situation
14 where the international airport is closing. We
15 are trying to establish a Level I tower. We are
16 told national policy is you will not establish a
17 Level I tower, it will be a contract.

18 We have the facts, we have the figures,
19 we have the documents, we have whatever you
20 need. We have shown them at the regional level
21 and they say national policy is contract out.
22 We can show you that common sense would mandate
23 a tower on Guam but we are told national policy,
24 no. That does not make sense. Do you have an
25 answer to that question?

1 MR. JEFFERS: No, I am not familiar with
2 the situation at all. How would I? I have
3 never heard anything different about, you know,
4 about the Guam situation. I would love to call
5 and talk to your Regional V-P about Hawaii, and
6 I know I recall some information on that, but I
7 have never talked to him about Guam.

8 MR. POALILLO: I would love to talk to
9 you. I have tried to get through the chain of
10 command through the region and, as I am saying,
11 I just keep getting that answer, "Just one
12 moment, one moment." And we have the
13 congressman on Guam did send a letter to the
14 administrator. The administrator did not
15 answer, it was referred back to the region. We
16 cannot seem to get beyond the regional level.

17 If you would like, sir, I would love
18 nothing more than maybe if, Mr. Krasner and
19 Mr. Garmuth (sic) to discuss the issue at the
20 national level.

21 UNIDENTIFIED SPEAKER: Take him outside.

22 MR. JEFFERS: I will be happy to do that.

23 MR. POALILLO: Okay, thank you.

24 MR. MCNALLY: Okay. Next mike.

25 MR. MILLER: Mr. Jeffers, Larry Miller

1 from Bay Tracon in Oakland. I have two brief
2 questions. One, can you confirm that it is a
3 true statement that the FAA has not conducted or
4 published a substantive cost survey on
5 contracting out Level I facilities? And, number
6 two, given the capital investment that the FAA
7 already has in the buildings, the equipment, the
8 personnel, and the training in these facilities,
9 is this proposal not an indictment on FAA
10 management practices in the first place that we
11 cannot operate these facilities more efficiently
12 than independent contractors?

13 (Applause.)

14 MR. JEFFERS: Well, the answer to the
15 second question is no, I do not believe it's an
16 indictment on FAA management that we can't. As
17 was mentioned by John and by Barry, there is
18 different work rules. Contractors are allowed
19 to use seasonal employment when that's called
20 for. In locations where you have high traffic
21 in summer they have higher employment in summer.
22 We do not have the option of doing that.

23 There are some of the rules that a
24 contractor is not bound by that we are. No, I
25 think that -- I think right now some of our

1 Level I's are over-staffed. I don't think
2 that's -- I'll defend that as not being
3 mismanagement because it was an intent to do
4 what one of the individuals mentioned, is to
5 have everybody enter at a Level I and we haven't
6 been able get the money to move people out.

7 I think there are some inherent
8 differences in the work rules and benefits that
9 cause a contractor to be able to operate a
10 facility, a Level I facility, at a lower price
11 than what we can. And you may -- I'm sorry, the
12 first part was a little bit distorted. I didn't
13 understand about the study you said --

14 MR. MILLER: I would like you to confirm
15 the previous statement that the FAA has not
16 conducted or made public a cost survey on the
17 cost savings of contracting at Level I
18 facilities.

19 MR. JEFFERS: I don't believe that the
20 FAA has made public, I don't believe that we
21 have a detailed facility by facility survey of
22 individual facility costs.

23 We have historical data which we can show
24 you what it costs to run a facility out of the
25 OPS budget, and that's all that we've looked at

1 and that's all we are talking about in
2 contracting, over the past few years. And we
3 know what it's costing us to run 31 contract
4 towers right now.

5 MR. MILLER: Thank you.

6 MR. MCNALLY: Next mike. John?

7 MR. CARR: Mr. Jeffers, my name is John
8 Carr from the O'Hare Tracon. \$2.7 billion has
9 been spent on AAS to date. We don't have so
10 much as a printed napkin that says coming to an
11 airport near you. If you had taken that money
12 and divided it by a hundred towers, you could
13 have run them lock, stock, and barrel for 60
14 years.

15 (Applause.)

16 MR. CARR: In light of the fact that that
17 didn't occur, my question is when is the FAA at
18 any level going to quit spending money on
19 nothing and start spending money on something?
20 Your best, best asset is the people in the FAA,
21 and you are included in that. I salute you for
22 coming. It's a tough crowd, it's a bad room.
23 And you have had the opportunity to have a
24 really good career. We would like the same
25 chance.

1 (Applause.)

2 MR. MCNALLY: Okay.

3 MR. JEFFERS: Thank you, John. I
4 appreciate the comment. I think we finally
5 found something we can agree on. I do believe
6 the people are the greatest asset the FAA has.
7 The first part of your question I wouldn't
8 touch. That's like asking, "John, do you still
9 beat your wife?"

10 MR. CARR: I would just say in closing
11 that if you believe that people are the greatest
12 asset go back and tell the folks in D.C. that,
13 if you believe it.

14 MR. JEFFERS: John, whether people
15 believe it or not that is a commonly held
16 belief.

17 MR. CARR: Thank you.

18 MR. MCNALLY: Okay. The back mike.

19 MR. BUVENS: Mr. Jeffers, my name is Bill
20 Buvens and I am from Baton Rouge Tower. I am
21 going to give you a little bit of break from all
22 the controller questions and ask you one that is
23 associated with another group of people that
24 will be directly affected by this but that
25 aren't members of our association.

1 Right now the general aviation community
2 in this country is concerned about being forced
3 out of the system. Since 90 to 95 percent of
4 the traffic at the Level I facilities is general
5 aviation users, how do you answer their
6 questions and their concerns about being forced
7 out of the system, both the restrictive
8 reservation system, (inaudible) equipment, and
9 now taking the most highly trained, professional
10 people out of the towers and replacing them with
11 backfielders?

12 MR. JEFFERS: Bill, first of all, I don't
13 think that contract towers have an effect on
14 general aviation. We have nothing that would
15 indicate that it affects either the safety of
16 the operation or the economic growth of the
17 community or of the aviation segment. There is
18 nothing at all that would indicate that.

19 As far as the equipment, mandating new
20 equipment and things like that, I think we're
21 evolving into a system that's going to be
22 difficult to general aviation. I think general
23 aviation has a very strong voice. They are
24 making that voice known right now in the
25 corporatization discussion, they are making it

1 known as we go into GPS and some of the
2 futuristic systems. I share your concern about
3 general aviation.

4 Somebody made a statement earlier on when
5 you were discussing or debating another issue
6 that general aviation is where all of this
7 started and they are the ones that are under
8 siege right now. I share your concern.

9 MR. BUVENS: We need to also listen to
10 their concerns because they are very much
11 against this contracting out.

12 MR. JEFFERS: I agree and we are talking
13 with Mr. Boyer with AOPA and we have been in
14 constant communication with NBAA and AEA, the
15 Experimental Aircraft Association, and we are
16 listening, Bill.

17 MR. MCNALLY: Okay. Next mike.

18 MR. WRIGHT: My name is Ira Wright from
19 Falcon Field. And I would like to know where
20 your savings from the contract towers are going
21 to come from after the contract tower
22 controllers are invited to join the NATCA or to
23 receive their own affiliation through MEBA?

24 MR. JEFFERS: I can't answer that
25 question. All I can tell you is that I know

1 what we are paying for contracts and, you know,
2 the answer to that might be that at some point
3 they become federal towers again.

4 MR. MCNALLY: Front mike.

5 MR. GIGGIE: Mr. McNally, my name is Mike
6 Giggie, East La Grande, San Juan, Puerto Rico.
7 I would like to make a comment to Ms. King and
8 Mr. Stark. And congratulations, you did a
9 wonderful job. I know it's very trying getting
10 up to speak in front of everyone. I have a
11 question.

12 (Applause.)

13 MR. GIGGIE: I have a question for
14 Mr. Krasner and a comment to Mr. Jeffers. But
15 before I do, I would like to address the body
16 and ask them in their own minds to think about
17 this question. You wonder where all your move
18 money goes? How many people are staying at this
19 hotel today at a very exhorbitant price and
20 spending someone else's money to stay here? I
21 got \$250 to come here for this whole week and I
22 am staying at a \$28 a night motel and I rented a
23 car for \$92 a week. I made that money go. We
24 have to make the move money go. Quit spending
25 all the move money. Give some of it back.

1 Okay. The question for Mr. Krasner, if
2 this contracting is stopped, what will you do
3 for the Level I controllers? I have seen on
4 paper that you will try to get them to GS-12
5 pay, you will try to do other things for them,
6 you will try to get them to be included in some
7 of the future moves. That's all well and good.
8 But as of this date without a change in the
9 selection process we are going nowhere slowly.
10 How are you going to get that to be changed?

11 MR. KRASNER: Probably the two biggest
12 issues are lack of PCS money. It is really not
13 a problem with the selection process as it is to
14 the fact that even if you got selected they
15 can't afford to move you somewhere.

16 MR. GIGGIE: How are you going to change
17 that?

18 MR. KRASNER: PCS money gets less and
19 less each year, so PCS is probably the biggest
20 issue. What we have just established with the
21 FAA is the PCS Committee that we instituted
22 under the contract, we put it in the contract
23 and we just put that together. I have had two
24 meetings with Labor Relations at the FAA on that
25 committee. What we're looking to do is find

1 more cost-effective ways to deal with PCS.

2 I agree with you on the move money. The
3 dates of home relocation program are over. The
4 days of \$975,000 moves from Hawaii back to the
5 mainland are over. My manager at my ex-facility
6 moved after being a year TDY to Washington, TDY
7 a year per diem. Then the FAA paid his way to
8 move his house from L.A. to New York at a cost
9 of an additional \$475,000. That's astronomical.
10 That borders on asinine. Even the Air Force
11 (inaudible) moves.

12 When we have to start learning from the
13 Air Force we are in big trouble. No offense,
14 Mike. But we are in big trouble when that
15 happens. PCS is probably the biggest problem
16 and that needs to be attacked and we are
17 attacking that now. There was something else
18 that you mentioned I wanted to address and I
19 don't know what it was, something you talked
20 about in your opening.

21 MR. GIGGIE: I just commented on the move
22 money and congratulated the two speakers.

23 MR. MCNALLY: I need to take this back
24 for a moment, if you don't mind. Mr. Jeffers
25 does have to leave. He has a plane he has to

1 catch.

2 MR. KRASNER: We can delay that, Mike.

3 (Applause.)

4 MR. JEFFERS: Joe and I get a chance to
5 talk. This is kind of a (inaudible) shot. Go
6 ahead with your questions. I hate for the rest
7 of the people and I know this is not --

8 MR. GIGGIE: Can I finish my statement
9 first, sir?

10 MR. JEFFERS: Sure.

11 MR. MCNALLY: I know I did cut you off, I
12 apologize. Can you finish it up quickly,
13 please?

14 MR. GIGGIE: Yes, thirty seconds.
15 Mr. Jeffers, if you are looking for \$15.5
16 billion that you can give to the President to
17 run this agency, do it by having him get rid of
18 Puerto Rico. They don't want to be a state.
19 They don't want us down there and we don't want
20 to be down there.

21 MR. MCNALLY: Thank you very much. Okay.

22 MR. BELLINO: Mr. Jeffers, in sworn
23 testimony --

24 MR. MCNALLY: I'm sorry, who are you?

25 MR. BELLINO: I'm sorry. My name is

1 Barry Krasner. My mistake, sir, I reevaluated
2 my situation. My name is Joseph M. Bellino,
3 Chicago O'Hare Tracon. In sworn testimony here
4 OMB, Mr. Childs next door (inaudible) FAA budget
5 and testified that none of the provisions and
6 the checks and balances of OMB A-76, such as the
7 studies, were conducted at any of the
8 facilities.

9 Since we of the union and your employees
10 have continued to ask at least for studies,
11 because we don't believe that 100 percent of 111
12 facilities if they were evaluated could be done
13 cheaper and better, we don't believe any of them
14 could, but since they have testified that none
15 of those checks and balances have been used,
16 since they have testified that they granted
17 themselves a waiver without OMB input, has there
18 been any consideration at the national level
19 that maybe we should go back before we give away
20 facilities to private contractors to do such OMB
21 studies as required by the rest of the United
22 States?

23 (Applause.)

24 MR. JEFFERS: Joe, you are going to love
25 this answer, and I thought I would get out of

1 here without giving it. Because of a lawsuit
2 that's been filed, yeah, on that specific
3 subject, I was asked by the attorney not to
4 discuss that with this group.

5 MR. BELLINO: Give me a phone. His plane
6 has been delayed, too.

7 MR. JEFFERS: No, I had hoped to get out
8 of here without that, Joe, I really had. That
9 was one of the big things about coming down was,
10 you know, what should I discuss or not discuss
11 in light of the lawsuit.

12 MR. BELLINO: Thank you.

13 MR. JEFFERS: Thank you. I'm sorry, I do
14 apologize for having to leave but the panel was
15 originally scheduled to end at noon and I made
16 some plane reservations based on that.

17 I would like to respond to one thing, and
18 that was about the PCS move dollars and the
19 feeling that the FAA air traffic has not asked
20 for the dollars they need. When we went into
21 this year we had about \$11 to \$14 million in PCS
22 money. That money has now been diverted to
23 cover the cost of living raise, or not the cost
24 of living, the locality pay that everyone got
25 that Congress did not give us one penny of

1 funding for. For air traffic that came to about
2 \$45 million, and we have had to take what PCS
3 money we had to cover that.

4 UNIDENTIFIED SPEAKER: Why don't you use
5 AAS?

6 MR. JEFFERS: I wish we could use AAS but
7 we can't get some money out of (inaudible) to do
8 that.

9 MR. MCNALLY: Okay.

10 MR. JEFFERS: I apologize for having to
11 leave, but thank you very, very much.

12 (Applause.)

13 MR. MCNALLY: Okay. I would just like to
14 take the time to thank you, panelists. Thank
15 you Teresa King, John Leyden, Mr. Jeffers, Barry
16 Krasner, and Scott Stark. Thank you very much.

17 MR. KRASNER: Listen, before we go let me
18 see if there are any messages hanging around.
19 I, too, first of all, would like to thank the
20 panelists. Bill, I know I put you in a tough
21 spot by having you come down, but I do
22 appreciate what you were able to give us. Thank
23 you very much. And, Teresa and Scott, I do
24 appreciate you being on the panel. Thank you.

25 Let me see what I have. Hang on now.

1 Let's see if I have got any messages. Somebody
2 wanted me to let you know there is a Post Office
3 available in Tampa 24 hours a day should you be
4 sending bulk mail back home like the coffee cups
5 that you might have won at the PAC raffle or
6 stuff like that. On the PAC raffle they
7 continue to draw prizes, about three hundred
8 prizes out there. Don't hope for any of the big
9 stuff because I intend to win that. Keep
10 checking the list and picking up those prizes
11 because they are backing up and they are getting
12 pretty annoyed. Check the list, pick up your
13 prizes. I, myself, bought a hundred dollars in
14 tickets and I won that spill-proof coffee cup,
15 so I am happy.

16 Also, there is as list that's been
17 started on the bulletin board out there for
18 people to list flights that they are hoping to
19 FAM on so we can try to eliminate any
20 duplications. They want you to list your flight
21 number, departure point, arrival point,
22 departure time, and name so they will know if
23 you are competing for the same jump seat.

24 There was a couple of other things but I
25 don't remember what, so why don't we just come

1 back 1:30. And at 1:30 we have a briefing on
2 government corporation that John will be
3 delivering. So why don't we be assembled and
4 ready to go at 1:30. Have a great lunch.

5 (Recess at 12 o'clock p.m.)

6 AFTERNOON SESSION

7 1:30 p.m.

8 MR. KRASNER: Would this convention
9 please come to order. Would this convention
10 please come to order. Please, I will beg if I
11 have to, honest. Okay.

12 First business in order is a report of
13 the Credentials Committee. De je vous. First
14 business, report of the Credentials Committee.
15 Mike Palumbo is the Chairman and will deliver
16 the report.

17 MR. PALUMBO: Attached is a list of the
18 names of the voting members of the 1994
19 Convention and their alternates who have been
20 registered up until 1:30 p.m. today, Wednesday,
21 April 20, 1994. There are now 416 delegates,
22 110 alternates representing a total of 9,707
23 votes.

24 On behalf of the committee, I move that
25 the roll of delegates hereby submitted be the

1 official role of voting members of the
2 Convention at this time.

3 UNIDENTIFIED SPEAKER: We want a recount.

4 MR. KRASNER: Okay. The question is on
5 the adoption of the report of the Credentials
6 Committee. Are there any questions? As many as
7 are in favor of the adoption of the report of
8 the Credentials Committee, signify by saying
9 aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: All opposed say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The ayes have it. So
14 passed. Okay. The order of business this
15 afternoon is going to be a briefing on the ATC
16 Government Corporation. It is slated for, well,
17 tell them to make it brief, we'll be out of here
18 in ten minutes or so.

19 Anyway, no motions or recess will be
20 entertained while he's giving this briefing.
21 Ahhh, pretty good, huh? Anyway, to give you
22 this briefing will be John Thornton. You all
23 know John. He's the Senior Director of
24 Legislative Affairs.

25 John has also been, for those people who

1 think we've had no input into this process, John
2 has been over at the FAA probably three to four
3 days a week every single week. And I would
4 hope, as you will find out, that it's our input
5 that's largely driving the proposal, the
6 mechanics of the proposal. So anyway, without
7 further ado, it's yours, John. And call me when
8 you need me.

9 (Applause.)

10 MR. THORNTON: Can you hear me now? I
11 just wanted to be touched by the President.
12 It's a friendly office. Wasn't worth twenty
13 bucks.

14 We are here today to talk about the
15 corporatization effort. We used to call it the
16 Quasi-government Corporation for air traffic
17 control. We're getting in line with the
18 Administration and calling it the
19 corporatization effort. We're at their beck and
20 call.

21 There is a package in front of you that
22 will have the briefing guide in the first
23 section. Barry's testimony before the DoT
24 Executive Oversight Committee on February 2nd,
25 that is where we pretty much described the type

1 of corporation that we were in favor of and some
2 of the things we were concerned about.

3 The last section of the package is a
4 white paper that we had presented to the Clinton
5 Campaign in September of 1992. It all dates
6 back to that. At that time we were asking that
7 the full entire FAA be corporatized. They chose
8 to do it different, which in some ways works
9 much better for us.

10 When the corporatization efforts first
11 began and the Administration called together the
12 EOC, Executive Oversight Committee, there were
13 high level people from agencies such as OMB,
14 OPM, DoT, Department of Defense. The Department
15 of Defense is a top player in this thing. I was
16 surprised when I got over there to find out how
17 much control they had over this whole process.

18 Because that process wasn't working very
19 well in the beginning, Vice-President Gore
20 stepped out and made a couple public statements,
21 had a very public meeting with users of the
22 system. That meeting was on February 24 at the
23 old Executive Office building in Washington,
24 D.C.

25 At that meeting Gore just started talking

1 like everybody in the room was in favor of this.
2 Of course they weren't, but he took it as a
3 given that they were, and it kind of put them at
4 a disadvantage right away.

5 He also said that, he started out by
6 saying, "I know I shouldn't do this with an
7 audience so distinguished as this, but there are
8 two people in here that need to be recognized
9 and should be recognized for the effort that
10 they have put forth on this corporatization
11 project," and he named Jim Landry, the President
12 of ATA, who will be on our panel tomorrow
13 morning, and Barry Krasner, the President of the
14 National Air Traffic Controllers Association.

15 We didn't invite him to the panel but he
16 is deemed by the Administration to be a top, top
17 player of this. And it's been a long time since
18 the controllers' union representative has been
19 recognized in that type of a forum at that
20 level.

21 This letter is a letter that Gore sent to
22 the Secretaries of all the government
23 departments telling them to get on board, this
24 is real, we're doing this, you are going to have
25 certain input and it has to be approved by EOC.

1 Let's get on.

2 After that letter went out, the
3 accessibility and participation of other
4 entities in government in this effort really
5 increased. And it wasn't so much that they were
6 challenging us with what we were trying to do
7 like they had earlier, now they were answering
8 questions, helping us, helping us draft language
9 differently. It was a much different
10 relationship than it had started out as.

11 A couple terms need to be distinguished
12 that I get confused sometime. When this first
13 came about in the media, all you heard about or
14 read about was the Administration is in favor of
15 privatizing the air traffic control system.
16 Nothing could be further from the truth.
17 Privatization is contracting out. That is when
18 the government gives up control of the process.
19 That is not what's happening here.

20 Corporatization, or the quasi-government
21 corporation, is a corporation that's enabled
22 under the Government Corporation Contract Act of
23 1945. Under this act it distinguishes how
24 corporations can be set up, worked in a more
25 businesslike manner and still remain in

1 government and employing federal employees.

2 That's what we're talking about. We are talking
3 about remaining within government, keeping the
4 protections you have today and increasing our
5 ability to negotiate on your behalf.

6 Another thing that has to be mentioned
7 that there is no way this organization supports
8 a private or non-government corporation for air
9 traffic control. And at one time during this
10 process some of the financial people in the
11 Administration were looking to, well, is there a
12 way to get us all of this whole thing all
13 together? Yes, there is, let's privatize. And
14 they came back and everybody challenged that on
15 the Task Force and said, "No, it can't be done.
16 It can't be done."

17 The Hill was opposed to it, so they came
18 back with another title. You have to be careful
19 of titles in Washington. They said, "Okay, it
20 won't be private, it will be non-government."
21 It is the same thing. So now they are back to
22 where they belong talking about a government
23 corporation.

24 Some of the characteristics of a
25 government corporation criteria -- I know this

1 is hard to read back there. I had asked Dave
2 Anderson to hold the screen a little better for
3 me and he refused. I told him I was a former
4 facility rep at National Airport. It didn't
5 seem to impress him at all. He says he's still
6 cleaning up trash that I left there. I knew he
7 was kidding.

8 The following criteria is used by the GAO
9 to typify government corporations. It should be
10 chartered under the laws of the United States,
11 specifically, the Government Control Act of
12 1945. It should serve a public function of a
13 predominantly business nature that requires the
14 authority to buy, or otherwise acquire, which is
15 the important part for us, the acquire, or sell
16 property or other assets in its own name. The
17 corporation should be subject only to federal
18 decisions, rules, administrative practices, and
19 procedures that Congress deem appropriate to a
20 government activity.

21 In the charter or the enabling act, the
22 enabling legislation, Congress could say you are
23 exempt from these laws and bodies of laws or
24 they can say you are exempt from this law except
25 for this specific part of it if there is some

1 socioeconomic reason to keep those parts of the
2 law in. Congress will have a lot to say in this
3 process.

4 There are 45 government corporations
5 today. They function in many different arenas:
6 10 of them are banking related, 9 of them are
7 farming related, 8 industrial related, 6 housing
8 education, investment, and other.

9 The most well-known corporation I guess
10 is the U.S. Post Office. We very rarely talk
11 about that or use it as an example of a good
12 government corporation, but I think you have to
13 take something into account. Private business
14 likes to challenge the Post Office to do certain
15 parts of the mail delivery system. They don't
16 want to take over the whole system but they want
17 to take over in overnight mail, first-class mail
18 even. They don't want even third-class or any
19 of the things like that. It becomes more
20 difficult.

21 So, our Postal System delivers more mail
22 than anyone else in the world and they do it
23 cheaper. I can't say they do it better but they
24 certainly do do it cheaper, even with the
25 current increase in stamps coming up. But I

1 think the important thing for us as an
2 organization to realize and for you as the
3 members of the NATCA organization to realize,
4 that since 1970 postal wages increased four at
5 times the rate of your wages. The reason is
6 simple: They were able to negotiate. That's
7 what we are talking about.

8 Now, the benefits of a government
9 corporation. The biggest benefit, of course, is
10 that we're relieved from the appropriations
11 process. I have to tell you working the Hill
12 getting geared up for this current
13 appropriations cycle for FY-'95 that it was bad
14 last year. It's worse this year. And I almost
15 guarantee you that the following year it will be
16 even worse.

17 There is limited funds available, a lot
18 of competition for federal dollars, and we're
19 getting squeezed out. No matter what you
20 thought of the Pay Demonstration Project, that
21 was dropped for one reason alone: FAA needed to
22 save money and that's one of the ways they chose
23 to do it.

24 The contracting out of Level I facilities
25 is driven by one reason alone: The FAA wants to

1 save money. So we're seeing the FAA and
2 Congress allow them to make safety decisions
3 based on budget dollars. We have to remove
4 ourselves from that process so that we can hire
5 the number of controllers we need and so that we
6 can get the technology into the facilities in a
7 much faster manner. I don't know if that will
8 happen, but that's supposedly one of the
9 benefits of the corporatization project. This
10 is what we are talking about.

11 There will be a residual FAA that will be
12 responsible for safety, security, and the grant
13 programs here, improvement grant types. That
14 will probably be 20 percent of the size of the
15 agency it is today. There will be a residual
16 FAA that will be responsible for regulation,
17 safety oversight, da-da-da-da-da-da-da. It will
18 be funded through the appropriations process
19 which channels through Congress, there will be
20 general appropriation funds, there will be trust
21 funds for AIP programs. The trust fund will
22 change a little bit, and I will describe that a
23 little later. And there will be some trust fund
24 money used for F&E for safety at airports.

25 The corporation will be an independent

1 corporation under the Department of
2 Transportation. There probably should be a
3 straight line from the Secretary of
4 Transportation to the FAA administrator and from
5 the FAA administrator down to the FAA. And
6 there should be maybe some sort of a dotted line
7 between these two, the corporation and the FAA
8 administrator.

9 It is still up in the air as to what his
10 or her participation in or around the
11 corporation will be. But we know one thing,
12 that the corporation will be its own entity
13 funded by user fees much in line with what they
14 are today. And the Secretary of Transportation
15 will have veto power over the business plan of
16 the corporation and of any increase or decrease
17 in user fees. Any change in user fees, the
18 Secretary of Transportation will have a big say
19 in the whole process, which should give some
20 sense of security to people who are concerned
21 that this business entity, the corporation, can
22 run amok, forget about safety and just raise
23 things outrageously over the years.

24 Let's talk about the leadership of the
25 corporation. It will be led for its day-to-day

1 operation by a Chief Executive Officer who will
2 be selected by the Board of Directors. The
3 Chief Executive Officer will have a five-year
4 renewable contract.

5 He or she will be selected and evaluated
6 on the basis of managerial expertise and
7 performance sort of like we do today for the FAA
8 administrator. He or she will serve as a member
9 of the Board of Directors and will be
10 responsible for the day-to-day operations and
11 the safety of this system.

12 The Board of Directors, they are leaning
13 towards a nine-member board now. I know there
14 has been a lot of rumors about this aspect of
15 it. And it's still not set but it's very close
16 to being set. It will be a nine-member Board of
17 Directors appointed by the President, possibly
18 confirmed by the Senate. They will be
19 responsible for the long-term and annual
20 business plans of the corporation and will have
21 approval of major financial decisions, annual
22 budget, and setting of fees. As we said
23 earlier, that can be vetowed by the Secretary of
24 Transportation.

25 There can be no more than five members

1 from the same political party. That's to save a
2 President from getting in and stocking it with
3 his or her cronies. There will be five-year
4 staggered terms. The Board right now will be
5 made up with a representative of the Department
6 of or the Secretary of Transportation, a
7 representative of the Secretary of Defense, the
8 airlines, general aviation, internal labor
9 representative, a financial representative, and
10 a safety representative, and they will meet
11 quarterly.

12 We said in everything that we have put
13 out that we think Air Traffic Controllers and
14 their union should have a seat on that board.
15 When we first came into the process, they
16 thought they had taken care of that by saying
17 there will be a labor delegate on the Board.
18 That could be somebody from the Carpenter's
19 Union. So maybe we should feel very comfortable
20 with that.

21 One thing I think that would get us would
22 be wooden consoles in all the towers and our
23 radar rooms. I'm not so sure if we really want
24 to do that. So we pushed them back and forth
25 several times and what they came out with was a

1 representative of labor that is involved in the
2 corporation. So right now that will be
3 ourselves, PASS, NAYS who represents the ATAs,
4 and NATS. Of course, NATS just came out against
5 the corporatization project.

6 But the easiest way for us to get our
7 person on that board would be if all the unions
8 right now agreed on a candidate. That's not
9 going to happen. That's not going to happen.
10 Knowing two of the four people involved, it will
11 never happen. They both want the seat and they
12 both deserve it. Well, all right. At least one
13 of them deserves it anyhow.

14 That's our seat and it should be our
15 seat, and we're going to be the largest
16 participatory organization in the corporation;
17 it came from paper that we designed initially on
18 the corporatization concept; and we worked in
19 the campaign. We were there very, very early
20 on, and that's remembered.

21 You had the Secretary of Transportation
22 here yesterday. I think he's very, very keen on
23 NATCA so I don't think we are going to have a
24 problem with that. We are still pushing though
25 to make it clear and more firm that there is a

1 seat for Air Traffic Controllers. If we are
2 unable to do that, I am still very confident
3 that it will be our seat, it will just be a
4 little bit more struggle but I think we'll come
5 out on the top of that struggle.

6 I have kind of stayed away from this part
7 of the work of the Task Force because I don't
8 understand it. But listening to the hearings
9 last week on AES I have to agree, there are
10 problems in the acquisition process for the FAA.
11 There is extensive delays in bringing in new
12 technology, and when you bring that technology
13 in half the time it doesn't work.

14 Canada, Mexico, other countries buy
15 off-the-shelf equipment that work better than
16 what we are developing at times. Eleven out of
17 the twelve major acquisitions have been delayed
18 over five years. FAA's acquisition process is
19 made up of 5,000 pages of internal regulation,
20 140 procedures. It is staggering. Our process
21 is built to be mistake-free, not flexible.

22 I always say I have to be careful when I
23 put this in terms that I can understand it, but
24 when the government spends money, spends
25 taxpayers' money, they have got a responsibility

1 to make sure that that money is spent wisely and
2 honestly. There can be no appearance of graft,
3 favoritism, whatever.

4 Business writes a certain amount of that
5 off to secure flexibility so that they can do
6 that. They don't spend all that time and effort
7 making sure everybody dots all their I's and
8 crosses their T's. And that's what costs the
9 FAA a lot of money and delays a lot of the
10 initial part of the acquisition process.

11 Most of the FAA acquisition processes are
12 over budget. Part of the process now used to be
13 an afterthought, but now part of the process is
14 the prototype system. If somebody has spent
15 money developing a prototype and they put in a
16 bid and they don't get the bid, they
17 automatically protest it now. It delays the
18 process.

19 The FAA wins 97 to 98 percent of their
20 protests. So maybe we ought to make the
21 protesting or the ability to protest a little
22 bit more difficult so that you don't have a lot
23 of frivolous protests. It all costs money,
24 delay, and it doesn't serve us, as the key users
25 of the system, nor the other users of the

1 system.

2 This is what the acquisition work group
3 wants. They want what is needed when it's
4 needed, and from whom they want to purchase it
5 from, get the best deal and accommodate changes
6 as necessary, da-da-da da-da-da. What they
7 really want is a better, freer acquisition
8 process.

9 They say they want to be exempt from all
10 laws, though they certainly won't be. Congress
11 isn't going to let them get away with that. But
12 anything that they can do that streamlines the
13 process, makes money, saves money, and brings
14 technology on all that quicker.

15 I was at a panel discussion maybe about
16 four or five months ago on this issue and Joe
17 Delbazzo was there. Someone challenged from the
18 floor and said, "Well, Joe, if we had been doing
19 this corporation back then, where would AAS be
20 now?" Wrong question. Wrong man. You talk
21 about defensive. Oh!

22 Is Tim Leonard here? You thought it was
23 bad in the bar last night, Tim, this was worse.
24 Delbazzo says, "What of the James Netti thing?"
25 AAS would be right where it's at today.

1 If that's true then there is no reason to
2 have a corporation. But that is not true and we
3 all know it's not true. Some of the identified
4 problems in the personnel and labor relations
5 area, Tim's committee will tell you about this,
6 the classification is too complex and it does
7 not reflect the true picture of what you do, the
8 responsibility you have, the complexities you
9 have to work with.

10 There is a complex pay structure. We
11 have 5 percent here, we have this there, and
12 those are easily identifiable as far as each
13 appropriation process and they are always under
14 jeopardy. There is lack of PCS funds.

15 This morning's panel really highlighted
16 the problem we have as organization with that.
17 And the FAA is unable to reward its employees
18 who are not upper level management people. What
19 they need to do is except the corporation and
20 labor organizations from the provisions of the
21 LMR statute. They would like to develop a
22 distinct and flexible LMR framework, a system
23 which provides a bargaining structure for
24 binding resolution of disputes, bargaining,
25 representational rights, et cetera.

1 There is a broad scope of bargaining with
2 an agreed upon mechanism for binding decisions
3 in the event of an impasse. And they would
4 continue the QTP initiatives because they
5 understand there has to be a cultural objective
6 within the FAA, as it goes into the corporation
7 especially. They are very rigid. And the DoD
8 pushes this, that they would retain the
9 no-strike provision. I hope so. Having gone on
10 strike I can tell you we really don't want to do
11 that.

12 I mean, how many new unions can we start?
13 I mean, you know. What we'll get for not having
14 the right to strike is full collective
15 bargaining and the ability to go to arbitration,
16 binding arbitration, on disagreements during the
17 bargaining process.

18 Several years ago when we were developing
19 a piece on corporatization, we talked about
20 baseball-style arbitration. That means you have
21 the agency's offer here, the union's offer here,
22 and the arbitrator has to pick one. That was
23 good awhile back and I think we would have
24 benefitted from it. But arbitrators have a
25 sense of what money is available, what is right

1 and proper, and we would have lost in that
2 process also. So we change it to binding, just
3 binding arbitration. That would mean that our
4 offer is here, the agency's offer here,
5 arbitrator more than likely will settle
6 somewhere in the middle.

7 We are going to be able to negotiate on
8 wages, on benefits, the ability to participate
9 in gain sharing, but we won't have a right to
10 strike. This is an FAA problem. They are
11 talking about broadbanding for compensation with
12 incentives. We're talking about full
13 negotiations, and that's going to be written in
14 the enabling legislation.

15 We are talking about a flexible
16 employment system without ceilings. In other
17 words, a lot of the reason the FAA's numbers
18 show a certain requirement for staffing that we
19 disagree with will be because it's budget
20 driven. This whole staffing argument comes
21 because of the budget.

22 We think there should be more
23 controllers. We can defend that. But when you
24 are going up against the budget to enforce that
25 you lose. They want to continue with the

1 current training, training system with
2 enhancements, because it works so well.

3 Health and benefits. What one of the
4 concerns with employees is what's going to
5 happen with my health insurance? What's going
6 to happen with my retirement? Very simple.
7 Nothing. If anything happens it will be for the
8 better. They are talking about moving the
9 current FEHP system into the corporation to
10 begin with and adding on some supplemental
11 insurances that would benefit us all. There may
12 be some reluctance in Congress to allow us to do
13 that. I don't believe so, but there may be
14 some. If that happens there will be a health
15 insurance program that is comparable to what you
16 have today. I honestly believe, having talked
17 with some people on the Hill, that they believe
18 it is fair and easier just to transport the
19 ability to use FEHP.

20 Retirement. They are looking to just
21 transfer the part in Title 5 that's currently
22 part of the system. That's a very, very key
23 component in this. Whether we say Title 5 or we
24 say corporation or we describe a retirement
25 system as it is under Title 5, I'm not sure how

1 it goes, but that's what will happen.

2 There is a very slim chance here that one
3 of our major concerns in the retirement area is
4 the treatment of FERS employees and early
5 retirement. There is a possibility that we may
6 be able to change that as it transfers over.
7 But certainly if we can't do it on the transfer,
8 in the negotiating process I am sure we'll be
9 able to take care of those issues.

10 They want a flexible labor relations
11 program. And, quite frankly, so do we. There
12 are some key questions that have to do with
13 benefits. What about liability? If you are
14 involved in an accident or an incident today you
15 are automatically covered by the Torts Claim Act
16 which means you are protected.

17 If somebody sues you because you were
18 working in the tower when an airplane landed a
19 mile short of the runway, the government
20 automatically replaces you in that suit. You
21 are not named in the suit after one day.

22 Because it's going to be a federal
23 corporation under the Federal Corporation
24 Control Act of 1945 you will continue to be
25 covered by the federal Torts Claims Act. That's

1 very, very important.

2 They came to us at one time and said,
3 well, what we would like to do is still cover
4 you by torts, but let's describe it instead of
5 referring to it. We said, oh, no, no, no,
6 because it has to do with the payment funds. It
7 has -- there is like three or four very
8 important interlocking pieces.

9 And we said no, there would be no staying
10 away from that. It has to be referred to it and
11 we would stay under it. Because the first
12 accident that happened they might live up to
13 their commitment. Somewhere along the line we
14 would be afraid that they would try to walk away
15 from their commitment and it would be challenged
16 in court and we would have to defend rather than
17 citing. It is very, very important.

18 For example, even if the corporation
19 said, "No, we don't want torts, we want to
20 develop our own system and we're going to buy
21 these millions and millions and millions of
22 dollars worth of insurance to protect you," and
23 it would, it would protect you. The problem is
24 it would protect you after the fact.

25 The problem is if you were named in a

1 suit you would remain named in that suit because
2 if you are not under torts the government
3 doesn't race in to replace you. You would
4 remain named in that suit. While you were named
5 in this multi-million dollar law suit if you
6 tried to go by a car, buy a house, or make any
7 sizeable purchase that required a credit check,
8 you would fail your credit check. You would not
9 be able to get credit. Who is going to give you
10 credit when you have got a multi-million dollar
11 suit hanging over your head? Nobody. So, we're
12 real insistent that it stay torts.

13 Life insurance would be FEGLI, health
14 insurance FEHB, retirement current system until
15 a new system could be developed and then people
16 would have an option one way or the other and be
17 grandfathered in. But we will assure you that
18 we're going to maintain your benefit level going
19 over into a corporation or else we are not going
20 to do it. It doesn't benefit us to get wrapped
21 up into this process and give away your
22 benefits. So we will continue to fight that.
23 And we're really not getting a lot of problems
24 with it. They agreed with it, they agree it is
25 fair.

1 One thing I have to tell you, as I said
2 earlier there is 45 corporations within
3 government. And we have made some random calls
4 over the last couple months to the employee
5 representatives of those groups, which include
6 Monument Power, Tennessee Valley Authority,
7 Mitchell Airports Authority, FDIC, Uranium
8 Enrichment Corporation. If you ask those people
9 if they want to stay where they are at or come
10 back in government, they don't want back in.
11 They don't want back in.

12 On user fees, NATCA supports a user fee
13 concept that is in line with today's practices.
14 The more transparent to the user the better it
15 will be. We do not support a European model of
16 fees where they have cost per sector, cost of
17 operation, cost of radio call, cost of budget
18 briefing. We believe that that concept would
19 create just another bureaucracy for billing and
20 collecting fees. We also think that would have
21 an adverse effect on safety. If people were
22 able to eliminate \$23 from a cross-country
23 flight, they would try to eliminate it. Which
24 means they would fly outside the system or
25 around the system, under the system, but they

1 wouldn't be flying as safe as they would be
2 today.

3 We believe the way the ticket charge is
4 today, I believe it is \$10 on the ticket, we
5 believe that charge should stay in effect. The
6 current fuel tax should be called a charge and
7 stay in effect and come in as a user fee for the
8 corporation. Anything less would be cumbersome,
9 it would create dissension within the general
10 aviation population, and it could possibly have
11 an adverse effect on safety.

12 By continuing the current fees that we
13 have today and by having a seat on the Board,
14 we're hoping that general aviation will buy into
15 the process. They have cited two reasons they
16 are opposed to it right now. One, they are
17 afraid they're not going to make more money.
18 That's a reasonable concern. And the other is
19 they are afraid that they are going to get
20 squeezed out of the system. If they are
21 contributing to the fuel charge then they have
22 every right to use the system because they will
23 continue to pay for it.

24 A major problem for us today is the
25 Budget Enforcement Act. The Budget Enforcement

1 Act came about in 1990. It was when a lot of
2 the bigwigs from Congress and the Administration
3 went over to Andrews Air Force Base just for a
4 couple weeks and cost the President an election.

5 Congress is very, very leery about
6 opening that again or exempting anybody from
7 being covered by that. What the Budget
8 Enforcement Act says basically is there is this
9 amount of money. If you want to spend above
10 that you have got to cut somewhere else. If we
11 say we need 500 more controllers they say,
12 "Fine, that will go up to \$23 million. What do
13 you have to give back to us?" There is only a
14 certain amount there and you lose whenever you
15 try to increase spending. We have been very
16 lucky. We have had a lot of support on the Hill
17 to stay at it is called a no-growth budget for
18 us this year, but it's basically a cut because
19 you're giving up a demonstration project, you
20 are giving up Level I facilities.

21 So, but we fared better than other
22 working stations. That won't continue. That
23 won't continue. We talked about general
24 aviation and their concerns. I think they can
25 be addressed. And I don't know if they will

1 ever come out as supporters of the corporation
2 concept, but I think something could be done to
3 keep them from really fighting to the death over
4 it.

5 We have congressional opposition right
6 now. The major reason that there is so much
7 congressional opposition is there is no plan out
8 there. There is nothing for them to look at and
9 say, "Hey, this works, let's do it," just a
10 concept. That's why it is so difficult at times
11 to talk to you about it because it's
12 conceptually uncertain and it changes very
13 quickly. But we're at a point now where a lot
14 of the areas are finalized and we have a good
15 idea what it will look like.

16 Congressman Oberstar, a tremendous friend
17 of Air Traffic Controllers and of NATCA, is
18 opposed to this he says because he's afraid of
19 the safety. Well, if we can't show him a model
20 that he can look at and say, oh, safety is taken
21 care of, then we shouldn't do it. But I think
22 we can do that.

23 And do you mean to tell me overnight you
24 are going to go from a safe, fast and efficient
25 operation to just an efficient operation, or

1 that when new controllers come into your
2 facility you are just going to say, well, this
3 is the way we do it when we become more
4 efficient. Safety is always the major concern
5 and it always will be of air traffic control and
6 Air Traffic Controllers.

7 Senator Ford, who is the Chairman of the
8 Senate Aviation Subcommittee, is also opposed to
9 this for many of the same reasons. It is funny,
10 though, if we are successful and are able to
11 corporatize air traffic control we will end up
12 avoiding a lot of congressional oversight. But
13 it is not going to be Oberstar and Ford that we
14 are still avoiding, they will still have
15 jurisdiction of what you do. There will be
16 people like Congressman Carr from Michigan, who
17 is the Chairman of the Appropriations
18 Subcommittee that does our work, and Senator
19 Lawtonberg from New Jersey, who is in charge of
20 the Senate Appropriations Subcommittee that does
21 transportation work. They have both come out in
22 favor of this.

23 They understand the budget process and
24 the appropriations process and they understand
25 what it does to air traffic control safety. I

1 have to tell you if Oberstar thinks
2 corporatization will lessen the level of safety,
3 I have to say he's very, very wrong. I see it
4 as an ability to enhance safety.

5 How many times last week did your
6 facility start a shift with fewer controllers
7 than you should have had? That decision is made
8 because there is no overtime money. So you just
9 do the best you can.

10 How many times did you combine positions
11 last week when there is a lot of traffic? It
12 was done because you didn't have enough people
13 in the facility and we had a lot of traffic.
14 Those decisions are being made in government
15 today.

16 We have an ability to come out under the
17 corporation concept, negotiate for the amount of
18 people we need to do the job so that there can
19 be vacations, so that people can have sick days
20 if they shouldn't be in a facility, so that
21 people can take care of family emergencies as
22 they arise, that's what we are talking about.

23 We are talking about representing you in
24 a new environment, allowing you to do your jobs
25 better than you do today because you will have

1 better equipment and better working conditions
2 and better personnel system with which to
3 follow. We will be able to negotiate better
4 wages for you, benefits, everything else that
5 has to do with your job. I will talk about this
6 tomorrow.

7 A question comes up every time. Are we
8 going to get RIF'd if we go into this
9 corporation? I don't know. The only thing I
10 know is you are less likely to get RIF'd in the
11 corporation than you are today. There is a
12 limited amount of money on the Hill and that
13 money is shrinking constantly.

14 I do know one thing about a RIF though.
15 If a RIF occurs today, we will do our very best
16 for you and we will negotiate under I-I
17 bargaining to make sure you are treated fairly
18 and to make sure that before you go out they
19 will advise you as your rights as a former
20 federal employee. But ultimately that's it. We
21 are talking around the issue.

22 On the other hand, if the corporation
23 wants to RIF, they still have to negotiate with
24 us but we are negotiating then on the
25 substantive issues of the RIF, not around the

1 RIF, not the IIP, the actual RIF itself.

2 Believe me, you will be better off or if they
3 tried to do it it's much easier to bargain on
4 the thing and make it possible for them to enact
5 it as it is today.

6 Today we can only get around the outside.
7 Sometimes we are lucky, we are able to work
8 around the outside. If it happens at a time
9 where there is an appropriations process ongoing
10 we can get a friendly Congressman or woman to
11 hold back on funding for the RIF. They have a
12 fall-back ladder. With a corporation we will
13 have greater negotiability on this. That
14 completes my briefing and I will answer any
15 questions you have.

16 UNIDENTIFIED SPEAKER: Mr. Thornton?

17 MR. THORNTON: Yes.

18 UNIDENTIFIED SPEAKER: You mentioned that
19 NATCA is fighting to maintain our current
20 protection from tort litigation. What happens
21 if we can't, are we looking at some sort of
22 malpractice insurance? If we have to get it
23 what might that cost?

24 MR. THORNTON: It would be very costly
25 for the corporation. It wouldn't cost you

1 anything but it would cost the corporation. I
2 would find it very hard to believe that without
3 seeing the terms of any type of private
4 insurance that we would bring to the corporation
5 a proposal that would be a means to protect you.
6 So, far that's my marching orders, if they do
7 away with torts, they do away with us. Yes?

8 UNIDENTIFIED SPEAKER: John (inaudible),
9 Fresno. You were talking about the health
10 insurance the retirement system plus possible
11 enhancements. What was the possibility of
12 perhaps getting that done with --

13 MR. THORNTON: That's the type of stuff
14 we have been talking about, to increase those
15 benefits or, at the very least, to increase the
16 participation. In other words, the government
17 pays a certain amount of your premium today.
18 However, a postal employee using the same
19 insurance, the government pays a bigger share of
20 the premium. So there's a lot of things we can
21 do in that area. It's a little fuzzy right now
22 because of all the talk on health care reform.

23 UNIDENTIFIED SPEAKER: Under
24 corporatization you say that we benefit by user
25 fees. Now, if the economy is good everybody is

1 fine, if the economy is bad no one is fine. If
2 things go up and down how do you account for
3 that fluctuation?

4 Also, if it fluctuates, just like any
5 other corporation, sometimes they have to close
6 the doors, right. Does that mean we are back to
7 the same point we are at now where we are
8 talking about closing Level I's?

9 MR. THORNTON: Everything I see says
10 flying is going to continue, it's going to
11 continue to grow. True, if there is a real
12 downturn that could effect that. But a
13 corporation is going to take a much longer view
14 of money than the government does. In the
15 government it's year to year. Unfortunately,
16 the budget cycle for the government is 18 months
17 which means right now as they are testifying
18 this week for FY-'95 they are working on '96
19 budget.

20 Business, a good business, large business
21 does a three- to four-month budget cycle. So
22 it's more median. The corporation would have
23 the ability to borrow money and to leverage
24 money that the government isn't able to do
25 today. So that would take care of some of the

1 sure-standing shortfalls. Art.

2 MR. YARNELL: John, maybe I missed it
3 early on in the presentation, but the one part
4 that concerns me here is the flight service
5 specialists being part of this. I am prejudiced
6 I guess. I don't think flight service
7 specialists are Air Traffic Controllers.

8 How much pressure -- do we have any
9 chance of excluding them from the corporation
10 and getting them back where they belong, which
11 is away from us?

12 MR. THORNTON: I would say there is
13 probably no chance of moving them out of the
14 corporation because they are part of the air
15 traffic environment. There is just no way to do
16 it. I mean, they provide service to general
17 aviation and we have to acknowledge that.

18 We have some problems with nomenclature,
19 and, you know, maybe that can be taken over or
20 taken care of at a later date in the
21 corporation. But those types of changes would
22 be easier in the corporation than in today's
23 environment. I just don't know. Yes.

24 UNIDENTIFIED SPEAKER: Right now in the
25 federal sector we're able as a union to

1 negotiate official time. Under the corporation
2 would we still get that official time or would
3 the union have to pay our salaries when we are
4 on official time?

5 MR. THORNTON: Right now you have
6 official time. As you go over into the
7 corporation, the contract would remain into
8 effect. It's hard for me to envision a
9 situation where the union would give up
10 something in its succeeding contracts. I think
11 that that would continue as it is today.

12 The agency has started some of this
13 concern when they talk of, when it first came up
14 under NVR when they were discussing service fees
15 for non-members or union shops in government.
16 The FAA got up and said, "Well, you know, if
17 that happens and you are getting all this money,
18 then you won't need official time and we'll take
19 it back." That's the way the FAA negotiates, we
20 will take it back. Well, you can't take it
21 back. It's on the table to be negotiated over.
22 The union would have a lot to say about what
23 happens with official time.

24 MR. SOUCEK: John, Jeff Soucek, Cleveland
25 Center. A couple things concerned me over the

1 Board of Directors. First I believe is NATCA.
2 This is an air traffic control corporation. We
3 are the exclusive bargaining unit for NATCA for
4 the controllers. We have to have the guarantee
5 that we are that union representative, not PASS,
6 not NAYS not NATS. We have to have that.

7 Secondly, this Board of Directors, how
8 many airline representatives will be on that?
9 We have seen what the airline does to their
10 employees and, frankly, that scares me.

11 MR. THORNTON: Right. And I agree with
12 you.

13 (Applause.)

14 MR. THORNTON: I may seem a little
15 cavalier about that, Steve, because I honestly
16 believe that there would be no way anybody could
17 justify not keeping us. But that's an ongoing
18 battle. We'll continue to fight that battle. I
19 am doing it at the level I am working, Barry's
20 doing it with the Vice-President, the Secretary
21 of Transportation. I feel very good about the
22 possibility of that changing as far as exactly
23 whose seat that is.

24 On the other issue, there is only one
25 seat now for airlines. Quite frankly, I have

1 been at meetings where they said that's all they
2 want because they have been getting a lot of bad
3 press on it. I mean, I am reading things in the
4 paper recently where this corporation is going
5 to have four seats held by airlines. That's, I
6 mean, that's not going to happen. That's part
7 of the -- because there is not a program out
8 there, there is not a plan so a lot of these
9 rumors get started and take off.

10 But right now there is only one seat for
11 the airlines. There is two unnamed seats I
12 believe and I don't know where they will go. I
13 don't believe they will go to the airlines.
14 There may be a possibility that the airline
15 pilots will have a seat. And whether you
16 consider that a real airline seat or a labor
17 seat, I don't know. But I wouldn't be surprised
18 if that happened.

19 MR. ACKERMAN: Bob Ackerman from
20 Brownsville. I just wanted to ask a question
21 concerning whether AEF would come over with this
22 and would they be subordinate to air traffic so
23 that we can get them doing the things that we
24 need them to do rather than us adjusting to what
25 they are going to do.

1 MR. THORNTON: Bob, they are going to
2 have to call you before they come and work every
3 morning just to make sure you want them there.
4 Now, they would come over with the corporation.

5 There is a lot of problems with AEF, and
6 it started years ago when the FAA started, well,
7 Jesus, you know, we didn't do the hiring we
8 should have a couple years ago so we are going
9 to contract out this type of maintenance. But
10 don't worry, everything is going to be okay.
11 They came back for a couple more bites very
12 quickly and they are left with a small, small
13 organization, too small to do the job you or I
14 need them to do.

15 We certainly will have some say about
16 support, not supporting coordinating
17 organizations, but supporting organizations, how
18 they are staffed so we get better service out of
19 that. I don't believe they will be subordinate
20 to us, though. They will be co-players. Al?

21 MR. LEGGETT: Thank you, John. Al
22 Leggett, Lake Charles Tower. I have two
23 questions. One, I was under the impression
24 somehow that there would be an actual proposal
25 by this time, by yesterday or day before,

1 something like that, and I am wondering if
2 that's anywhere near through. And if not, when
3 can we see an actual proposal? And, also, what
4 is gain sharing?

5 MR. THORNTON: Well, you are right, it's
6 very near, a proposal. The date was the 18th is
7 when it was supposed to be done. A couple
8 things happened lately where people in the
9 economic departments of government, OMB, the
10 economic advisors to the President, Treasury,
11 they are very concerned about the Budget
12 Enforcement Act and us seeking an exception from
13 that. That's going to be a major battle on the
14 on the Hill they believe. I don't believe it is
15 but they believe it is. They want us to appear
16 more private than government.

17 So there is a discussion going on at the
18 top level to appease them. That's why I talked
19 about instead of all our FEFHP and instead of
20 our retirement instead of it saying Title 5
21 this, Title 5 that, it may just describe the
22 entire retirement system for Air Traffic
23 Controllers verbally rather than refer to the
24 statute. that's the kind of things may be
25 tinkered with.

1 They are right now expecting that the
2 plan will be unveiled the first week of May and
3 that legislation will be ready at that time but
4 possibly not introduced at that time. More than
5 likely it will be introduced sometime after May
6 12. There is going to be a hearing on the
7 Senate appropriations process on this plan, on
8 the FAA's plan. Senator Lawtonberg is going to
9 have a hearing. Depending with feedback they
10 get from that they need to run back to the Hill
11 to introduce legislation so they may go back to
12 the drawing board on several issues on that.
13 That's what's holding up the process right now.

14 But when I got started in the process if
15 you had told me that that would be April 18, I
16 was very firm, it's got to be April 18 or people
17 are going to fall off and people are not going
18 to be supporting it, because the FAA has a way
19 of making these commitments and just avoiding
20 them and that's what I was afraid would happen.
21 But being on the inside now I think it is a good
22 thing that they delayed about two weeks. What
23 was the last part of your question?

24 MR. LEGGETT: Well, to kind of follow-up
25 on that can we get a --

1 MR. THORNTON: No, there is another part
2 of your question.

3 MR. LEGGETT: Well, I was asking about
4 gain sharing, to define that term.

5 MR. THORNTON: Oh, gain sharing. If, for
6 example, it costs the airlines \$5 billion for
7 delays last year and we cut that to \$3 billion,
8 that's \$2 billion they would save, do you
9 deserve a portion of that? Absolutely.

10 So, that is gain sharing. That sort of
11 rewards us a little bit, you know, cutting
12 delay, productivity, things like that, that's
13 gain sharing. And if you want to stand up there
14 I will come back to you a little later.

15 MR. KELZENBERG: Robert Kelzenberg from
16 St. Paul. Along the same line, when this does
17 get through Congress what is the time frame from
18 passage to actual implementation of the
19 corporation?

20 MR. THORNTON: The Administration is very
21 excited about this. They believe that it will
22 be passed in this session of Congress. I am not
23 so certain. I think people are going to give
24 this a long, hard look. And it will take a year
25 after passage before we transfer into it, which

1 is good. A long wait, like two or three years
2 like they were talking about earlier, they will
3 lose it. They will wind up losing a lot of
4 people, a lot of facilities. So it's important
5 to us to get into this concept as fast as
6 possible.

7 MR. WILHELM: Todd Wilhelm, St. Louis.
8 Mr. Thornton, I call for the question. I have a
9 question or a suggestion. To me it would be
10 very beneficial to hear from controllers from
11 Europe, New Zealand, Australia, and Canada, both
12 pro and con, of what they think of this since
13 they are already into it and none of them were
14 able to make a trip over here.

15 MR. THORNTON: The first trip will be to
16 Dublin. When is it summer in New Zealand? The
17 next trip will be to New Zealand. I have to
18 tell you, honestly, Todd, that we have talked to
19 some foreign controllers and they are very
20 excited about what they do, too, New Zealand
21 especially.

22 One of the things, it's very, very hard
23 to compare our system to anyone else's because
24 we are so much larger. But the one thing that
25 all these entities found when they did it

1 though, they cut cost, they didn't lose
2 employees, they didn't contract out hundreds of
3 facilities, but they were able do it cheaper
4 because there is more efficient ways of doing
5 business than government does it today. I think
6 that's the one -- but, of course, we will drive
7 it up with our negotiations.

8 UNIDENTIFIED SPEAKER: Mr. Thornton, mike
9 ten.

10 MR. THORNTON: I'm sorry, mike ten.
11 Thank you.

12 MR. PYKE: I am Rich Pyke, Southern
13 California Tracon. Secretary Pena was talking
14 yesterday in favor of this initiative and he was
15 talking about budget constraints, the
16 bureaucratic red tape, continuous funding
17 problems we have in different programs, and he
18 said that this might help that process. I read
19 an article recently by Representative Oberstar
20 talking against this initiative, and he said,
21 "It has been his experience that the FAA never
22 spends the amount of money they are allotted each
23 year."

24 How do you account for such a different
25 perspective in high level government officials,

1 and how can a representative of Congress not be
2 in touch with the reality that we feel every day
3 at our facilities?

4 MR. THORNTON: He's right that the FAA
5 doesn't spend the money that's given. A lot of
6 that, it's not in the personnel area, I tell you
7 that, because they spend that and more. But
8 what happens is the appropriations or the
9 appropriations cycle and the procurement cycle
10 are so out of whack that they are not able to
11 spend money because what they are intended to
12 spend it on five years before when they start
13 their long-term plan isn't ready for development
14 yet so they end up not doing it.

15 There is money probably still
16 appropriated somewhere along the cycle here for
17 certain number of MLS's. Well, they are not
18 making that commitment to MLS's any more, things
19 like that, where the FAA and the government
20 appropriating body aren't in sync.

21 MR. PYKE: Is it just a mismanagement of
22 money, is that what you are saying?

23 MR. THORNTON: Yes, I will say that. I
24 mean, it's such a broken process that the FAA, I
25 hate to stick up for them a little bit, but they

1 are almost forced to mismanage because of the
2 way they have to do such unrealistic planning
3 with the appropriators.

4 I mean, for example, the appropriators
5 are PO'd because the head appropriator lives in
6 Jersey, and you know there is a lot of airplanes
7 going back and forth across his home in Jersey
8 and his neighbor's. So he puts something in the
9 appropriations bill two years ago that FAA
10 officials involved with this issue cannot be
11 given pay increases until this issue is resolved
12 of noise in his back yard.

13 They strangle us sometimes. That's sort
14 of a humorous, the way they do it, as long as we
15 are not affected. But they have that ability.
16 We're looking to get out from that. Oberstar, I
17 take the man's word, he's honest, he is
18 concerned about it. And I am willing to --

19 MR. PYKE: Will this initiative
20 eventually go to membership as far as a vote?

21 MR. THORNTON: I have no control over
22 that. The only thing I know is we are involved
23 with it right now, we are very, very active in
24 it. And I just don't know how we would resolve
25 that.

1 MR. PLUMMER: Dave Plummer from Marine
2 Corp Air Station at Cherry Point. I think about
3 a year ago we got some negative information on
4 including Department of Defense GS-2152 air
5 traffic control specialists. In looking at the
6 package I see that DoD has participation on the
7 Board of Directors. Is there any future for DoD
8 GS-2152's coming back home to our larger family
9 of air traffic control brothers and sisters?

10 MR. THORNTON: Absolutely none, Dave.
11 Absolutely none. I was amazed when I got
12 involved in this process of the amount of clout
13 that the Department of Defense has. The
14 Department of Defense is saying, they are saying
15 that, "All right, we will go into the
16 corporation mode, but you have to understand we
17 are the Department of Defense and we are not
18 going to pay a user fee." We said, "Well, you
19 can't use this system." They said, "Wait, we
20 participate in the system, we have got air
21 traffic control facilities, air traffic
22 controllers."

23 So, it offsets the others. And they are
24 using, which doesn't make sense really, but they
25 are using that logic, Dave, to say that. So

1 they are certainly going to hold onto their end
2 of the air traffic control, yes. I don't think
3 it will happen.

4 MR. PLUMMER: So, I guess there will
5 always be the other bargaining unit then?

6 MR. THORNTON: Yes, our favorite
7 bargaining unit.

8 UNIDENTIFIED SPEAKER: Jim (inaudible)
9 from Indianapolis. Do we have any rough
10 estimate right now as to what the ratio is going
11 to be between the user fees just given the
12 ticket and fuel tax as to the PC&B cost to the
13 corporation, and if there are any excess user
14 fees will the corporation be able to retain it
15 or is Congress going to call it back?

16 MR. THORNTON: Congress has nothing to do
17 with the monetary well-being of the corporation
18 once it's a corporation. And they are working
19 numbers right now, but what it looks like it's,
20 let's just say there is X amount of money, it
21 will be an 80/20 split of the money coming in
22 from the current, money coming into the current
23 trust fund. 20 percent of that will continue to
24 go to the trust fund. That will be used for
25 F&E, for security, for AIP grants, and things

1 like that. The 80 percent will go to the
2 corporation. That may fluctuate a little bit in
3 there, but the 80 percent will go to the
4 corporation to fund the corporation.

5 With that money and the buying down of
6 the current \$4.5 billion excess trust fund money
7 now, we will get off to a good start and have
8 sufficient funding and the ability to leverage
9 and to borrow for long-term investment is more
10 than enough they feel. I don't know about the
11 PC&B. Our job is I am sure (inaudible). Number
12 six.

13 UNIDENTIFIED SPEAKER: Right now is FAA
14 has set up its own program with studies of cost
15 debt ratios for commissioning and
16 decommissioning towers. Under corporatization
17 would the new corporation be able to do its own
18 program of commissioning and decommissioning or
19 is that somebody else's still?

20 MR. THORNTON: They would probably be
21 able to continue to do that. But they would
22 have to answer to the, and it is not funny, the
23 FAA would become a safety advocate. They would
24 have to justify that to the FAA and they would
25 have to negotiate with the union. I think it

1 would be too cumbersome of a process for them to
2 attempt to contract out large numbers of
3 facilities like the FAA is contemplating now.
4 Today the FAA is in favor of it.

5 If we are in a corporation mode today and
6 the corporation tried to do it, the FAA would
7 have their hides nailed to the wall. No, you
8 can't do it, it is a safety issue. DoD on the
9 Board wouldn't let them do it because it is a
10 national defense issue. So it's a better
11 playing field there for us, especially on that
12 issue.

13 UNIDENTIFIED SPEAKER: Just to clarify, I
14 was talking (inaudible).

15 MR. THORNTON: Yes, I believe they would
16 be able to do that. There has to be certain
17 levels of density of traffic to justify having a
18 tower there or not. I think they will have the
19 right to do that, yes. Number eight. I'm
20 sorry, nine.

21 MR. HERNANDEZ: Dale Hernandez,
22 Shreveport Tracon. I am interested in why we
23 appear to be so willing to give up the right to
24 strike. It doesn't appear to me that the FAA,
25 when it comes down to negotiations, is going to

1 walk up to us with a purse and say, "What can we
2 give you guys?" And it just seems like here we
3 are getting out of the government so that we can
4 negotiate all these good salary and staff levels
5 and all that kind of stuff, and we have got no
6 gun in this fight. And also, the second
7 question, when this proposal is all done are we
8 going to get a copy of it so we can read it?

9 MR. THORNTON: Absolutely. Absolutely.
10 You have what's been developed so far. You
11 probably, as an employee group, have more
12 information than any of the other employees
13 involved to date in that package. However, you
14 did get Barry's statement in front the EOC that
15 would describe it in pretty good depth.

16 But giving up the right to strike,
17 without that this corporation concept would not
18 be approved. The Administration demands it,
19 Congress will demand it, and the Department of
20 Defense demands it, too. It is not giving up,
21 it's making the best deal to let them retain our
22 no-strike pledge.

23 MR. HERNANDEZ: Does not the Post Office
24 still have that right?

25 MR. THORNTON: The Post Office does not

1 have that right.

2 MR. HERNANDEZ: There is not any private
3 corporations in the government have that, right?

4 MR. THORNTON: Private corporations have
5 the right to strike, public corporations mostly
6 don't. The Post Office does not have a right to
7 strike. I believe none of the other government
8 corporations have the right to strike either.
9 Controllers never had the right to strike in any
10 of the other the two or three strikes they
11 participated in either.

12 UNIDENTIFIED SPEAKER: John, what
13 problems are foreseen (inaudible). If we as
14 federal employees may be in a position to have
15 to give things up in negotiations, will there be
16 anything in the charter of the corporation to
17 prevent that?

18 MR. THORNTON: Yes. And you are right,
19 those abuses do happen in private corporations.
20 I would imagine there will be certain limits on
21 compensation for executives in the enabling
22 legislation. But we have to be careful, too.

23 One of the reasons we have so much
24 problem in the FAA is that there is a lack of
25 leadership. You have an administrator who will

1 come in for a year or two, give up a certain
2 amount of contacts, and then go out and start
3 his own firm and lobby his tail off. You have
4 to be able to attract good people and pay them
5 good salaries and benefits to stay with the
6 corporation and do the job. We are not able to
7 do that in government. As a corporation we
8 would.

9 I have to tell you when there is a change
10 in the administrator, even when it's within the
11 same political party, everything stops at the
12 FAA. You will be in the midst of an agreement,
13 about to decide and they will say, "Oh, no, we
14 can't do that now, we have to see where the new
15 administrator wants to go." "We have already
16 asked that with the old administrator." "No, we
17 have to ask the new administrator." They just
18 don't want to take any chances.

19 MR. WOLFRAM: My name is Chris Wolfram,
20 Albuquerque Tower. Under the corporatization
21 would we as a union have a right to a closed
22 shop where all ATC's would be able to pay dues?

23 MR. THORNTON: We think it's real
24 important that we participate in the process
25 that would increase the ability of other

1 controllers who are non-members to feel good
2 about themselves. Certainly, as full-paying
3 participants in NATCA, they would feel better
4 about themselves. Who wouldn't feel better
5 about themselves? So, yes, that's on the board
6 and that's --

7 (Applause.)

8 MR. THORNTON: Yes, that's very, very
9 important. Government is going towards that
10 with the service fee that's being considered
11 now, the performance review, and we go that
12 extra mile with that also. I think it's very
13 important.

14 MR. EDMONDS: Dean Edmonds, Kona Tower.
15 As a person who has talked to controllers in
16 Australia I was wondering, the Australian Air
17 Traffic Control Corporation just laid off five
18 or 6,000 controllers in a process to resize
19 their air traffic control system. They did that
20 mostly through their flight service stations,
21 not necessarily all Air Traffic Controllers, per
22 se, but their flight service stations are
23 included in their corporation. It was done
24 because they wanted to, one, increase their
25 profit margin, and also, two, to get a better

1 handle on the personnel numbers that they have.

2 What sort of guarantee do we have that
3 when it comes time for our Air Traffic Control
4 Corporation that we will have a say as to the
5 numbers and the types and such in our
6 corporation?

7 MR. THORNTON: You would have full
8 negotiations and would be able to negotiate all
9 those issues. I believe Australia is a private
10 corporation, isn't it?

11 MR. EDMONDS: No, it is run by the
12 government, it's a semi-autonomous authority.

13 MR. THORNTON: I am not aware of what
14 they do. But on any sort of a RIF or downsizing
15 we would have greater say in the corporation
16 than we would have today because we would be
17 negotiating on the issue itself and not just I&I
18 bargaining around.

19 I know one of the things in Australia
20 that's happened is because their fee structure
21 is so cumbersome that a lot of people avoid the
22 system so flying has gone down in Australia,
23 too. And I think that's a direct result of
24 their uncomfortable fee system.

25 MR. EDMONDS: Okay. That was the other

1 part of it was that because their system is so
2 structured in their fees, their fees are so very
3 difficult to deal with. Are we as a corporation
4 going to strive to make sure that our fees are
5 general aviation user friendly because that's
6 really where our business is?

7 MR. THORNTON: Yes, I honestly believe
8 that that's in our best benefit as controllers.
9 And for the corporation itself, that's in its
10 best interest to see that. I believe there will
11 be language in there transferring the current
12 fee structure, and it's almost transparent so
13 that everybody will be able to participate in
14 the system and not feel they are being
15 over-priced.

16 What you have to understand, you can't
17 limit it to that as it is now, you have to give
18 the corporation the ability to increase or
19 decrease fees. And the Board of Directors will
20 decide that. I think it will be frozen for
21 three years and make it longer political. And
22 the directors should raise or lower the fees and
23 the Secretary of Transportation would have final
24 so, so it is still political. It is a big
25 concern. We are very concerned about that. One

1 more question and that will be it.

2 UNIDENTIFIED SPEAKER: What is the FTE
3 charge?

4 MR. THORNTON: FTE is full-time employee?

5 UNIDENTIFIED SPEAKER: Okay. That's like
6 where a GS-15 maxes out or something?

7 MR. THORNTON: Well, no, if a full-time
8 employee, if there is 10,000 full-time employees
9 plus 2,000 20-hour a week employees, then you
10 actually have 11,000 full-time employees. They
11 pool it all together and come up with a 40-hour
12 a week thing.

13 MR. BAKER: Can you do a quick question?
14 Robert Baker, Chicago. There was rumor there
15 about the contract issue that the federal
16 government would only contract facilities for
17 the two or three years.

18 MR. THORNTON: Yes, that is untrue. It
19 is the intention of the government on the
20 contracting out to continue supporting those
21 contracts into the future.

22 MR. BAKER: Thank you.

23 MR. THORNTON: All right. Thank you very
24 much. I hope --

25 (Applause.)

Tim Leonard would like to speak to the FAC reps from Kansas City, Houston, and Seattle Centers concerning a Justice Department investigation on an aircraft accident. They will be up here in the front of the podium. We are going on break now for fifteen minutes, exactly fifteen minutes.

AFTER RECESS

MR. KRASNER: All right. Would this
tion please come to order. I want, as a
er as we go through resolutions and some
, I must remind you only delegates, only
tes vote on issues whether it be voice
r standing vote or any other kind. I have
complaints about everybody participating
ce votes. If that continues we will have
standing votes and check credentials on
tes. So, please, delegates only.

1 Anybody who is a delegate who is
2 appointed a Sergeant at Arms, if we have
3 delegates appointed as Sergeant at Arms, I
4 suggest you find someone else to be Sergeant at
5 Arms or give up your right to vote and debate.
6 Okay. What are you waiting there for? I didn't
7 do anything yet. Is it a race? Okay. Let's
8 come to order. The next business in order is --

9 MR. PALMER: Mr. Chairman.

10 MR. KRASNER: You son of a -- mike seven.

11 MR. PALMER: Ed Palmer, Southern
12 California Tracon. I move we suspend the rules
13 and consider Number 46 first.

14 MR. KRASNER: Number 46.

15 MR. PALMER: It will save us two hours.

16 MR. KRASNER: It will save us two hours?

17 What, are you going to withdraw it?

18 MR. PALMER: I didn't write it.

19 MR. KRASNER: Okay. We have a motion.

20 Does everyone have 46 in front of them?

21 UNIDENTIFIED SPEAKER: Second.

22 MR. KRASNER: Hey, that's not what I
23 asked. Okay. It is moved and seconded to
24 suspend the rules for the purpose of considering
25 R-046 first. Moved and seconded. Anybody want

1 to talk about it, debate on suspending the
2 rules? Yes.

3 MR. CARR: John Carr, Chicago Tracon. I
4 would like to consider moving all the proposed
5 resolutions that deal with this issue to the end
6 of this business session so that everybody has a
7 chance to read them all, discuss them among
8 themselves, and then perhaps come to some type
9 of accommodation as to which one they would like
10 to press forward with as opposed to --

11 MR. KRASNER: Okay, wait, don't leave
12 that mike yet. Ed, would that be okay with you?
13 Where are you, Ed?

14 MR. PALMER: I am over here. Ed Palmer,
15 Southern California Tracon. I think we can move
16 through this real fast and get on to other
17 business if we do 46 first.

18 MR. KRASNER: So you are not willing to
19 consider that? You want your motion to stand?

20 MR. PALMER: I am willing to consider it
21 but I would like my motion to stand.

22 (Applause.)

23 MR. KRASNER: It's been good hearing from
24 you, Ed. And it's been good hearing from you,
25 John, you may now sit down. Actually, you got

1 off easy, John, because I was going to charge
2 you with compiling a list of all of them since
3 it was your idea but now we don't have to do
4 that.

5 UNIDENTIFIED SPEAKER: I have it right
6 here.

7 MR. KRASNER: Okay. Okay. There is a
8 motion to suspend the rules for the purpose of
9 considering R-046 first. As many as are in
10 favor of doing so, signify by saying aye.

11 UNIDENTIFIED SPEAKERS: Aye.

12 MR. KRASNER: As many as are opposed say
13 nay.

14 UNIDENTIFIED SPEAKERS: Nay.

15 MR. KRASNER: Hearing two-thirds in the
16 affirmative, the rules are suspended. The
17 business in order is R-046. What do I hear,
18 grumbling? Call for a standing vote if you
19 don't believe me. Okay. The business before
20 the assembly is R-046. Is there a second?

21 UNIDENTIFIED SPEAKER: Second.

22 MR. KRASNER: Moved and seconded to adopt
23 R-046. Discussion? No mikes. Are you ready
24 for the question?

25 UNIDENTIFIED SPEAKER: Point of

1 information.

2 MR. KRASNER: Yes. Where is it coming
3 from?

4 MR. WILHELM: We are here. Todd Wilhelm,
5 St. Louis. How will it be budgeted for when
6 they ask for financial assistance for any
7 delegate who shows a true and just need?

8 MR. KRASNER: Don't know. I guess we
9 will figure it out then.

10 UNIDENTIFIED SPEAKER: Point of
11 information.

12 MR. KRASNER: Yes.

13 MR. SMITH: Who is the chief financial --
14 Eddie Smith, Bismarck. And, Mr. Chairman, I
15 would like to get some guidance from the author
16 as far as when he's talking about assistance, is
17 that going to be decided by the Finance
18 Committee the amount of the assistance that
19 would go to those delegates or is it intended to
20 leave it open for later decision on the amount
21 of the assistance, or is there something in mind
22 here?

23 MR. KRASNER: Gee, I don't know what his
24 guidance is. The interpretation as it is
25 written would be that we at the National Office

1 would make the call, either the President would
2 or the Executive Vice-President as being the
3 money man of the organization, would end up
4 making the call on what assistance would be
5 proper and who would get it.

6 MR. SMITH: Thanks.

7 MR. PARKER: Point of information.

8 MR. KRASNER: Yes.

9 MR. PARKER: Todd Parker, Orlando Exec.
10 I want to know who the chief financial officer
11 is, if that's supposed to mean the --

12 MR. KRASNER: Raise your hand, Buddy.

13 MR. PARKER: For a couple months anyhow.

14 MR. KRASNER: No, he's holding those.
15 He's good at it so why should he leave?

16 MR. PARKER: Well, I don't want to piss
17 him off, I won't ask him for any assistance.

18 MR. KRASNER: Okay. You got a mike list
19 for me? Mike nine.

20 MR. FOSTER: Steve Foster, College
21 Station.

22 MR. KRASNER: I can't hear you. You will
23 have to speak up.

24 MR. FOSTER: (Inaudible.) The population
25 is in serious trouble when you discover

1 (inaudible.) Where do you stop and say, "Well,
2 wait a minute, does he or she have a legitimate
3 need or not?" I don't see that anybody would
4 have any problem with a little extra assistance
5 now and then. But as far as us putting it on
6 the books, that's going to require us to give
7 extra funding, I think we should just allow that
8 in a discretionary manner by the Vice-President
9 is a good idea.

10 MR. KRASNER: Mike seven.

11 MR. POALILLO: Richard Poalillo, Guam
12 CERAP. As the author of this there has been a
13 lot of conversation the last day or two about
14 it. I read Level I, Level II, mandatory
15 amounts, et cetera.

16 I talked to Mr. Bellino yesterday about
17 the true and just statement in there and that's
18 brought up some questions. And I felt putting
19 it on the back of the chief financial officer
20 was the best way to go. This year they did
21 offer a subsidy, for some people more than
22 plenty, for other people not enough. I didn't
23 think it was fair to put a guaranteed amount on
24 it. Someone coming from 20 miles away doesn't
25 need \$400.

1 And Mr. Bellino told me that there is a
2 problem with true and just, who determines that.
3 My opinion is that the money that the local gets
4 through dues rebates is to run the business of
5 the local and that would mean coming to the
6 convention. And he offered that some people
7 give money to charity, Christmas presents,
8 baseball teams, Cub Scouts, Boy Scouts, so,
9 therefore, that's not true and just. I think
10 this resolution as written if we are going to
11 continue to give money to people to come to the
12 convention it's the only true and fair way to go
13 about it.

14 MR. KRASNER: Before the next mike, would
15 somebody in the back of the room close those
16 drapes? It is just a wee bit distracting. Mike
17 six. It's those palm trees I can't quite take.

18 MR. WADLE: Randy Wadle from Miami Tower.
19 Yesterday in our regional break-out meeting this
20 came up also. And the Atlanta Center and most
21 of the Level V's in our region donated money to
22 any Level I or Level II who needed the money.
23 And people from the center, people from all the
24 Level V's that have extra money, I think all of
25 them would volunteer to give money if anybody

1 from Level I and II asked.

2 If anybody who asked for money didn't get
3 it I would like to see it, would like to know
4 who wouldn't give them money. Because I think
5 any facility has money to donate to you. And
6 our national budget just won't support this, as
7 we learned earlier in the convention. I think
8 that's the solution for it.

9 MR. KRASNER: Mike four.

10 MR. NICHOLS: Thank you, Mr. Chairman.
11 My name is Curt Nichols, National Finance
12 Committee. I would like to rise in opposition
13 of this for two reasons. First of all, it's
14 going to be unworkable in the financial sense.
15 We do our budget in October. The convention
16 this year is in, well, you know what time of
17 year it is. How are we going to be able to
18 budget this when we don't know what kind of
19 requests are going to come in?

20 It could conceivably create a financial
21 hardship on the union for a mass expenditure
22 that wasn't budgeted for. Also, this is the
23 last thing in the world we need to do to the
24 EV-P. I think our National office has got more
25 pressing matters, some revolving around whether

1 we're going to have jobs tomorrow, for him to be
2 wondering about if somebody needs another \$10.
3 Thank you.

4 MR. KRASNER: Mike eight.

5 MR. MARCOTTE: Mike Marcotte, Juneau
6 Tower. And I am in favor of this for basically
7 the same reasons that the author wrote or
8 referred to in his arguments. I think the AEB
9 and Joe Bellino are very capable people and can
10 figure out a very equitable way to distribute a
11 few extra funds to those delegates who need the
12 cash to get here. We want to keep them coming.
13 And not all facilities are going to be able to
14 give money to smaller facilities, maybe not all
15 will be willing to give money to small
16 facilities.

17 We are currently already getting a
18 subsidy so there is already money coming, okay.
19 It's just not, probably is not enough for some
20 people, maybe it is too much for others. But
21 they do it on a case by case basis based on the
22 expenses that they think they are going to
23 incur. I don't think it would be that big of a
24 deal. They only do it every the two years
25 anyways.

1 MR. KRASNER: Mike two.

2 MR. WILHELM: Todd Wilhelm, St. Louis. I
3 call the question.

4 MR. KRASNER: Thank you, Todd. There is
5 a call for the question. Is there a second?

6 UNIDENTIFIED SPEAKER: Second.

7 MR. KRASNER: Moved and seconded to end
8 debate. As many as are in favor, signify by
9 saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: As many as are opposed say
12 nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: Hearing two-thirds in the
15 affirmative, debate is ended. The question
16 before you is the adoption of R-046. As many as
17 are in favor of its adoption, signify by saying
18 aye.

19 UNIDENTIFIED SPEAKERS: Aye.

20 MR. KRASNER: All opposed say nay.

21 UNIDENTIFIED SPEAKERS: Nay.

22 UNIDENTIFIED SPEAKER: Standing vote. We
23 didn't just save two hours.

24 MR. KRASNER: As many as are in favor of
25 the adoption of R-046, please rise. Everyone

1 else stay seated. Delegates only.

2 (Rising.)

3 MR. KRASNER: Look at that. Actually you
4 all were pretty loud. Okay. Please been
5 seated. As many as are opposed to the adoption
6 of R-046, please rise.

7 (Rising.)

8 MR. KRASNER: Please be seated.
9 Sometimes I wonder why I bother. The nays have
10 it. R-046 is defeated.

11 MR. CARR: Mr. Chairman?

12 MR. KRASNER: Yes.

13 MR. CARR: I would like to move that we
14 suspend the rules and consider moving R-027, 31,
15 32, 34, 35, 36, 37 and 38 to the last order of
16 business for this business session for the
17 purpose of reading, discussing, and expediting
18 the process.

19 UNIDENTIFIED SPEAKER: Second.

20 MR. CARR: Jack Carr.

21 MR. KRASNER: Mr. Carr, could you please
22 walk that list up here?

23 MR. CARR: With pleasure.

24 MR. EDMONDS: Point of information, or
25 actually point of order I guess. 038, as the

1 author of that, has nothing to do with the
2 request. And if you read it it's a thank you.

3 MR. KRASNER: I'm sorry, Mr. Edmonds, you
4 are out of order, because he didn't state any
5 categorical method for doing this, he simply
6 requested those go to the end of business today.

7 (Inaudible.)

8 MR. KRASNER: Okay. He has acquiesced it
9 be stricken. I would like to make -- I would
10 like to make a suggestion here.

11 UNIDENTIFIED SPEAKER: Out of order.

12 MR. KRASNER: R-027, 031, 032, 034, 035,
13 36, 37 and, well, 46 is defeated. That's out of
14 it already so that's stricken.

15 UNIDENTIFIED SPEAKER: Slower.

16 MR. KRASNER: Why don't we allow the
17 authors of these to get together and see if they
18 can agree on something and come back with one
19 resolution?

20 (Applause.)

21 MR. KRASNER: Would that satisfy your
22 motion, Mr. Carr?

23 MR. CARR: Absolutely.

24 MR. KRASNER: Okay. The Chair would be
25 most happy to entertain a motion to remand

1 R-027, 031, 032, 034, 035, 036 and 037 to the
2 authors who shall meet and come back with a
3 single recommendation for the body.

4 UNIDENTIFIED SPEAKER: Mr. Chairman,
5 point of order.

6 MR. KRASNER: Yes.

7 MR. BUVENS: Bill Buvens, Baton Rouge.
8 At this time I would like to withdraw Resolution
9 027.

10 MR. KRASNER: I'm sorry, say that again.

11 MR. BUVENS: As the author of Amendment
12 27, I would like to withdraw it.

13 MR. KRASNER: 27, okay. I didn't mean to
14 say 27. Okay. The Chair would be happy to
15 entertain that motion.

16 UNIDENTIFIED SPEAKER: Mr. Chairman?

17 MR. KRASNER: Yes.

18 MR. MACKIE: Joseph Mackie,
19 Greenville-Spartanburg. I so move.

20 MR. KRASNER: It is so -- whoops, I can't
21 do anything without a pencil. There we go.

22 UNIDENTIFIED SPEAKER: Mr. Chairman,
23 point of order.

24 MR. KRASNER: Yes.

25 UNIDENTIFIED SPEAKER: I would like to

1 add David Nicholich to that list because he
2 wrote the amendment that was tabled and defeated
3 this morning.

4 MR. KRASNER: Well, I am sure the authors
5 may want to invite him in, but his so moved
6 motion was for those authors.

7 UNIDENTIFIED SPEAKER: Mr. Chairman.

8 MR. KRASNER: Yes.

9 MR. MARCOTTE: I am the author of 031 and
10 I truly don't believe it belongs on the same
11 list with the rest of them. It doesn't deal
12 with subsidies, it deals with the actual
13 whereabouts of where the convention will be.

14 MR. KRASNER: So that your motion to
15 remand it to the authors didn't really include
16 031?

17 MR. CARR: No, I don't think so.

18 MR. KRASNER: Okay. So there is a motion
19 to remand 32, 34, 35, 36 and 37 to the authors
20 who will meet as a group and come back with a
21 single recommendation. Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded. As
24 many as are in favor of doing so, say aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: All opposed say nay.

2 UNIDENTIFIED SPEAKERS: Nay.

3 MR. KRASNER: So moved. You are right,
4 Ed, we saved the two hours.

5 MR. CARR: Mr. Chairman, could you read
6 those numbers down again, the ones you stole
7 from me?

8 MR. KRASNER: I'm sorry, sir, you handed
9 them to me.

10 MR. CARR: I didn't make a copy on my way
11 up.

12 MR. KRASNER: Oh, okay.

13 MR. CARR: Could you read the new amended
14 list, you just went through them.

15 MR. KRASNER: Okay. 32, 34, 35, 36, 37.
16 So moved. Next business in order is --

17 MR. EDMONDS: Mr. Chairman?

18 MR. KRASNER: Yes.

19 MR. EDMONDS: As the author of Resolution
20 009, I wish to withdraw it.

21 MR. KRASNER: R-009 is withdrawn. There
22 is a lot of resolutions here. If anybody else
23 is feeling benevolent, just jump on out.

24 UNIDENTIFIED SPEAKER: Mr. Chairman?

25 MR. KRASNER: Yes.

1 UNIDENTIFIED SPEAKER: I would move to
2 suspend the rules to allow Dave Nicholich to be
3 also in committee because his was tabled this
4 morning.

5 MR. KRASNER: Let's see if we can
6 simplify this. Does any one of those authors of
7 32 through 37 have any problem with Dave being a
8 part of that group? If you do have a problem
9 speak now. You are there, Dave.

10 UNIDENTIFIED SPEAKER: See ya'.

11 MR. KRASNER: Where you will meet, how
12 you will meet, I don't know. Do you want to
13 pick a time? Do you want to do it here after
14 business today and present it in the morning and
15 we will consider it as -- I presume it will be
16 one of them so it will be timely if we deal with
17 it in the morning. Do you want to meet here
18 after closing? Okay, why don't we say close of
19 business stay here in this room and you can't
20 come out until you make nice. Next business
21 before the body is R-010. Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded to adopt
24 R-010. What are you laughing at me for? Are
25 you ready for the question? I guess so. I'm

1 sorry. Mike twelve.

2 MR. WHITLEY: Just a point of
3 information. Brad Whitley, Midland Tower. What
4 is a hub major?

5 MR. KRASNER: A hub, in some QTP
6 processes around the country they have the FAC
7 teams and the ACT teams on the local level, and
8 then they have a Regional Steering Committee.
9 But some of them had already instituted hub
10 teams, and in their hub teams they have
11 gatekeepers like they do at any other level.

12 MR. WHITLEY: Additional point of
13 information then, Mr. Chairman. Wasn't one of
14 our ideas on the whole QTP thing was not to go
15 along the lines of FAA management and steer away
16 from the hub concept for our QTP?

17 MR. KRASNER: Not necessarily so, no.
18 The idea was to provide decision-making at the
19 lowest possible level and to add corresponding
20 levels. And so if there are hub teams there
21 could be decision-making at the hub level.
22 Okay. Who else jumped out there?

23 MR. JOHNSON: Point of information.

24 MR. KRASNER: Yes.

25 MR. JOHNSON: Point of information. Bill

1 Johnson, Hayward Tower. Does this resolution
2 require a hub team or FAC?

3 MR. KRASNER: Does it require that a hub
4 team exist, is that what you said?

5 MR. JOHNSON: Yes, sir.

6 MR. KRASNER: I'm sorry, was that the
7 question?

8 MR. JOHNSON: Yes, sir.

9 MR. KRASNER: It does not appear to be,
10 no. It appears to apply if a hub team exists.

11 MR. JOHNSON: Yes, sir.

12 MR. BIEBER: Point of information.

13 MR. KRASNER: Yes.

14 MR. BIEBER: Allen Bieber, John Wayne
15 Tower. Does this mean that you couldn't just be
16 a member of good standing to be part of QTP
17 process? Why does it have to be, or you have to
18 be a rep to be part of this process and why?

19 MR. KRASNER: So what was the question
20 about a member in good standing?

21 MR. BIEBER: In other words, to be part
22 of QTP process you just have to be an NATCA
23 member in good standing. So what this is saying
24 is that you have to be a FAC rep to be --

25 MR. KRASNER: To be the gatekeeper,

1 that's right. Well, I am not debating it.

2 That's what it says, yes. Okay. Mike four.

3 May we please have quiet?

4 MR. BUSHEY: Steve Bushey, Minneapolis
5 Tower. Even though we use the same, this exact
6 same --

7 MR. KRASNER: Wait just one second.
8 Would this body please come to order? Thank
9 you.

10 MR. BUSHEY: Steve Bushey, Minneapolis
11 Tower. Do we use the exact same process in our
12 QTP. We don't feel it is appropriate at the
13 national level, that each QTP team has to decide
14 what's best for themselves and we would be
15 against this amendment.

16 MR. KRASNER: Okay. Mike seven.

17 UNIDENTIFIED SPEAKER: He said it for me.

18 MR. KRASNER: Oh, he's down. Mike nine.
19 People always speak for you. Mike nine.

20 MR. ACKERMAN: Bob Ackerman from
21 Brownsville Tower. I stand in opposition to
22 this resolution because it is redundant.
23 Because in our QTP, and I think mostly around
24 the country with QTP, the gatekeepers revolve or
25 are appointed per session. There is no need to

1 appoint a permanent gatekeeper. That does not
2 appear to be the way to go, so I stand in
3 opposition.

4 MR. KRASNER: Mike four.

5 MR. MARTIN: This is Ken Martin from
6 Pontiac. As one of the co-authors of this
7 resolution what we sought to do was take the
8 political game of appointing somebody in the
9 position of a gatekeeper on the QTP be level and
10 put it back in the hands of the hub rep. That's
11 the people that these gatekeepers are supposedly
12 supposed to represent. That's all we sought to
13 do here.

14 MR. KRASNER: Mike ten.

15 MR. PALMER: Ed Palmer, Craig Tower. We
16 have the hub QTP team that rarely gets to meet.
17 We decided we did not want a gatekeeper at the
18 hub level. This would override what we had
19 already decided QTP. The hub manager, all we
20 wanted was a method to stop us from going to the
21 region after we can't resolve something at the
22 local level. I speak out against this.

23 MR. KRASNER: I am not sure that's
24 correct. I am not sure that's correct. The
25 resolution says that the person who acts as the

1 NATCA hub gatekeeper, if your hub team has no
2 gatekeeper and you have no intention of it,
3 there is nobody to act in that capacity and this
4 resolution would mandate it.

5 This wouldn't mandate that you have a
6 gatekeeper, it would mandate if you do that that
7 person shall be a FAC rep from within the hub
8 and elected by the facility reps of that hub.

9 MR. PALMER: Thank you very much.

10 MR. KRASNER: Okay. Mike one.

11 MR. NICHOLS: Jeff Nichols from
12 Hagerstown Tower. I would like to propose an
13 amendment to the resolution.

14 MR. KRASNER: Be my guest.

15 MR. NICHOLS: That would be just to add
16 on to the bottom, "Be it further resolved, that
17 if duly a elected NATCA hub rep loses his rep
18 status, a new hub rep shall be elected as soon
19 as possible."

20 MR. KRASNER: It is in order but the
21 writing of this would assume that. It would
22 assume if you must --

23 MR. NICHOLS: Well, as far as our local
24 QTP, just because a person changes doesn't
25 automatically -- like the Vice-President at my

1 local is also on the QTP team, and just because
2 he lost that position as Vice-President and
3 officers might change, I just thought that if a
4 person lost his local facility rep status then I
5 just didn't think it was appropriate that they
6 would still be the gatekeeper.

7 MR. KRASNER: Just a question. Feel free
8 to rule me out of order, but I don't quite
9 understand this. If you have a local facility
10 rep and the local facility rep loses the
11 election, are you saying that the local facility
12 rep still remains on that team?

13 MR. NICHOLS: No.

14 MR. KRASNER: So --

15 MR. NICHOLS: Then the other team members
16 would remain. I just feel --

17 MR. KRASNER: I just don't understand why
18 it would be --

19 MR. NICHOLS: -- opposed to the amendment
20 that it needs to be in writing that if that
21 person loses his FAC rep status he should no
22 longer be the hub gatekeeper.

23 MR. KRASNER: It does say that. But if
24 you wish to add that, it says shall be a
25 facility rep from within the hub and be elected

1 by the facility reps of that hub so that would
2 imply that if you lose --

3 MR. NICHOLS: If it implies that then I
4 withdraw it.

5 MR. KRASNER: It does imply if you lose
6 that status you lose the gatekeeper status. One
7 amendment down. Mike six.

8 UNIDENTIFIED SPEAKER: Call the question.

9 MR. ANDERSON: Point of order. Point of
10 order, Mr. Chairman.

11 MR. KRASNER: Yes.

12 MR. ANDERSON: Point of order. Mike one.

13 MR. KRASNER: Right.

14 MR. ANDERSON: Dave Anderson, Washington
15 National. I believe or I didn't find out what
16 the count was, people who spoke for the
17 resolution and people who spoke against. I wish
18 to speak for it.

19 MR. KRASNER: Okay. We are three
20 against, one for. I will allow it before the
21 call for the question.

22 MR. ANDERSON: Okay. Dave Anderson,
23 Washington National. I speak for this
24 resolution and here is why. The QTP process has
25 gained momentum, and the incentive for the FAA

1 for the management to participate is that if it
2 failed we fall back on traditional MR. I feel
3 it's apparent that somebody in a representative
4 status is the gatekeeper because if it fails
5 then there is traditional (inaudible). If it is
6 somebody that rotates through that's not in a
7 representative status that person cannot take it
8 traditionally, it needs to be somebody that is a
9 representative to take the issue under
10 traditional path if need be. And my experience
11 so far with QTP it is the major threat that we
12 have on our team is people to participate. And
13 if we can't use the traditional to fall back on
14 then that incentive is gone.

15 (Applause.)

16 MR. KRASNER: There is a call for the
17 question. Is there a second?

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: Moved and seconded to end
20 debate. As many as are in favor, signify by
21 saying aye.

22 UNIDENTIFIED SPEAKERS: Aye.

23 MR. KRASNER: All opposed say nay.

24 UNIDENTIFIED SPEAKERS: Nay.

25 MR. KRASNER: There being two-thirds in

1 the affirmative, debate is closed. The business
2 before you is the adoption of --

3 MR. BELLINO: Mr. Chairman? Right over
4 here.

5 MR. KRASNER: Mike ten.

6 UNIDENTIFIED SPEAKER: Stand up.

7 MR. BELLINO: As the author of R-020 I
8 respectfully --

9 MR. KRASNER: First of all, mike ten, you
10 did not state your name and facility.

11 MR. BELLINO: Joseph M. Bellino, ALR 1,
12 excuse me, Chicago O'Hare Tracon.

13 MR. KRASNER: Okay. Joseph M. Bellino,
14 you are out of order. We are in the middle of
15 an issue. You'll have to wait until R-010 is
16 disposed of. As many as are in favor of the
17 adoption of R-010, signify by saying aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: As many as are opposed say
20 nay.

21 UNIDENTIFIED SPEAKERS: Nay.

22 MR. KRASNER: My God, the nays have it.
23 R-010 is defeated.

24 MR. BELLINO: Mr. Chairman?

25 MR. KRASNER: Do you have these little

1 knots that don't go away? Mr. Bellino.

2 MR. BELLINO: Joseph M. Bellino. What is
3 the identifier for O'Hare anyway? As the author
4 of R-020 I respectfully, I said respectfully,
5 request the permission of the assembly to
6 withdraw my resolution.

7 MR. KRASNER: So withdrawn. Okay. Next
8 business in order is the adoption of R-011. The
9 adoption of R-011. Is there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: Moved and seconded to adopt
12 R-011. Are you ready for the question?

13 UNIDENTIFIED SPEAKER: Negative.

14 MR. KRASNER: Well, then get up to the
15 mike.

16 UNIDENTIFIED SPEAKER: Point of order,
17 Mr. Chairman.

18 MR. KRASNER: Yes, sir.

19 MR. KUTCH: Is this legal? Mark Kutch,
20 Kansas City Center. Is this legal with our
21 contract and the status of that the way it
22 mandates this type of payment?

23 MR. KRASNER: For an initiation fee?

24 MR. KUTCH: Yes, sir, because it
25 indicates that you would do double dues through

1 payroll deduction which would mandate the FAA
2 allow that. And is that even feasible at this
3 time with our current structure?

4 MR. KRASNER: I would think it would
5 simply be another payroll allotment. Should you
6 have used up all your payroll allotments, it
7 would not be possible. But that would be an
8 individual problem. Should you have a payroll
9 allotment available, you can certainly take out
10 that payroll allotment for one year to pay off,
11 one would certainly think so. Because it isn't
12 double dues. What the author is saying is
13 that's the effect of it is that that's the
14 effect of it is double dues for one year. Mike
15 seven.

16 MR. MACKIE: Mr. Chairman, I'm Joseph
17 Mackie, Greenville-Spartanburg. I'm the author
18 of the resolution. I obviously stand in favor
19 of its adoption. There are many resolutions
20 regarding initiation fees and how they prevent
21 new members from joining because they have to
22 come up with that lump sum payment up front.
23 And this would be a compromise. Rather than
24 reducing or doing away with the fee altogether,
25 it would make it easier for members, prospective

1 members to join our organization. Thank you.

2 UNIDENTIFIED SPEAKER: Point of order.

3 MR. KRASNER: The Chair does have a
4 question for the author, if I might. If you pay
5 the initiation fee every two weeks would we, at
6 the National Office then have to rebate it to
7 the local every two weeks? How would those
8 rebates work?

9 MR. MACKIE: Personally, as the author I
10 would be satisfied that it be rebated once the
11 payments are complete to the National Office, a
12 one-time payment.

13 MR. KRASNER: Okay. Mike eleven.

14 UNIDENTIFIED SPEAKER: Point of order,
15 Mr. Chairman. There is additional resolutions
16 which deal with elimination of the initiation
17 fee. Would it not be more advisable to suspend
18 the rules and deal with that issue first before
19 we deal with this?

20 MR. KRASNER: This is not a point of
21 order. This is properly before the body. I
22 have heard no motion to suspend the rules. I
23 have heard no motion to do anything other than
24 hear this resolution.

25 UNIDENTIFIED SPEAKER: Point of

1 information.

2 MR. KRASNER: Yes.

3 MR. BUVENS: Mike twelve, Bill Buvens,
4 Baton Rouge. Is it the author's intent that
5 this basically be a free loan with no interest
6 charged?

7 MR. KRASNER: Yes.

8 MR. BUVENS: Thank you.

9 MR. NICHOLS: Point of information.

10 MR. KRASNER: Mike four.

11 MR. NICHOLS: Curt Nichols from Green
12 Bay. Would it be the author's intent for this
13 person doing this to be a member in good
14 standing at the time they started paying it or
15 upon completion of the year of double dues?

16 MR. KRASNER: What does that mean?
17 Immediately. Immediately. Okay. Are we at the
18 debate now? Mike four.

19 MR. CANTWELL: David Cantwell of
20 Greensboro. I stand in strong opposition to
21 this amendment. It is very easy for new members
22 to join within certain parameters. I don't want
23 to make it easier for people who don't want to
24 join. It ought to be more difficult. And I
25 think, well, I am just in opposition to it.

1 Thank you.

2 (Applause.)

3 MR. KRASNER: Mike six.

4 MR. FRENCH: Richard French Boise Tower.

5 I speak in opposition to this amendment. It
6 appears by the language that it opens the door
7 to have a questionable status of a member who
8 could join by weekly payments and then exit and
9 not fulfill the obligation to pay the initiation
10 fees.

11 MR. KRASNER: Mike eight.

12 MS. WALSER: Rebecca Walser from New
13 Haven Tower. There are a few, a couple other
14 amendments coming up. Sorry, BL-003 and 005 and
15 we should suspend the rules and deal with those
16 prior to this motion because if those are
17 adopted then this would be a moot point.

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: So, am I understanding that
20 actually what you are doing is making a motion
21 to postpone consideration of R-011 until after
22 hearing which two? I'm sorry, what?

23 MS. WALSER: Suspend 005 and 001 to hear
24 BL-003 and BL-005.

25 MR. KRASNER: BL-001, 005?

1 UNIDENTIFIED SPEAKER: 003 and 005, sir.

2 MR. KRASNER: 003, 005.

3 UNIDENTIFIED SPEAKER: Point of order.

4 MR. KRASNER: 003, 005 are the same.

5 Okay. What was the point of order?

6 UNIDENTIFIED SPEAKER: Don't we have
7 something properly before this assembly at this
8 time?

9 MR. KRASNER: Motion to postpone
10 consideration of the issue before the body takes
11 priority over the issue before the body. Motion
12 to postpone consideration is in order.

13 MR. BIEBER: Point of order.

14 MR. KRASNER: Yes. Where?

15 MR. BIEBER: Allen Bieber, John Wayne
16 Tower. What do you do with resolutions for
17 3:30? This is not a resolution, this is a bylaw
18 that she is trying to bring forward.

19 MR. KRASNER: This is a resolution. It
20 is a resolution.

21 MR. BIEBER: It is a bylaw.

22 MR. KRASNER: It is written --

23 MR. BIEBER: It is written as Bylaw 003
24 and 005, not a resolution. How can it be a
25 resolution?

1 MR. KRASNER: This is --

2 MS. WALSER: It's a resolution to strike
3 the bylaw.

4 MR. KRASNER: It's perfectly in order to
5 suspend consideration of any issue until any
6 point in time the maker of the motion so
7 chooses. Your motion to suspend consideration
8 of R-00 -- correction R-011 until after hearing
9 BL-003 and 005, is that 003 and 005? Okay, it
10 is in order. Is there a second?

11 UNIDENTIFIED SPEAKER: Second.

12 MR. KRASNER: Okay. Moved and seconded
13 to suspend consideration of 001 until after
14 Bylaw 003, 005. As many as are in favor of
15 doing so, signify by saying aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: As many as are opposed say
18 nay.

19 UNIDENTIFIED SPEAKERS: Nay.

20 MR. KRASNER: Let's try one more time.
21 As many as are in favor, signify by saying aye.

22 UNIDENTIFIED SPEAKERS: Aye.

23 MR. KRASNER: As many as are opposed say
24 nay.

25 UNIDENTIFIED SPEAKERS: Nay.

1 MR. KRASNER: The ayes have it. It is so
2 suspended. Give me a minute and let me make a
3 note of that so I don't forget it. Okay. Next
4 business in order is the adoption of R-012. Is
5 there a second?

6 UNIDENTIFIED SPEAKER: Second.

7 MR. KRASNER: Moved and seconded to adopt
8 R-012. Are you ready for the question? Mike
9 ten. I'm sorry, mike nine.

10 MR. CARR: John Carr, O'Hare Tracon. I
11 co-authored this amendment with the author Ray
12 Gibbons. He's our facility rep. He is home
13 changing diapers right now so he couldn't make
14 this distinguished body. TCAS, this issue is
15 very much like the Boeing 757 issue wherein
16 everybody knows it's broke but nobody knows how
17 to fix it. We recently had a Saturday, which I
18 am sure you all have, of TCAS taking two
19 airplanes that are perfectly separated by an
20 American, union made good night nurse controller
21 and trying to spot weld them in the skys over
22 Chicago.

23 This resolution rather is merely an
24 attempt to hype the awareness of the TCAS issue
25 and to bring forward before this body as well as

1 the FAA the necessity for operating gear that
2 has not been completely debugged in a mode so
3 that it doesn't act contrary to perfectly good
4 air traffic control instructions. Thank you.

5 (Applause.)

6 MR. KRASNER: Mike twelve.

7 MR. BUVENS: Bill Buvens, Baton Rouge. I
8 stand in favor of this. While I am not a
9 delegate, everybody here knows TCAS, (inaudible)
10 don't agree with the TCAS in the RA mode. I
11 think it might be appropriate for this body to
12 pass this with unanimous consent to show the
13 flying public, the FAA, and all the airlines
14 just exactly how adamantly opposed to this that
15 we are.

16 (Applause.)

17 UNIDENTIFIED-SPEAKER: Point of
18 information.

19 MR. KRASNER: I heard a request for --
20 he's not a delegate. I heard no such request.
21 Point of information. Go ahead.

22 MR. KAUFFMAN: Can we abide by the
23 expression demand -- Vance Kaufmann, Colorado
24 Springs. Can we abide by the express demands
25 that TCAS can be operated in the TRA mode? Is

1 it possible for NATCA as a body to support this
2 wording?

3 MR. KRASNER: That would actually be a
4 question for the body. The response to your
5 initial question is we are a union, we can
6 demand anything.

7 (Applause.)

8 MR. KRASNER: I think that's what unions
9 do.

10 MR. WHITLEY: Mr. Chairman?

11 MR. KRASNER: Yes.

12 MR. WHITLEY: Mike twelve.

13 MR. KRASNER: What mike?

14 MR. WHITLEY: Brad Whitley, Midland
15 Tower. I would like to move forth the motion
16 that brother Bill Buvens put forth to the
17 assembly moments ago, and in response to the
18 unanimous consent with this resolution and call
19 the question.

20 MR. KRASNER: With respect to R-012 there
21 is a request for unanimous consent.

22 UNIDENTIFIED SPEAKER: Mr. Chairman,
23 point of information.

24 MR. KRASNER: Yes.

25 UNIDENTIFIED SPEAKER: Is there any plan

1 for a follow-up program to TCAS-2? Is there
2 going to be a TCAS-3?

3 MR. KRASNER: I --

4 UNIDENTIFIED SPEAKER: Mr. Chairman?

5 MR. KRASNER: Yes.

6 UNIDENTIFIED SPEAKER: Just --

7 MR. KRASNER: Wait. Wait.

8 UNIDENTIFIED SPEAKER: Just by way of
9 information, that's kind of the driving force
10 behind this. The next generation of TCAS in
11 addition to vertical resolution advisories will
12 be adding horizontal resolution advisories, so,
13 in addition to climb, climb, climb and descend,
14 descend, descend will be turn left, turn left,
15 turn left and turn right, turn right, turn
16 right. And it is only a matter of time. And no
17 one in this room will get any satisfaction out
18 of saying I told you so but that's exactly the
19 position we're going to be in.

20 MR. KRASNER: Okay. The Chair is
21 beginning to lose control here. We have a
22 request for a call for the question and
23 unanimous consent.

24 UNIDENTIFIED SPEAKER: Point of
25 information, Mr. Chairman. I guess the reason I

1 am asking the question if there is any plan to
2 call an additional program TCAS-3 I would like
3 to have the reference to any model TCAS, I say
4 TCAS, generalize TCAS.

5 MR. FAVILLE: Mr. Chairman, mike eleven.
6 To answer the gentleman's information --

7 MR. KRASNER: Okay. Since the Chair is
8 losing control we will let it go one more, okay.
9 Mr. Faville, you'll be the last one.

10 MR. FAVILLE: Will Faville, Director of
11 Safety & Technology. The FAA has done away with
12 the implementation of TCAS-3 because they can't
13 seem to get the unit to work. The next
14 generation of TCAS is supposed to be TCAS-4 or
15 TCAS-2000 which will come on line when they have
16 got GPS and an automatic surveillance system
17 working which will go between the aircraft, the
18 ground computers, and back to the aircraft and
19 through the satellites. So it will be sometime
20 before we see a TCAS-3. There will be a TCAS-1
21 which it will only be used in TA only mode.

22 MR. WILLSON: Point of information.
23 Point of information. Mr. Chairman.

24 MR. KRASNER: Hey, we can do this a long
25 time. There was a motion --

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KRASNER: -- to end debate.

3 MR. WILLSON: Can we have information
4 before we have debate?

5 MR. KRASNER: Yes.

6 MR. WILLSON: Point of information.
7 Steve Willson, Bangor Tower. Is there some
8 vital reason that the union can just not accept
9 TCAS, resolution boundaries or any form thereof?
10 If there is any violation of a direct control
11 instruction we give someone, can we validate or
12 abandon it and violate the foul or --

13 MR. KRASNER: You can attempt to.

14 MR. WILLSON: -- violate the message
15 report? They can back it up anyway they want.
16 The stuff that's going in, you start putting in
17 paperwork, you start paperwork, you start
18 putting in (inaudible) reports and you are going
19 to get a lot of paperwork generated and
20 somebody's going to get --

21 MR. KRASNER: Wait, wait, hold it. We're
22 into debate here.

23 MR. WILLSON: Anyway, what I'm looking
24 at, can we as a union just not acknowledge TCAS
25 period? It simply violates what we do.

1 MR. KRASNER: Hold it. We are into
2 debate here. We are into debate here. Can we
3 not acknowledge TCAS? We can not acknowledge it
4 but that doesn't change the fact that it exists
5 and the pilots fly by it. So, we can simply
6 turn around and say it doesn't exist but that
7 doesn't change the fact that it exists.

8 MR. WILLSON: It wouldn't do any good to
9 start something with the pilots?

10 MR. KRASNER: Wrong issue. Wrong issue.
11 We have a motion to end debate. It's been
12 seconded. As many as are in favor of ending
13 debate, signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: All opposed say nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: Hearing two-thirds, hearing
18 more than two-thirds in the affirmative, debate
19 is ended. We have a request for unanimous
20 consent. Objection?

21 UNIDENTIFIED SPEAKER: Objection.

22 MR. KRASNER: Okay. As many as are in
23 favor of the passage of R-012, signify by saying
24 aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: All opposed say nay.

2 (No response.)

3 MR. KRASNER: So passed. I hesitate to
4 say unanimous, but so passed. Okay. The next
5 issue before the body is R-013. Is there a
6 second?

7 UNIDENTIFIED SPEAKER: Second.

8 MR. KRASNER: Who is the author of this?
9 The Chair does have a question on intent, not as
10 the Chair but as somebody who has to administer
11 it. At this point in time the National Office
12 does not make individual room reservations for
13 the hotel. What we do is we take off a block of
14 rooms, what we think we are going to need.

15 Where we ran into a problem this time was
16 because so many people wanted to go to the
17 convention and we didn't realize that. Our room
18 block was based on what we actually used in San
19 Antonio and we upped it 50. We didn't expect
20 what actually happened.

21 But we block the rooms and individuals
22 called to the hotels themselves and then made
23 reservations. Are you advocating this
24 resolution that National will do all the room
25 reservations from this point on?

1 MR. SMITH: Well, to begin with, to get
2 past this amendment, I may not be the best
3 author, but what I was trying to get at is I
4 support all the people that come to the
5 convention. I think we should all, you know,
6 get as many of our members as we can here. But
7 when we have X amount of rooms that are blocked
8 out, I think that the voting delegates should be
9 given an opportunity to get in there first and
10 then the more people we can get in beyond that
11 is great.

12 MR. KRASNER: Okay. Now, I personally
13 understand that. I am just not quite sure how
14 that would work logistically. If everybody
15 calls here for their rooms, how do we -- the
16 only way that we could do it I would think is
17 for us to do all the reservations, have
18 everybody call Adell and then Adell would make
19 the reservations for everybody. I am glad she's
20 not here.

21 MR. SMITH: Does somebody have a better
22 way to word this that happens to know what I
23 mean here? I would like to withdraw it.

24 MR. KRASNER: Hold it, hold it, hold it.
25 That's not possible. I heard a second. Does

1 this body have a problem with the withdrawing?

2 Anybody object? So withdrawn.

3 MR. WADLE: Point of information to the
4 author of that. Randy Wagle, Miami Tower.
5 R-019 by Timothy Leonard deals with the same
6 subject and I think if he rewrites that I think
7 it will probably take care of it.

8 MR. KRASNER: Okay. Next business before
9 the assembly is the adoption of R-014. Oh, God.
10 Next business before the assembly is the
11 adoption of R-014. Is there a second?

12 UNIDENTIFIED SPEAKER: Second.

13 MR. CARR: Point of information.

14 MR. KRASNER: Yes.

15 MR. CARR: John Carr, O'Hare Tracon. I
16 would like to ask if at all possible that
17 Mr. Joseph Bellino, who has no financial
18 interest in the resolution of this resolution,
19 be allowed to join and address the body on this
20 issue.

21 MR. KRASNER: Mr. Bellino, as a member in
22 good standing of this organization, is free to
23 leave his podium and walk back down into the
24 Great Lakes Region and address from the
25 microphone should he so desire.

1 MR. CARR: Consider yourself invited,
2 Joe.

3 MR. NICHOLS: Point of information.

4 MR. KRASNER: Yes.

5 MR. NICHOLS: Jeff Nichols from
6 Hagerstown Tower. I would like to know what the
7 President and Executive Vice-President make at
8 this time?

9 UNIDENTIFIED SPEAKER: Not enough.

10 MR. KRASNER: Mr. Bellino, he would like
11 to know what current salaries are now.

12 MR. BELLINO: \$100,500 for the Executive
13 Vice-President. \$104,500 I think, I don't know
14 exactly what the President's is. \$105,500, I am
15 not sure what the President's is. Wait a
16 minute. We have the National Chairman of the
17 Finance Committee.

18 MR. NICHOLS: Yours are the only checks
19 you never let me see when I go to National.

20 MR. BELLINO: That's true.

21 MR. KRASNER: Do you have the answer?

22 MR. NICHOLS: No, I don't have that as of
23 the last locality pay receipt you two got.

24 MR. KRASNER: Okay. It is around a
25 hundred and a hundred and four. Okay. It is

1 moved and seconded for the adoption. You are
2 going to have to keep a mike list for me.

3 MR. BUVENS: Point of information.

4 MR. KRASNER: Yes, where is it coming
5 from?

6 MR. BUVENS: Twelve. Bill Buvens, Baton
7 Rouge. Why don't I give you the exact figures
8 on your letter, it does describe what the
9 National officers' salaries are. All you have
10 got to do is pull out your little GS-14 cards
11 and pull it out.

12 MR. KRASNER: Well, his base is slightly
13 different. There was an adjustment based on
14 locality pay when everybody got a locality pay
15 increase, so I couldn't figure it out. I have
16 no idea. Okay. We're still on mike four.

17 MR. NICHOLS: Curt Nichols, National
18 Finance Committee Chairman. I rise to speak in
19 favor of this resolution authored by the
20 National Finance Committee. Over the last
21 eighteen months the NFC has constitutionally
22 mandated, has examined a comprehensive list of
23 issues concerning National officers' salary and
24 compensation.

25 We have examined the pay of their FAA

1 counterparts and found the FAA administrator
2 makes \$133,000. We have performed a salary
3 survey of other public sector units and found
4 NATCA is presently eighteenth of nineteen units
5 examined and surveyed. We have also examined
6 compensation paid to officers as a percentage of
7 duties of these other unions and found that
8 NATCA is again one of the lowest of all pay.

9 We have also reviewed the housing costs
10 our officers face due to maintaining dual
11 households. And in conjunction of this we have
12 done a study and found most public sector unions
13 pay a housing subsidy, which NATCA does not do.
14 We have also examined the travel costs and the
15 long hours work by these officers.

16 And lastly, we have conferred extensively
17 with these officers. Every one of these items
18 have lead the NFC to believe that the National
19 officers' pay structure should amended. The
20 final and overwhelming determination, however,
21 was when we examined the President's and
22 Vice-President's responsibilities and duties.

23 When we looked at these responsibilities
24 and duties and examined how much of the direct
25 burden these officers face in running this

1 organization and making it successful, the NFC
2 has unanimously recommended the pay structure of
3 \$125,000 for the President and \$120,000 for the
4 Vice-President. We would appreciate this body's
5 support in passing this. Thank you.

6 (Applause.)

7 MR. KRASNER: Mike five.

8 MR. HILL: Mr. Chairman, John Hill,
9 Lauderdale Tower. I rise in support of this
10 resolution and offer my gratitude to the
11 President and Executive Vice-President for their
12 seemingly tireless work and leadership for the
13 union. And I offer you my apologies that we
14 cannot adequately compensate you for that work,
15 for the leadership and the direction you provide
16 and for the respect and integrity you bring to
17 this union. Thank you.

18 (Applause.)

19 MR. KRASNER: Mike seven.

20 MR. EDMONDS: I want to speak in op --
21 no, I want to speak in support of this.

22 MR. TURNER: Who are you?

23 MR. EDMONDS: My name is Dean Edmonds.
24 Thank you, Rodney. Actually, what I wanted to
25 do is I wanted to ask unanimous consent on this

1 issue. The reason is if you don't know what
2 your Executive Vice-President and your President
3 are doing for you you better wake up and smell
4 the coffee. These the two gentlemen have put in
5 more hours and sacrificed more personal life
6 than any one of us could every imagine. And if
7 you don't think that they should be compensated
8 for what they do, then you are in the wrong damn
9 place.

10 MR. KRASNER: Okay. Mike eight.

11 UNIDENTIFIED SPEAKER: I call the
12 question.

13 MR. KRASNER: Wait. Someone say
14 something?

15 MR. BIEBER: Yes, Allen Bieber, John
16 Wayne Tower. I wish to offer an amendment.

17 UNIDENTIFIED SPEAKER: Point of
18 information.

19 MR. KRASNER: Okay. The question has
20 been called.

21 UNIDENTIFIED SPEAKER: I will withdraw
22 the question and let Mr. Bellino speak.

23 MR. KRASNER: If you withdraw who was
24 next? Okay, wait a minute. I have to know
25 what's going on here. You had a call for the

1 question. In order for Mr. Bellino to speak,
2 there is two more, three more ahead of him who
3 would speak first.

4 If you are going to withdraw the
5 question, you don't get to yield time. You
6 would have to go through three other speakers
7 first. Still your option to call the question.
8 Your call.

9 UNIDENTIFIED SPEAKER: I yield. I will
10 withdraw the question.

11 MR. KRASNER: You withdraw the call for
12 the question. Mike eight. I'm sorry, you were
13 mike eight. Mike ten, your call.

14 MR. BIEBER: Allen Bieber, John Wayne
15 Tower. I would like to make an amendment to the
16 resolution. Since the Executive Vice-President
17 and the President do basically the same things
18 and share the responsibility between the
19 offices, I would like to amend the
20 Vice-President's salary to \$124,999.

21 MR. KRASNER: Okay. There is a motion,
22 I'm sorry, an amendment to amend Vice-President,
23 Executive Vice-President from 120 to \$124,999.
24 Is there a second?

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: Okay. Moved and seconded.

2 If you were standing for debate on the original
3 question, stand back from the mikes. Let's line
4 up again. Do you wish to speak first?

5 MR. BIEBER: I basically made the point.
6 This was brought to me. My local is behind it.
7 We wanted a little higher amount to start with
8 for both but we wanted one dollar difference
9 between the two because they do share the
10 responsibilities equally. Thank you.

11 MR. KRASNER: Okay. Anybody? Were you
12 up for this issue for the amendment or are you
13 waiting for the main question?

14 UNIDENTIFIED SPEAKER: I wanted to make
15 an amendment to the amendment.

16 MR. KRASNER: Wanted to make an amendment
17 to the amendment to deal with the number of
18 \$124,999?

19 UNIDENTIFIED SPEAKER: Yes.

20 MR. KRASNER: Wait, wait, wait. Hang on.
21 I need to know who is up for this issue. There
22 is mike six I had up next.

23 UNIDENTIFIED SPEAKER: Mike six has a
24 point of information.

25 MR. KRASNER: Okay. Mike six.

1 UNIDENTIFIED SPEAKER: I would just like
2 to know when this is going to be effective?
3 Would I be right to assume this would take
4 effect immediately?

5 MR. KRASNER: That's correct. But
6 understand that doesn't mean that Joe would have
7 to buy at the bar tonight. Oh, yes, it would
8 mean that? Okay. Okay. What mike have I got
9 now? Okay. I guess it would be up to you on
10 mike one.

11 UNIDENTIFIED SPEAKER: Okay. The
12 amendment that I want to make is because usually
13 people even in the private sector they go
14 through yearly evaluations on whether they get
15 their salaries raised. So the amendment to the
16 amendment to the resolution would be that it be
17 further resolved that the President and
18 Vice-President would be compensated, further
19 compensated with an additional 5 percent raise
20 for the fiscal year 1996.

21 MR. KRASNER: You are going to have to
22 speak up. I can't get that. I'm sorry. No,
23 that would be out of order. The issue before
24 the body is changing the 120 to \$124,999. If
25 your amendment is not specific to that itself,

1 it is out of order.

2 UNIDENTIFIED SPEAKER: Okay.

3 MR. KRASNER: Okay. Are you ready for
4 the -- I'm sorry, John, you were up?.

5 MR. CARR: I just call for the question.

6 MR. KRASNER: No, don't call the
7 question. You didn't mean to say that, right?

8 MR. CARR: No, I didn't mean it.

9 MR. KRASNER: Okay. As many as are in
10 favor of the amendment to the resolution,
11 signify by saying aye.

12 UNIDENTIFIED SPEAKERS: Aye.

13 MR. KRASNER: As many as are opposed say
14 nay.

15 UNIDENTIFIED SPEAKERS: Nay.

16 MR. KRASNER: The ayes have it. The
17 amendment to the resolution is adopted. The
18 issue before us is the resolution as amended
19 which will be 125 and \$124,999. Now we're back
20 to the mikes. Mike ten. I'm sorry, what? Mike
21 two.

22 MR. HASTINGS: Dave Hastings, St. Louis
23 Tower. It is still not enough money.

24 MR. KRASNER: Mike four.

25 MR. BELLINO: I do speak in favor. I'm

1 sorry.

2 MR. KRASNER: Mike four, you are out of
3 order. Please state your name and facility.

4 MR. BELLINO: Uh-huh. Joseph M. Bellino,
5 is it M90 or C90? C90. I speak in favor of
6 this amendment. There has been a lot of talk
7 that the reason that I am leaving office or
8 chose not to run was because I was tired or
9 wanted to retire. Nothing is further from the
10 truth.

11 I want you to understand that I took a
12 stand a long time ago, I wanted each of you to
13 have the opportunity to discuss this fully at
14 your facilities and whatever you decided you
15 would decide for the union. And Barry and I
16 both accepted it. The President that you
17 currently have has stated that if his salary
18 remained exactly the same without a raise he
19 would run as your President. Truly dedicated.

20 I would like to believe that I, too, am
21 truly dedicated. However, as a senior in
22 senioritywise as an Air Traffic Controller at
23 Chicago O'Hare and as I see my fellow
24 controllers earning \$108,000, as I did prior to
25 taking the office and coming in here at \$87,000,

1 I knew that that was going to be a sacrifice.

2 However, the point had to be made as far
3 as I was concerned to get the news out there.
4 Your National Officers deserve to be able to
5 live in an English-speaking community.

6 (Laughter.)

7 MR. BELLINO: Your National Officers
8 deserve the right to drop their clothes off at
9 the laundromat instead of leaving the National
10 Office at seven or eight o'clock at night and
11 driving to a laundromat that's open 24 hours
12 which is only 20 miles away.

13 My point is your National Officers
14 deserve a salary that encompasses the respect in
15 Washington and allows them to do their job
16 without trying to find out how they are going to
17 feed their families. And they should not earn
18 less as a National Officer as they do working
19 for the FAA, because as we heard today in many
20 speeches at FAA, we are trying to get money that
21 shows the FAA respects us. Pay your officers
22 the same way. And I thank my brothers and
23 sister of Long Beach. That was wonderful, thank
24 you.

25 MR. KRASNER: Mike twelve.

1 MR. HARRISTON: Mr. Chairman, Jerry
2 Harriston, Houston Center. I move for unanimous
3 adoption of this resolution.

4 MR. KRASNER: We are still in debate.
5 Unless we are ready for the question, that
6 motion would not be in order at this time as
7 long as we have debate.

8 MR. HARRISTON: Mr. Chairman, Jerry
9 Harriston, Houston Center. I call the question,
10 please.

11 MR. FAVILLE: Mr. Chairman, point of
12 information.

13 MR. KRASNER: Yes. I'm sorry,
14 Mr. Faville, you are not a delegate. You cannot
15 conduct business at the convention.

16 MR. FAVILLE: I am asking for a point of
17 information.

18 MR. KRASNER: A point of information is
19 conducting business at the convention. You are
20 out of order. If you can't hit your own
21 directors, who can you hit?

22 MR. NICHOLS: I am objecting to the
23 question being called.

24 MR. KRASNER: Who is?

25 MR. NICHOLS: Jeff Nichols, Hagerstown

1 Tower. I had an amendment to the resolution.

2 MR. KRASNER: That would not be good
3 enough reason to object to the question being
4 called. The question is legitimately called.
5 There was a call for the question. Is there a
6 second?

7 UNIDENTIFIED SPEAKER: Second.

8 MR. KRASNER: Okay. Moved and seconded
9 to end debate. As many as are in favor of
10 ending debate, signify by saying aye.

11 UNIDENTIFIED SPEAKERS: Aye.

12 MR. KRASNER: Those opposed say nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: Okay. Hearing two-thirds
15 in the affirmative, debate is ended. The
16 question before you is resolution R-014 as
17 amended.

18 MR. EDMONDS: Mr. President?

19 MR. KRASNER: Yes.

20 MR. EDMONDS: Mike seven. Dean Edmonds,
21 Kona Tower. Is now a good time to ask for
22 unanimous consent on this?

23 MR. KRASNER: This would be it.

24 MR. EDMONDS: Then I so ask that you all
25 think about this. This is very important. And

1 I think we all should stand up after we are done
2 and give these the two gentlemen a big standing
3 ovation for what they have done.

4 MR. KRASNER: There is a request for
5 unanimous consent. Absent any objection --

6 UNIDENTIFIED SPEAKER: Objection.

7 MR. KRASNER: There is an objection. All
8 those in favor of the adoption of R-014 as
9 amended, signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: All those opposed say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The ayes have it. It is so
14 adopted.

15 (Applause.)

16 UNIDENTIFIED SPEAKER: Joe is still
17 buying.

18 MR. KRASNER: Joe is still buying. And
19 from the bottom of my heart I thank you. The
20 next issue before the body is adoption of R-015.
21 Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded to adopt
24 R-015. Debate? We're going to turn over the
25 Chair. I need to chat about this one.

1 MR. BELLINO: At least I kind of know
2 where we are. This is coming down from the --
3 no, no, no. Okay. Are we ready to go for
4 something? Okay. Resolution R-015 is up for
5 debate. I am kind of overwhelmed a little with
6 motion right now. I'm sorry. That was
7 (inaudible) I said when I said Long Beach. And
8 now that I have this I am going to keep it.
9 Okay. Anyway, the motion before you R-015, do
10 we have debate? Mike four.

11 MR. NICHOLS: Curt Nichols, National
12 Finance Committee Chairman. I rise in support
13 of this resolution as authored by the NFC. The
14 purpose of this is currently we are spending
15 \$400,000 a year presently on renting the
16 National Headquarters. We also spend a
17 considerable amount, which we have not yet
18 tallied up, on housing committees and other
19 people in Washington. We also have a problem
20 where sometimes the National Officers may
21 require housing.

22 The National Finance Committee envisions
23 purchasing a large complex which would be
24 adequate to all these needs. We would have
25 places to train, places to do committees, we

1 would have the actual office there, and possibly
2 there could be some quarters for the National
3 Officers that could be used.

4 We request as soon as the MEBA debt's
5 been paid off at \$35,000 a month, which we pay
6 now, be placed in a bank account and it could
7 only be determined by the next convention to
8 spend that. So, in other words, it would still
9 be entirely in the convention body's hands. We
10 think this would be in the best long-term
11 interest of the union and we ask for your
12 support. Thank you.

13 MR. BELLINO: Mike one.

14 MR. KRASNER: Mr. Chairman, Barry
15 Krasner, New York Tracon Local.

16 MR. BELLINO: Well, one of us finally got
17 it right.

18 MR. KRASNER: I rise in favor of this
19 resolution. This resolution in my opinion is a
20 resolution for the future. We deal with
21 everything on a day-to-day basis, and at some
22 point in time we have to determine what we, as a
23 union, want to look like in the future. This is
24 a ten-year down the road resolution. Actually
25 seven-year down the road. But I am looking at

1 where do we want to be in ten.

2 We currently pay \$35,000 a month in debt
3 reduction. Without some sort of protection, as
4 of November 1, 1995 every department and every
5 regional office of the union will be taking a
6 run at an extra \$35,000 a month. We are
7 surviving without that money now. We're paying
8 off our debt. We are doing well. We need to
9 protect ourselves.

10 We need to have that building, or at
11 least look into the feasibility of it. And if
12 you look into the feasibility of it without
13 segregating the money, then we might find it is
14 a good idea with no way of dealing with it. If
15 we segregate the money without the feasibility
16 then we are being short-sighted. I say for the
17 future of our union I urge the adoption of this
18 resolution.

19 (Applause.)

20 MR. BELLINO: I observe no one else at
21 the microphones so I will call for not the
22 question but to end debate. All those in favor?
23 I am still shook up from the last one. I
24 apologize. All those -- pardon me? There is no
25 debate, I can just call the question. Thank

1 you. All those in favor of passage of R-015,
2 signify by saying aye.

3 UNIDENTIFIED SPEAKERS: Aye.

4 MR. BELLINO: Those opposed, nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. BELLINO: The ayes have it.

7 MR. KRASNER: Hi, guys. Thanks. Okay.

8 The next issue before the body is the adoption
9 of R-016. Is there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: Moved and seconded to adopt
12 R-016. We need mikes. Looked to me the first
13 one I saw was mike six.

14 MR. HILL: Mr. Chairman, John Hill,
15 Waterloo Tower.

16 UNIDENTIFIED SPEAKER: Point of order.

17 MR. KRASNER: I'm sorry, wait. There was
18 a point of order.

19 MR. NICHOLS: As author of this, I
20 request the right of first debate.

21 MR. KRASNER: So done. Mike six, we will
22 put you up second.

23 MR. NICHOLS: Yes, my name is Curt
24 Nichols. I am on the National Finance Committee
25 and I rise in support of this. As many of you

1 know, our union is evolving and our officers
2 have more and more functions. Our RV-P's are
3 developing into where it's a full-time job.
4 Many of them are almost down 40 hours admin
5 time. As our union continues to address more
6 concerns and needs of our members, they will
7 spend yet more time.

8 Most of them are also higher level GS
9 levels. When they are on this admin time they
10 are not getting their Sunday pay, they're not
11 getting their holiday pay.

12 The Finance Committee rises in favor of
13 this to, therefore, make some effort toward
14 recompensing them for this, although it may not
15 be adequate, but this would do something to pay
16 them for their service so at least they do not
17 lose money. Thank you.

18 (Applause.)

19 MR. KRASNER: Mike six.

20 MR. HILL: John Hill, Waterloo Tower.
21 Mr. Chairman, I rise in support of this
22 resolution. Again I offer my gratitude to my
23 own Regional Vice-President. I know the work
24 that he does seems to be endless. I think it
25 only fair that we increase the compensation that

1 we have for them. And I would like to know what
2 kind of force it is that the National office
3 gives them that allows you to be able to work
4 his lap-top, drive down the road, talk on the
5 Cellular phone and write his day planner at the
6 same time?

7 MR. KRASNER: Mike twelve. We will
8 assume that was rhetorical. Mike twelve.

9 UNIDENTIFIED SPEAKER: Point of
10 information.

11 MR. KRASNER: Yes.

12 UNIDENTIFIED SPEAKER: How much do the
13 Regional Vice-Presidents presently receive?

14 MR. KRASNER: They presently receive \$500
15 per month. That was mike twelve?

16 MR. GILBERT: Patricia Gilbert.

17 MR. KRASNER: Oh, I'm sorry. Okay. Mike
18 twelve.

19 MR. GILBERT: Patricia Gilbert, Houston
20 Center. I move to amend the resolution to say
21 \$1,000 instead of \$750.

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Okay. There is an
24 amendment to change \$750 to \$1,000 and it's been
25 seconded. Anybody who was waiting to debate the

1 original motion, please step back from the mikes
2 so we can gauge this. This gets real tough at
3 this point. Are you ready for the question?
4 Okay. Are you ready for the question on the
5 amendment to the resolution? As many as are in
6 favor of -- I'm sorry, did you want to debate?

7 UNIDENTIFIED SPEAKER: I just had a point
8 of information. Pat (inaudible), Atlanta
9 Center. How much money are they losing? Which
10 you gave it when you came to one of our
11 break-out committees, you gave us a dollar
12 figure. I just wondered what that was?

13 MR. KRASNER: Curt?

14 MR. NICHOLS: Some studies we did
15 indicated they were losing approximately \$10,000
16 a year. But that was a very rough study, we
17 didn't have time to adequately prepare for this.
18 But we believe it is in that neighborhood. This
19 would be, I believe, eight or \$900 a month.

20 MR. KRASNER: Okay. As many as are in
21 favor of the adoption of the amendment to the
22 resolution, signify by saying aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: As many as are opposed say
25 nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: The ayes have it. The
3 amendment to the resolution is adopted. The
4 issue before the body is the resolution as
5 amended. Okay. We're back to debate. Are you
6 ready for the question? As many as are in favor
7 of the adoption of the resolution as amended,
8 signify by saying aye.

9 UNIDENTIFIED SPEAKERS: Aye.

10 MR. KRASNER: As many as are opposed say
11 nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The ayes have it. The
14 amended resolution is adopted. Next business in
15 order is the adoption of R-017.

16 MR. BOWERS: Mr. Chairman?

17 MR. KRASNER: Yes.

18 (Inaudible.)

19 MR. KRASNER: Wait, wait, I can't hear
20 you. Where are you?

21 MR. BOWERS: Mike six.

22 MR. KRASNER: Okay.

23 (Inaudible.)

24 MR. KRASNER: Still can't hear you.
25 Never had that problem before, sir.

1 MR. BOWERS: Can you hear me now?

2 MR. KRASNER: I can hear you fine, yes.

3 MR. BOWERS: Okay. Bob Bowers from the
4 National Legislative Committee. We wish to
5 withdraw R-017.

6 MR. KRASNER: So moved or so done.

7 MR. BOWERS: And we have a correction on
8 R-018. That should read National Legislative
9 Committee rather than the National Finance
10 Committee.

11 MR. KRASNER: Wait, wait, where would
12 that be?

13 MR. BOWERS: Top line.

14 MR. KRASNER: Oh, just who submitted it?

15 MR. BOWERS: Right, typographical error.

16 MR. KRASNER: Oh, okay. So the Finance
17 Committee did not submit it, but there is no
18 change to the body of the resolution, correct?

19 MR. BOWERS: That's correct.

20 MR. KRASNER: Okay. So the issue before
21 the body is the adoption of R-018. Is there a
22 second?

23 UNIDENTIFIED SPEAKER: Second.

24 MR. KRASNER: Okay. Moved and seconded
25 to adopt R-018. Mike five.

1 MR. HILL: Mr. Chairman, John Hill,
2 Central Region Legislative Chairperson.
3 Mr. Chairman, I rise in support of this
4 resolution. As we have already determined,
5 legislative activity is where it's at. It is
6 what this union needs to be pursuing. It has to
7 be a high priority for this organization.

8 Currently the budget allows that the
9 Legislative Committee can in no way support the
10 effort that was held in September of last year
11 at our National Lobby Week. However, the
12 rewards of that week could not have a price tag
13 put upon them. The successes that we generated,
14 the enthusiasm that we generated from this body
15 is far beyond putting a value on.

16 They are what will determine the future
17 of this organization and we have to support the
18 legislative activity of the organization. I ask
19 the body to support this resolution.

20 MR. PARKER: Point of information.

21 MR. KRASNER: Yes.

22 MR. PARKER: Point of information. I am
23 Todd Parker, Orlando Executive. I would like to
24 hear from the Legislative Committee what they
25 consider sufficient funds to be.

1 MR. KRASNER: Debbi, do you wish to
2 address on behalf of the committee?

3 MS. CUNNINGHAM: Actually, I should
4 probably defer this over to John Thornton, I
5 don't know by share, all I know is its measure
6 of success. So, John, you are standing over
7 there, do you know it? I hate to put you on the
8 spot. I know you are going to kill me later for
9 doing that.

10 MR. THORNTON: Would you find me out of
11 order, please? The last Lobby Week cost in the
12 vicinity of \$85,000 I think. There is ways to
13 do it much cheaper if there is a little more
14 advanced timing on it. I would imagine
15 somewhere around \$60,000 should be able to
16 accomplish it.

17 MR. KRASNER: Let's go back to the mikes.
18 Mike twelve.

19 MR. BUVENS: Bill Buvens, Baton Rouge.
20 I'm on the Legislative Committee. I just echo a
21 lot of things that my brother John Hill said
22 from Central Region. The only way that we're
23 going to get things done, get any kind of money
24 back in our pockets is through legislation.
25 That includes the corporatization of the FAA,

1 air traffic services rather.

2 I ask everybody to give support to this
3 amendment. The cost will be negligible I think
4 in comparison to the benefits that are going to
5 be gained by this. It is not just for the
6 Legislative Committee members, it is for the
7 regional committee members and other NATCA
8 activists that appear to get involved in the
9 legislative issues of this union.

10 MR. KRASNER: Mike eleven.

11 MR. RIFAS: Mr. Chairman, Howard Rifas,
12 Orange County Tower, member of the National
13 Legislative Committee. I rise in favor of this
14 proposal. Having attended Lobby Week last year,
15 as you did, as many members of this body did, we
16 made a major impact on Capitol Hill that's being
17 felt not only on the legislative initiatives
18 that we are proposing, HR-2663 and the other
19 ones, but in many other areas, in terms of
20 safety, some of the other issues which are
21 coming up which we need to deal with on a
22 regular basis with Congress. The impact of this
23 is immeasurable and I hope that everybody will
24 support this issue.

25 (Applause.)

1 MR. KRASNER: Mike ten.

2 UNIDENTIFIED SPEAKER: Motion to amend.

3 Jim (inaudible), Southern California Tracon. I
4 would like to see that where it says,
5 "Therefore, be it resolved that \$60,000 shall be
6 allocated separate from the budget," insert 60
7 thousand, take out sufficient funds.

8 UNIDENTIFIED SPEAKER: Second.

9 MR. KRASNER: Okay. There is a motion to
10 amend to strike the word "sufficient funds" and
11 replace with the figure "\$60,000." Is there a
12 second?

13 UNIDENTIFIED SPEAKER: Second.

14 MR. KRASNER: Okay. Moved and seconded.
15 Debate? Okay. Again, if you were there to
16 discuss the original motion, please step back
17 from the mikes. I don't know where I was first.
18 Okay. Mike six.

19 MS. PATTERSON: Since it was just an off
20 the top of his head -- oh, Tara Patterson, Salem
21 Tower. Since it was just an off the top of his
22 head estimate of \$60,000, I don't think it's
23 good to set that figure right now.

24 MR. KRASNER: Mike four.

25 MR. NICHOLS: Curt Nichols, National

1 Finance Committee. Myself and the National
2 Finance Committee rise in opposition to this.
3 While we have nothing but respect for the
4 Legislative Committee and feel that their work
5 is invaluable and probably the wave of the
6 future of this union, and most of us being
7 members of Lobby Week too, we cannot tell you
8 how helpful it was, we are opposed to
9 constitutionally budgeting money. We believe
10 the RV-P's and the National Officers who we just
11 gave a nice pay raise to are very competent to
12 when to budget money. We would like to see it
13 left to their discretion.

14 (Applause.)

15 MR. KRASNER: I'm sorry, say again.

16 UNIDENTIFIED SPEAKER: May I speak to the
17 amendment?

18 MR. KRASNER: Mike ten.

19 UNIDENTIFIED SPEAKER: I support the
20 Legislative Committee and everything that's
21 done, and I believe in the National Lobby Week
22 and I think that we gained a lot out of that. I
23 don't think the membership, or my membership
24 anyway, would agree for me to give a vote for
25 sufficient funds and it be so be a hundred

1 thousand, two hundred thousand, three hundred
2 thousand, whichever should be decided. They
3 want to see a figure. And I think that the
4 majority of the members need to see a figure, in
5 any event, and that's why I proposed the
6 amendment. Now, if 60,000 is not sufficient and
7 those of the Legislative Committee or John
8 Thornton, although he pulled this off the top of
9 his head, would know around what he could do
10 this for and that's why he chose \$60,000. If it
11 needs to be raised, let's raise it, but let's
12 put a figure in there.

13 UNIDENTIFIED SPEAKER: Point of order.

14 MR. KRASNER: Yes.

15 UNIDENTIFIED SPEAKER: Is not the speaker
16 debating his own amendment?

17 MR. KRASNER: Is that a point of
18 information? Because if it was the answer was
19 yes.

20 UNIDENTIFIED SPEAKER: He was debating
21 under a point of information, was he not?

22 MR. KRASNER: No, sir, he was not. He
23 was debating under debate. Mike eight.

24 MR. SCHWANER: William Schwaner, Lawrence
25 Tower. I speak in favor of this, correction, I

1 am opposed to the \$60,000 amendment. I believe
2 that it should be left up to the Finance
3 Committee how much they need to spend. Thornton
4 just said that we needed 85,000 for the last
5 one. He said we should be able to do it
6 cheaper. They probably will be able to do it
7 cheaper, but they needed the available funds.

8 MR. KRASNER: Mike 9.

9 MR. FOSTER: Steve Foster, College
10 Station. I support it. I do believe it is a
11 good idea for us to keep it down or put a solid
12 number on this. And let's not forget the lesson
13 of the so-called peace dividend a few years ago
14 which was spent multiple times. And we would be
15 unable to calculate how much money was actually
16 spent. We're beginning paying debt. We are in
17 good shape now. Let's not open up a whole lot
18 of doors where we can spend money without
19 controls. Let's keep a solid hand on it.

20 MR. KRASNER: Mike eight.

21 MR. WALSH: I rise in opposition to the
22 amendment to the resolution. John Walsh, Tampa
23 Tower. Setting a specific figure is bad fiscal
24 policy in my view. John Thornton is quite a
25 wise man I believe, but to grab a figure out of

1 the air is really without the budget for it is
2 not going to work. That's what we have the NEB
3 for. That's what we pay the President and
4 Executive Vice-President for. Trust them to do
5 their jobs.

6 UNIDENTIFIED SPEAKER: Point of
7 information.

8 MR. KRASNER: Go ahead.

9 MR. OSSINGER: Don Ossinger, Boston
10 Center Local. I was wondering how much we have
11 set aside for this year's Lobby Week?

12 MR. KRASNER: We don't at this time. No,
13 we don't at this time. Mike six.

14 UNIDENTIFIED SPEAKER: I call the
15 question.

16 MR. KRASNER: There is a call for the
17 question. Is there a second?

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: As many as are in favor of
20 ending debate, signify by saying aye.

21 UNIDENTIFIED SPEAKERS: Aye.

22 MR. KRASNER: All opposed say nay.

23 UNIDENTIFIED SPEAKERS: Nay.

24 MR. KRASNER: The ayes have it. Debate
25 is ended. The issue before the body is the

1 amendment to the resolution. And where do we
2 find this again? That was to strike "sufficient
3 funds" and insert "\$60,000." As many as are in
4 favor of the adoption of the amendment to the
5 resolution, signify by saying aye.

6 UNIDENTIFIED SPEAKERS: Aye.

7 MR. KRASNER: As many as are opposed say
8 nay.

9 UNIDENTIFIED SPEAKERS: Nay.

10 MR. KRASNER: The nays have it. The
11 amendment to the resolution is defeated. The
12 issue before the body is the adoption of R-018
13 as submitted. We are back into debate. Is this
14 still a good list? Okay. Mike four.

15 MR. FRUSCELLA: Oh, that's me. Joe
16 Fruscella, New York Tracon. It appears that a
17 lot of people are putting a dollar amount to
18 this. And maybe I would like to add or suggest
19 an amendment to the resolution. And --

20 MR. KRASNER: Are you adding or
21 suggesting, sir?

22 MR. FRUSCELLA: I am adding, sir.

23 MR. KRASNER: Okay.

24 MR. FRUSCELLA: And my amendment is as
25 follows, sir: "Therefore, be it resolved that

1 an annual Lobby Week for Legislative Committee
2 members and NATCA activists to ensure NATCA's
3 presence on Capitol Hill and grassroots
4 political activity will be maintained."

5 And my debate on that is that we should
6 leave the dollar amount at the discretion of the
7 Director of Legislative Affairs and National
8 Executive Board and let them set aside what they
9 believe is appropriate just to ensure that we
10 have the Lobby Week every year.

11 MR. KRASNER: I'm sorry, wait. I hate to
12 say this again but the Chair is lost. Would you
13 read your amendment again, Joe?

14 MR. FRUSCELLA: Yes. All I am doing is I
15 am deleting.

16 MR. KRASNER: You are striking the whole
17 paragraph and replacing it?

18 MR. FRUSCELLA: No, what I am doing is
19 after "Therefore, be it resolved" delete
20 everything until "an annual."

21 MR. KRASNER: Until "an annual." Oh,
22 okay. So when you say what you are saying is,
23 "Therefore, be it resolved that an annual Lobby
24 Week for Legislative Committee members will be
25 maintained."

1 MR. FRUSCELLA: Yes, and funded.

2 MR. KRASNER: Will be maintained and
3 funded.

4 MR. FRUSCELLA: Right.

5 MR. KRASNER: Okay. So you seek to
6 strike "sufficient funds," et cetera, et cetera,
7 et cetera, through "an annual."

8 MR. FRUSCELLA: Yes. And my --

9 MR. KRASNER: And add the words "and
10 funded."

11 MR. FRUSCELLA: That is correct. And my
12 reason behind that --

13 UNIDENTIFIED SPEAKER: Point of order.

14 MR. KRASNER: And the point of order is?

15 UNIDENTIFIED SPEAKER: No second.

16 UNIDENTIFIED SPEAKER: Second.

17 MR. KRASNER: Okay. Moved and seconded.

18 Mr. Fruscella.

19 MR. FRUSCELLA: Yes, my position on it is
20 that maybe we shouldn't set a specific dollar
21 amount to the Lobby Week, we should leave that
22 up to the Director of Legislative Affairs with
23 also input or the oversight of the National
24 Executive Board. And the whole purpose behind
25 this is just to be assured we have a Lobby Week

1 each and every year to maintain our presence on
2 Capitol Hill.

3 MS. CUNNINGHAM: Point of information.
4 May I ask a point of information?

5 MR. KRASNER: I'm sorry, mike six. Go
6 ahead. Mike eight. No, no, four, five, six.
7 Go ahead.

8 MS. CUNNINGHAM: Joe, where did you want
9 the money to come from again? I didn't quite
10 follow you.

11 MR. FRUSCELLA: To set aside funds at
12 the --

13 MS. CUNNINGHAM: So that would not come
14 from the Legislative Department's budget.

15 MR. FRUSCELLA: I will defer that to the
16 National Executive Board. However, they funded
17 it from the previous Lobby Week.

18 MR. KRASNER: You just want it funded and
19 maintained?

20 MR. FRUSCELLA: That's correct.

21 UNIDENTIFIED SPEAKER: Point of
22 information.

23 MR. KRASNER: Yes.

24 UNIDENTIFIED SPEAKER: Right here at mike
25 five.

1 MR. KRASNER: Okay. It all sounds the
2 same.

3 UNIDENTIFIED SPEAKER: I understand what
4 he's doing, but basically isn't it the same
5 thing? We're just changing the words but the
6 intent is still the same?

7 MR. KRASNER: That's correct, yes.

8 UNIDENTIFIED SPEAKER: Then why?

9 MR. KRASNER: Yes, he's changing the
10 words. The intent is the same. I don't know
11 why.

12 MR. FRUSCELLA: I disagree with the Chair
13 that it's the same thing. I think the previous
14 amendment or resolution that we defeated was a
15 specific dollar amount and a separate funding.
16 What I am just looking to do is just have the
17 annual Lobby Week. That's all I care about.

18 MR. KRASNER: No, actually, that's not
19 true. The specific dollar amount was defeated.
20 That was an amendment to the resolution that was
21 defeated. What we are looking at now that you
22 amended said you resolve that sufficient funds,
23 et cetera, et cetera, with no dollar amount.

24 UNIDENTIFIED SPEAKER: Did you read it,
25 Joe?

1 MR. KRASNER: Oh, somebody didn't tell
2 you that, huh. I'm sorry. Did you know that?
3 Did you want to withdraw that or did you realize
4 that and wanted to change it anyway?

5 MR. FRUSCELLA: No, I am not going to
6 withdraw it.

7 MR. KRASNER: Okay. Anyway, mike seven.

8 MR. KRASNER: Mike seven. No mike seven.

9 MR. SHELL: This is Terry Shell, Atlanta
10 Tower. What do we rule on? Did he make the
11 amendment to the amendment or the amendment?

12 MR. KRASNER: No, there is no amendment
13 to the amendment. His amendment is an amendment
14 to the resolution, to the original resolution.
15 He wants --

16 MR. SHELL: Point of information.

17 MR. KRASNER: Whoa, hold it, hold it.
18 The resolution if adopted will make the original
19 resolution read, "Therefore, be it resolved that
20 an annual Lobby Week for Legislative Committee
21 Members and NATCA activists, to ensure NATCA's
22 presence on Capitol Hill and grassroots
23 political activity will be maintained and
24 funded."

25 MR. SHELL: This is Terry Shell, Atlanta

1 Tower. I would like to call the question.

2 MR. KRASNER: There is a call for the
3 question.

4 UNIDENTIFIED SPEAKER: Second.

5 MR. KRASNER: And seconded.

6 MR. MCENTEE: Point of information.

7 MR. KRASNER: Yes.

8 MR. MCENTEE: Mike twelve. Mike McEntee
9 from Albuquerque Center. Did my brother from
10 New York intend to omit or delete the National
11 Finance Committee from that decision process of
12 funding as well? He indicated in another point
13 of information, it would be involved in the NEB
14 and Legislative Committee, did he also want the
15 Finance Committee involved? He seemed to omit
16 that.

17 MR. KRASNER: My understanding was that
18 the author did not truly care where the money
19 came from or how it was maintained so, I mean,
20 so long as it was.

21 MR. FRUSCELLA: Whatever oversight was
22 involved in the previous Lobby Week in September
23 of 1993 would have the same oversight for future
24 Lobby Weeks.

25 MR. MCENTEE: Thank you, sir.

1 MR. KRASNER: Okay. Moved and seconded
2 to call the question. As many as --

3 MR. FRUSCELLA: Point of information.

4 MR. KRASNER: Yes.

5 MR. FRUSCELLA: The point of information
6 is this. With the advent of interim
7 geographical allowances the IGAs took effect in
8 January of 1994 and the increase that is in our
9 organization's budget --

10 MR. KRASNER: Mr. Fruscella, are you
11 asking me something?

12 MR. FRUSCELLA: Yes.

13 MR. KRASNER: You are asking me a
14 question, correct, or are you debating under the
15 guise of a point of information?

16 UNIDENTIFIED SPEAKER: Point of order.

17 MR. KRASNER: Thank you. Where was the
18 point of order? Did I hear a point of order?

19 UNIDENTIFIED SPEAKER: It's done.

20 MR. KRASNER: What was done?

21 UNIDENTIFIED SPEAKER: He sat down.

22 MR. KRASNER: Oh.

23 UNIDENTIFIED SPEAKER: Point of
24 information.

25 MR. KRASNER: Yes. Yes.

1 UNIDENTIFIED SPEAKER: (Inaudible) Tri
2 Cities. My understanding of the amendment to
3 the resolution is money allotted may still come
4 from or the funds already given to Legislative
5 Committee as far as the original resolution
6 which says they will definitely set the funds?

7 MR. KRASNER: My understanding from the
8 author was he did not care where the money came
9 from, his intent was to ensure a Lobby Week.

10 UNIDENTIFIED SPEAKER: Thank you.

11 MR. KRASNER: Okay. It is moved and
12 seconded to end debate. As many as are in favor
13 of ending debate and points of information,
14 signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: As many as are opposed say
17 nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: Hearing two-thirds in the
20 affirmative, debate is ended. The issue before
21 you is the amendment to the resolution. As many
22 as are in favor of its adoption, say aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: Opposed say nay.

25 UNIDENTIFIED SPEAKERS: Nay.

1 MR. KRASNER: The nays have it. The
2 motion is defeated, or the amendment is
3 defeated. The issue before you is R-018 as
4 stated.

5 UNIDENTIFIED SPEAKER: Call the question.

6 UNIDENTIFIED SPEAKER: Mr. Chairman, I
7 call the question.

8 MR. KRASNER: I'm sorry, wait. I heard
9 the two calls. Who is bigger? Oh, big daddy.

10 MR. KIDD: I move to amend the
11 resolution.

12 UNIDENTIFIED SPEAKER: Point of order.

13 MR. KRASNER: Point of order? Where was
14 the point of order from?

15 UNIDENTIFIED SPEAKER: Are we not going
16 by numbers who was next in line, correct?
17 Should he be --

18 MR. KIDD: We went by who is bigger.

19 MR. KRASNER: Give me a break up here.
20 You are correct, sir. Mike four. I'm sorry,
21 sir. You will be next.

22 MR. KIDD: Under the guise of debate, I
23 am James Kidd from Washington Center, and as a
24 stickler for legal matters I just want to point
25 out that, "Therefore, be it resolved that

1 sufficient funds shall be allocated," if we come
2 upon hard times and there is only a certain
3 number of funds to be available, you will be
4 mandated to give it to this cause as opposed to
5 other causes. Something needs to be added to
6 that that indicates if we have other priorities
7 we will still live up to those priorities and
8 this will be available on a funds available
9 basis.

10 (Applause.)

11 MR. KRASNER: Okay. Mike seven. I'm
12 sorry, Mr. Kidd, did you offer an amendment? I
13 didn't hear it. Oh, you were speaking in
14 opposition. Okay. Mike seven.

15 UNIDENTIFIED SPEAKER: I wanted to
16 propose an amendment to the resolution.

17 MR. KRASNER: Okay.

18 UNIDENTIFIED SPEAKER: I would like to
19 remove the same information with the same
20 language as Joe did and leaving off the words
21 funded. It will be, "Therefore, be it resolved
22 that an annual Lobby Week for Legislative
23 Committee members and NATCA activists to ensure
24 NATCA's presence on Capitol Hill and grassroots
25 political activity will be maintained."

1 MR. KRASNER: That amendment would be out
2 of order. That has already been dealt with and
3 defeated.

4 UNIDENTIFIED SPEAKER: No, it hasn't.

5 MR. KRASNER: It has, sir. That exact
6 deletion has been dealt with and defeated.

7 UNIDENTIFIED SPEAKER: No.

8 MR. KRASNER: So, appeal my decision.
9 What do I care?

10 UNIDENTIFIED SPEAKER: I would like to
11 appeal the Chair's decision.

12 MR. KRASNER: There is an appeal to the
13 decision of the Chair. Shall the decision of
14 the Chair be sustained. All those in favor to
15 sustain the decision of the Chair say aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: All those opposed say nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: All those in favor to
20 sustain the decision of the Chair, please rise.
21 Everybody who likes me be seated. Delegates
22 only. I need some Sergeant at Arms up here.

23 (Rising.)

24 MR. KRASNER: I need a count. All those
25 in favor of sustaining the decision stay up,

1 everyone else get down.

2 By the way, remember, we are supposed to
3 be out of here at 5:00 and that's in four
4 minutes.

5 MR. KRASNER: Please be seated. All
6 those in favor, please rise.

7 (Rising.)

8 MR. KRASNER: Please be seated. Okay.
9 There are 184 in the affirmative. There are 142
10 in the negative. The decision of the Chair is
11 sustained. Okay.

12 MR. BIEBER: Mr. Chairman, Allen Bieber,
13 John Wayne Tower. I move we postpone this
14 matter until start of business tomorrow.

15 MR. KRASNER: There is a motion to
16 postpone consideration to first order of
17 business R-018 as written.

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: And it has been seconded.
20 Is there debate on the postponement? Are all
21 you people standing up to debate the
22 postponement? Okay. Are you ready for the
23 question? As many as are in favor of postponing
24 consideration until first order of business
25 tomorrow, signify by saying aye.

1 UNIDENTIFIED SPEAKERS: Aye.

2 MR. KRASNER: Any of those opposed say
3 nay.

4 UNIDENTIFIED SPEAKERS: Nay.

5 MR. KRASNER: The ayes have it so it is
6 postponed. Wait. Don't go anywhere. We have
7 some things we have got to cover. Here comes
8 the part you may not like but it's up to you,
9 the body. We have a lot of resolutions left.
10 We have a lot left. We also have a panel
11 discussion on government corporation where we
12 have some pretty high-powered guests coming in
13 for it. The President of ATA, Vice-President,
14 Executive Vice-President of AOPA, somebody from
15 the Secretary's office. We also have a
16 reclassification briefing that I think everybody
17 needs to hear about.

18 If we conclude our business at 5:30
19 tomorrow whatever resolutions have not been
20 dealt with will not be dealt with. Okay? The
21 Chair would be happy to entertain a motion to
22 begin tomorrow's session at 7:00 a.m. I throw
23 it out as an option.

24 It is the business of this assembly that
25 won't get done if you choose not to. You can do

1 7:00, you can do 7:30, you can leave it as it
2 is, so long as you understand the ramifications
3 of not finishing.

4 UNIDENTIFIED SPEAKER: So moved.

5 UNIDENTIFIED SPEAKER: Second.

6 MR. KRASNER: Okay. It is moved and
7 seconded to begin this session at seven o'clock
8 tomorrow morning.

9 MR. MARTIN: Mr. Chairman, I wish to --

10 MR. KRASNER: Wait, Wait. Yes, you wish
11 to amend that?

12 MR. MARTIN: Yes. Ken Martin. Can we at
13 least make it 7:30?

14 UNIDENTIFIED SPEAKER: Point of
15 information.

16 MR. KRASNER: It is the call of this
17 body. Are you proposing an amendment to make it
18 7:30?

19 MR. MARTIN: Yes, sir.

20 MR. KRASNER: There is an amendment to
21 change 7:00 a.m. to 7:30. Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded. There
24 is no debate on the question. Move and seconded
25 to amend to 7:30. As many as are in favor of

1 amending to 7:30, signify by saying aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: Any other opposed say nay.

4 UNIDENTIFIED SPEAKERS: Nay.

5 UNIDENTIFIED SPEAKER: Point of
6 information.

7 MR. KRASNER: The Chair would say the
8 nays have it. 7:30 is defeated. The motion --

9 UNIDENTIFIED SPEAKER: Mr. President.

10 MR. KRASNER: Yes.

11 UNIDENTIFIED SPEAKER: If we move the
12 meeting up what time will credentials open?

13 MR. KRASNER: You know, that's a real
14 good question. I don't know. I don't know.
15 Where is credentials? Is Mr. Palumbo in the
16 room? Belinda, what time do you open up
17 credentials now?

18 MS. HUMPHREYS: They will be open. They
19 will be open.

20 UNIDENTIFIED SPEAKER: They'll be open at
21 9:00 in the morning.

22 MR. KRASNER: It doesn't matter one way
23 or the other. Adell, you said they will be open
24 if we start at 7:00?

25 MS. HUMPHRIES: Yes.

1 UNIDENTIFIED SPEAKER: Mr. Chairman,
2 point of information.

3 MR. KRASNER: What time does credentials
4 open now? When we open at 8:30 what time has
5 credentials been opening?

6 MS. HUMPHREYS: They will be opening when
7 the session starts.

8 MR. KRASNER: What time have they opened
9 today? Today we started at 8:30. What time was
10 credentials open?

11 MS. HUMPHREYS: 8:00.

12 MS. BULLARD: Today we opened at 8:00.

13 MR. KRASNER: Today you opened at 8:00.
14 Then how will you assume that if we start at
15 7:00 that credentials will be opened at 6:30?

16 MS. BULLARD: Negative.

17 MR. KRASNER: So, Ms. Bullard, on behalf
18 of the committee what should we --

19 MS. BULLARD: Wait a minute. I'm not a
20 delegate, I shouldn't address this assembly.

21 MR. KRASNER: The Credentials Committee
22 is directed to be open at 6:30. The motion is
23 to start the meeting at seven o'clock tomorrow
24 morning. As many as are in favor signify by
25 saying --

1 UNIDENTIFIED SPEAKER: Point of
2 information. Mike two. What time do the
3 shuttle busses run?

4 MR. KRASNER: In the morning?

5 UNIDENTIFIED SPEAKER: Yes.

6 MR. KRASNER: I don't know, and I have
7 trouble directing them.

8 UNIDENTIFIED SPEAKER: Mr. Chairman.

9 MR. KRASNER: Yes.

10 UNIDENTIFIED SPEAKER: Would people
11 consider extending the session today?

12 MR. KRASNER: Today is not possible.
13 Today is impossible because we have to be out of
14 probably the back third of that room. We have
15 the ability to extend tomorrow into our banquet
16 time, but we don't have a lot of latitude in it.

17 The motion is, the motion is to begin the
18 session at 7:00 a.m. in the morning. As many as
19 are in favor, signify by saying aye.

20 UNIDENTIFIED SPEAKERS: Aye.

21 MR. KRASNER: All those opposed say nay.

22 UNIDENTIFIED SPEAKERS: Nay.

23 MR. KRASNER: The ayes have it. We will
24 start business at 7:00. Wait, wait, wait, not
25 yet. We will start business at 7:00. Let me

1 give you some messages because I have got a
2 bunch of them. There may be stuff you need to
3 hear. This will only take a couple minutes.

4 Okay. Any delegate, RV-P's, alternate
5 delegate, or member who has been notified that
6 the FAA -- oh, that their facility will be
7 moving into self-directed work groups or without
8 facility managers or supervisors. Please meet
9 in the Pelican Room on the second floor
10 immediately afterwards with Mr. Bellino.

11 That's anybody who has been notified by
12 the FAA that their facility will be moving into
13 self-directed work teams or no facility managers
14 or no supervisors. Okay, please. Pelican Room.
15 It may not take long. Will it take long? Joe
16 says it won't take long but it's important.

17 Okay, wait. Next. Mike Palumbo needs
18 two copies of the LRAC books. I don't know what
19 that means. Oh, the green color books. They
20 will be copied and returned, if somebody can
21 help him out there.

22 Next, don't forget the Eastern
23 Region/Southern Region hospitality suite tonight
24 at the Yucatan Liquor Stand. I don't know the
25 times. What? Yucatan. Whatever. Don't forget

1 to have a good time. Be here at 7:00.

2 Next. For anyone with questions, Sunday
3 paychecks for parttimers will be in their May
4 10th paycheck. The parttimers that were
5 supposed to be paid by the agency as part of the
6 NATCA settlement, it will be in their May 10th
7 paycheck. Wait, wait, wait. Let's see. Oh,
8 okay. We need a place -- my understanding is
9 the people who are going to deal with R-032
10 through R-037 after we recess please meet right
11 up here.

12 Okay. Let's see. Phil Zacker from the
13 Central Region left his binder in here
14 yesterday. Somebody picked it up. It's got a
15 lot of personal stuff in there. He would like
16 to have it back, please. It was either last
17 night or this morning that it was found. Please
18 return it if you have it. Okay. Let's see.

19 Oh, shuttle bus drivers. They work for
20 garbage. Throw them a couple of bucks when they
21 take you somewhere. Okay.

22 If there is a Jeannie Sisop (sic)
23 present, if there is a Jeanne Sisop present
24 Mr. Mike Motta in the Northwest Mountain
25 delegation could use some assistance.

1 Additionally, the gentleman selling the Franklin
2 planner size NATCA reference guides, please
3 visit the Northwest Mountain delegation.

4 MR. CORNETT: Mr. Chairman?

5 MR. KRASNER: Yes.

6 MR. CORNETT: Number ten requests to
7 address the group before they leave for just a
8 second.

9 MR. KRASNER: Okay, hold on. Why don't
10 we hold on a second. Let's see, what else?
11 Continue to check the bulletin board in front of
12 the sales office for the PAC prizes. Pick up
13 your prizes at the PAC table. Also, at the PAC
14 table the legislative letter of commitment due
15 to cancellation of the breakouts it will be
16 unable to be delivered.

17 In the morning when we come in, please be
18 sure that delegates only sit in the regional
19 seats until we know if we have empty seats. We
20 do continue to have problems with that. Let's
21 see.

22 There is a banquet tonight in this room.
23 We have to be out by 5:00. Okay. Let me turn
24 this over to mike ten for a couple seconds
25 before we entertain the recess. This will only

1 take a minute.

2 UNIDENTIFIED SPEAKER: Mr. Chairman.

3 MR. KRASNER: Yes.

4 UNIDENTIFIED SPEAKER: Here's your money,
5 Mr. Chairman.

6 MR. KRASNER: Oh, thank you, mike ten.
7 It's yours.

8 UNIDENTIFIED SPEAKER: Thank you,
9 Mr. Chairman. Charles Cornett, Jacksonville
10 Center. I have a request to my brothers and
11 sisters on a matter of unity. My vehicle was
12 broken into in the parking lot here at the Hyatt
13 yesterday. The Hyatt has refused to acknowledge
14 any liability. And the gentleman who spoke to
15 me today said to me that I didn't have the power
16 to exact any financial burden on the Hyatt
17 Regency. I respectfully request as a show of
18 unity that my brothers and sisters do their
19 drinking and eating at places other than the
20 Hyatt Regency tonight. Thank you very much.

21 MR. KRASNER: Okay. Wait, wait, I
22 haven't heard a motion to recess.

23 UNIDENTIFIED SPEAKER: Yes, you have.
24 Motion to recess.

25 MR. KRASNER: Oh, is there a second?

1 UNIDENTIFIED SPEAKER: Yes.

2 MR. KRASNER: Is there anybody in
3 opposition?

4 UNIDENTIFIED SPEAKER: No.

5 MR. KRASNER: Okay. We are out of here.
6 Seven o'clock.

7 (Recess for the day at 5:10 p.m.)

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NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
1994 CONVENTION
THURSDAY, APRIL 21, 1994

- - - - -

REPORTED BY: LYNDA J. MILLS, Notary Public
State of Florida at Large
CP, CM, RPR

P R O C E E D I N G S

7:00 a.m.

MR. KRASNER: All delegates be seated.

This convention will please, will please come to order. Is mike Palumbo here? Looking for Credentials. Okay.

This convention will please come to order. Okay. I am going to make you all a deal today. I won't yell at you if you won't yell at me. Oh, thank you. Okay. The first business in order is the report of the Credentials Committee. Mr. Palumbo.

MR. PALUMBO: Excuse the dress but we have to pack the National Office today so I am kind of dressing down. The rest of my committee is dressed like me right now, they will change later. Anyway, it's a start.

Attached is a list of names of the voting members of the 1994 Convention and their alternates who have been registered up until seven o'clock Thursday, 21 April 1994. There are now 413 delegates, 112 alternates, representing a total of 9,658, once again, 9,658 votes. On behalf of the committee I move that the roll of delegates hereby submitted be the

1 official roll of the voting members of the
2 convention at this time.

3 MR. KRASNER: The question is on the
4 adoption of the report of the Credentials
5 Committee. Are there any questions? As many as
6 are in favor of the adoption report, signify by
7 saying aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: All opposed say nay.

10 (No response.)

11 MR. KRASNER: The ayes have it. The
12 report is adopted. Thank you, Mike.

13 MR. BELLINO: Listen, do me a favor this
14 morning. It is getting real tough like when
15 people raise points of order, points of
16 information for me to pick out which mike you
17 are. So just say mike twelve point of order,
18 mike six point of order so I know where to look.
19 Thanks. I am not asking for anything that takes
20 like heavy-duty thinking or voting.

21 The first business in order is R-018
22 where we left off yesterday. It was postponed
23 until first order of business the morning.
24 R-018 as submitted.

25 MR. BOWERS: Call for the question.

1 MR. KRASNER: What mike was that?

2 MR. BOWERS: One.

3 MR. KRASNER: And who are you, sir?

4 MR. BOWERS: Bob Bowers, Charlottesville
5 Tower, Legislative Committee.

6 MR. KRASNER: Okay. There is a call for
7 the question. Is there a second?

8 UNIDENTIFIED SPEAKER: Second.

9 MR. KRASNER: As many as are in favor of
10 ending debate, signify by saying aye.

11 UNIDENTIFIED SPEAKERS: Aye.

12 MR. KRASNER: All opposed say nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: Hearing two-thirds in the
15 affirmative, debate is ended. The question is
16 on the adoption of R-018. All in favor of its
17 adoption, signify by saying aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: All opposed say nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: The ayes have it. It is
22 adopted.

23 (Applause.)

24 MR. HAMPTON: Mike four.

25 MR. KRASNER: Mike four.

1 MR. HAMPTON: Mr. Chairman, I move that
2 we suspend the rules in order to consider R-030
3 because it's very important to us Level I
4 people.

5 MR. KRASNER: I have got to find it.

6 UNIDENTIFIED SPEAKER: Seconded.

7 MR. KRASNER: Okay. It is moved -- I'm
8 sorry, did you state your name?

9 MR. HAMPTON: I'm sorry. My name is
10 Arthur L. Hampton. I am from Alton, Illinois,
11 Southern Illinois Region.

12 MR. KRASNER: Okay.

13 UNIDENTIFIED SPEAKER: Southern Illinois?

14 MR. HAMPTON: I'm sorry, I meant to say
15 Great Banks Region.

16 MR. KRASNER: I'm sorry, I don't see your
17 credentials. Are you a delegate?

18 MR. HAMPTON: Yes.

19 MR. KRASNER: Okay, cool. It is moved to
20 suspend the rules for the consideration of
21 R-030. Is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: It is moved and seconded.
24 Is there a debate? As many as are in favor of
25 the suspension of the rules for consideration of

1 R-030, say aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: All opposed say nay.

4 UNIDENTIFIED SPEAKERS: Nay.

5 MR. KRASNER: The ayes have it. The
6 rules are suspended. The business in order is
7 R-030.

8 MS. ARMSTRONG: Mr. Chairman?

9 MR. KRASNER: Mike six.

10 MS. ARMSTRONG: As the author, I would
11 like to be able to speak first on this issue.

12 MR. KRASNER: The mike is yours.

13 MS. ARMSTRONG: Thank you.

14 MR. KRASNER: Who might you be?

15 MS. ARMSTRONG: Peggy Armstrong, Syracuse
16 Tower. I would like to talk to everyone about
17 sacrifice. I have been around trying to talk to
18 everyone in the last few days about this. The
19 local Level I controllers know about sacrifice.
20 The FAA sacrifices our experienced Level I
21 controllers every time they hire a new employee
22 and place them in a Level II through V facility.
23 This includes a good many members here today who
24 did not begin their careers in a Level I
25 facility, myself included.

1 NATCA has no voice in these placements at
2 this time. The FAA's again trying to sacrifice
3 our Level I controllers with the Federal
4 Contract Program. We do have a voice in this
5 issue through the (inaudible).

6 DPP is the only viable answer to save our
7 Level I controllers from being sacrificed again
8 to the FAA. And they are just the beginning. I
9 am asking you all to provide a safety net for
10 the Legal I controllers through the DPP. Let's
11 all make a sacrifice at this time for our Level
12 I controllers, our members. Save our Level I
13 controllers. Save our members. Save our jobs.
14 Thank you, Mr. Chairman.

15 (Applause.)

16 MR. KRASNER: Okay. Mike four.

17 MR. HAMPTON: Al Hampton from Ross,
18 Illinois. I would like to say that I approve
19 this mainly because we do have a voice and we
20 want to be heard. Just as well as the Level IV
21 and V controllers are concerned about losing
22 their LRACs, we are also concerned about losing
23 our jobs. I happen to be one of the controllers
24 that was a direct hire from the military and I
25 am going to a Level I. I know in some cases

1 people consider that Level I controllers are
2 failures from higher level facilities, and
3 that's not true.

4 And I am going with not voting for the
5 contract now, but I am suggesting that we vote
6 for this unanimously so that there is an outlet
7 for us Level I and Level II people. Thank you.

8 (Applause.)

9 MR. KRASNER: Mike six.

10 MR. EDMONSON: Chris Edmonson, Salt Lake
11 Tower. Call the question.

12 UNIDENTIFIED SPEAKER: Point of order.

13 MR. KRASNER: Yes.

14 UNIDENTIFIED SPEAKER: Mike seven. The
15 opposing side has not been heard.

16 MR. KRASNER: Your point is well-taken.
17 The Chair will find a call for the question out
18 of order and allow debate to continue. Mike
19 five.

20 MR. BADER: Matt Bader, Providence Tower.
21 More of a question, I am not familiar with what
22 the Direct Placement Plan is, if anyone could
23 address that.

24 MR. KRASNER: Okay. Is Mr. Ferguson
25 here? Fergie, do you want to get up and talk?

1 Jim Ferguson is the chairman of the QTP Level I
2 Committee. As a result, I believe it would only
3 be proper for him to address this. If this body
4 has no problem with that, the Chair will allow
5 it.

6 MR. FERGUSON: Mr. Chairman, DPP stands
7 for Direct Placement Program. The Ad Hoc
8 Committee under the NSC, the QTP and NSC got
9 together and tried to come up with the best
10 possible way of figuring out if and only if we
11 are unsuccessful in fighting this battle what we
12 would do to make sure that the Level I
13 controllers who are going to be displaced could
14 have the best shot possible at finding a new
15 position.

16 We looked at MPP. MPP was not feasible
17 for various reasons. I won't get into that.
18 The other option we think weren't feasible, so
19 we decided to devise what we call a Direct
20 Placement Program, which, in a nutshell, we have
21 sent out a survey.

22 The individuals on the first year, or
23 actually the target year, they would put down
24 four facilities, one which must be from their
25 own region. And then all the facilities that

1 were named, those being facilities that go back
2 to Regional Vice-President and the 500, the
3 division managers, they would make a decision on
4 how many places were available at those
5 identified facilities using the criteria of
6 meaningful work and training. Since there was
7 going to be overstaffing anyway, that's what we
8 decided to use, meaningful work and training.

9 Then we replaced those that we could into
10 facilities which were named. If there was ties
11 or there were too many people that wanted it
12 that could not be accommodated, the first
13 criteria for the tie breaker would be, I
14 believe, a hardship. We would use a hardship to
15 determine that.

16 The second tie breaker would be those
17 people staying in the commuting area because of
18 a spousal situation. The third tie breaker
19 would be those people moving within the
20 commuting area regardless of region. The fourth
21 tie breaker was intraregion, within the region
22 moves. And the last one was seniority as
23 determined by the National Office of NATCA.

24 (Applause.)

25 MR. KRASNER: Okay. Mike seven.

1 MR. MARTIN: Mike Martin, North Perry
2 Tower. Mr. Chairman, when I was briefed on this
3 matter last month in Atlanta I was told we did
4 not support dropping MPP (inaudible) to protect
5 the rights of all controllers. I come here now
6 and find that DPP is supported and I have heard
7 no discussion on any middle ground.

8 My local will crucify me if I vote for
9 this without having explored any alternatives.
10 On the other hand, I am told that a vote against
11 DPP is a vote against my brothers and sisters.
12 I am damned if I do and damned if I don't.

13 I believe this resolution is ill-timed.
14 We have litigation still in progress. Why are
15 we putting into law something that is a
16 concession to management? This resolution is an
17 indication that we have given up. Why are we
18 putting into law something that eliminates our
19 flexibility to negotiate this matter?

20 For solidarity with my Level I brothers
21 and sisters, I do not want to vote no on this
22 matter. I, therefore, motion that we table this
23 resolution.

24 MR. KRASNER: There is a motion to table
25 this resolution. Is there a second?

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KRASNER: Moved and seconded to
3 table. As many as are in favor of tabling, say
4 aye.

5 UNIDENTIFIED SPEAKERS: Aye.

6 MR. KRASNER: All opposed say nay.

7 UNIDENTIFIED SPEAKERS: Nay.

8 MR. KRASNER: The nays have it. It is
9 not on the table. Mike four.

10 MR. ABRAHAM: Steve Abraham, Teterboro
11 Tower. I have two questions regarding DPP. I
12 received a piece of literature about two weeks
13 ago. One of the selling points of the program
14 for people and facilities such as mine were
15 Level II's, and, of course, folks at my facility
16 are concerned about where they are going to
17 place people out of Level I's.

18 My personal feeling, I don't care. They
19 can go where they want. The facts put down in
20 this letter was that left over PCS funding from
21 Level I's directly affected by DPP would be
22 allocated to the remaining facilities for
23 promotions. That's what the letter seemed to
24 convey. Since then, I was told that unless a
25 person goes into your facility on DPP there

1 would be no PCS funding except for facilities
2 that received DPP individuals. Is that true or
3 not?

4 MR. KRASNER: Jim, do you want to address
5 that again? You might as well stay up to the
6 mike, Jim.

7 MR. FERGUSON: There is roughly about
8 \$8.5 million available for moves that was
9 allocated by Congress to move Level I
10 controllers in the first year that are affected
11 by this process. What we have done is we have
12 tried to use all the money. We feel that we
13 earmarked about \$30,000 a move and that includes
14 everyone to get \$30,000. For people who move
15 within the commuting area, we feel that most
16 moves will probably be less than that 30,
17 \$33,000 mark.

18 We needed some way of using this money
19 tying it into the program. The only way we
20 could use this money is to tie it into the
21 program. If we don't use it that way it's gone.
22 So we have to tie it to moves created or to move
23 Level I controllers.

24 If we can show that we are moving Level
25 II, III or IV controllers to make a position

1 open for Level I controller it can be used that
2 way. Otherwise, if we cannot show that, the
3 money will be returned to Congress and not used.

4 MR. KRASNER: Did that answer the
5 question?

6 MR. ABRAHAM: Yes, it did. Thanks.

7 MR. KRASNER: Thank you, Jim. Mike
8 seven.

9 MR. TURNER: Rodney Turner, Nashville,
10 Tennessee. Mr. Chairman, I rise in opposition
11 to this resolution only because it asks us to
12 waive a provision of our contract. It is my
13 feeling that if we waive this provision of the
14 contract, the agency, in its infinite wisdom,
15 will continue to ask us to waive other
16 provisions of the contract. We begin to
17 bastardize the finest contract in the federal
18 sector. It will go down in flames. And the
19 only way I can support waiving this provision is
20 that the agency in writing waives Article 5.

21 MR. KRASNER: Mike two.

22 MR. WILHELM: Todd Wilhelm, St. Louis.
23 Mr. Chairman, I call the question.

24 MR. KRASNER: There is a call for the
25 question. Is there a second?

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KRASNER: Moved and seconded to end
3 debate. As many as are in favor of ending
4 debate, signify by saying aye.

5 UNIDENTIFIED SPEAKERS: Aye.

6 MR. KRASNER: All opposed say nay.

7 UNIDENTIFIED SPEAKERS: Nay.

8 MR. KRASNER: Not hearing two-thirds in
9 the affirmative, debate is still open. Mike
10 seven. Whoops, nevermind. Mike four.

11 MR. CORNETT: Ed Cornett, Cincinnati
12 Luken Tower. I have a question for the Chair.
13 What do you see happening if this doesn't pass?

14 MR. KRASNER: What do I see happening?

15 MR. CORNETT: Yes.

16 MR. KRASNER: I see us having to use MPP.
17 I see the likelihood that in using the MPP
18 Program that they put out place for higher level
19 facilities, they may not be able to select
20 people for Level I's. I see all the Level I's
21 going again to the Level II's which does not
22 free up any move money off of Level II's because
23 that money doesn't exist.

24 I think the Level II's who think that the
25 Level I's are their salvation I believe that

1 they are mistaken. Just because they are going
2 to be overstaffed at Level II's does not mean
3 that Level II's are going to get to go anywhere.
4 If anything, it creates the possibility of a RIF
5 at GS-11 level.

6 MR. HARRISON: Point of information.

7 MR. KRASNER: Who was that?

8 MR. HARRISON: Point of information.

9 Mike twelve.

10 MR. KRASNER: Yes.

11 MR. HARRISON: Jerry Harrison, Houston
12 Center. Mr. Chairman, what's the legality of us
13 waiving a provision of our contract?

14 MR. KRASNER: I have asked for a written
15 legal opinion from our special counsel Bill
16 Osborne. What I had asked him to do was tell me
17 the legality (1), of me waiving it as President;
18 (2), for the convention to waive it; and (3),
19 whether it would have to go to a referendum of
20 the same body that voted, that ratified it.

21 He what he tells me is it would not be
22 proper for me to waive it, which would preclude
23 it from happening at any other time. And,
24 number two, that this convention body is the
25 supreme body of the organization and can so

1 waive it.

2 MR. HARRISON: Mr. Chairman, if we waive
3 it, what precludes the FAA from waiving any
4 other provision that they have agreed to?

5 MR. KRASNER: What precludes them from
6 asking us to waive any other provisions?

7 MR. HARRISON: No, sir, if they ask us to
8 waive this provision of the contract and we are
9 agreeing to do it, just because we agreed to do
10 it. When we make the decision here to waive a
11 provision of the contract, has the FAA agreed
12 that they would accept a waiver from us? And if
13 they approach us in the future requesting us to
14 waive a provision, what grounds do we have to
15 stand on? Do they get to vote whether or not
16 they get to waive a provision?

17 MR. KRASNER: No, you would waive the
18 provision by virtue of the fact that this
19 convention body will be doing it. This is what
20 the QTP group has come out with. This is what
21 they feel they need to make the DPP Program work
22 and that's the management end and the union end.
23 So it's a joint request but it's a request that
24 comes from the body as much as it comes from the
25 FAA.

1 I have had conversations with them in the
2 past. They have asked me to waive things like
3 seniority, and I told them to pretty much go to
4 hell, that I had no authority to do so, nor
5 would I entertain that idea if I did have that
6 authority.

7 So I don't envision that as a problem.
8 Anyway, I'm sorry, I'm not sure I answered your
9 question but that's where it stands before us.

10 MR. HARRISON: Thank you.

11 MR. KRASNER: Mike one.

12 MR. SCHOTT: Eric Schott (sic). First, I
13 would like to reassure all of you all that a
14 waiver to an article or contract is similar to a
15 sunset clause that's been used many times in
16 union contracts and it will not weaken our
17 contract one bit.

18 An arbitrator with (inaudible) tried to
19 use the fact that we once waived a certain
20 article, it would carry no weight. I have
21 spoken to a lawyer that's arbitrated union cases
22 and he assured me that a waiver would have no
23 effect on the binding legality of whatever the
24 current situation would be. The full contract
25 would be in effect at all times except during

1 the actual DPP process in placing Level I
2 controllers.

3 Another thing to keep in mind is that the
4 FAA is forcing our hand on this issue. I am
5 adamantly opposed to contracting. However, if
6 contracting cannot be staffed, we must take the
7 position it benefits (inaudible) in this
8 situation. If we refuse DPP the FAA will be
9 backed into a corner and one of two things will
10 happen. One, they will put us where they want
11 us and Level I controllers will be sent to some
12 very undesirable locations; or secondly, Level
13 I's will be RIF'd. I don't trust Bill Jeffers,
14 what he said yesterday about nobody will be
15 RIF'd. I don't know why, but for some reason I
16 don't.

17 MR. KRASNER: I'm sorry, I want to get
18 that for transcript. You say you don't trust
19 Bill Jeffers?

20 (Applause.)

21 UNIDENTIFIED SPEAKER: We need to
22 remember we are union. That's all I want to
23 say.

24 MR. KRASNER: Mike one.

25 MR. SCHMIDT: Mr. Chairman, point of

1 information.

2 MR. KRASNER: Where are you? Oh, go
3 ahead.

4 MR. SCHMIDT: Dan Schmidt, Saginaw Tower.
5 It is my understanding that the DPP plan or the
6 model was constructed by an Ad Hoc Committee
7 composed of both NATCA members and FAA, it was
8 not just an FAA plan?

9 MR. KRASNER: That's correct. Mike one.

10 MR. NICHOLS: Jeff Nichols from
11 Hagerstown Tower. Mr. Chairman, I rise in favor
12 of this. And mainly just in my training for the
13 union, I think the main thing is that they teach
14 you to protect the employees. And I believe DPP
15 is protecting our employees in case we're unable
16 to stop contracting. You have spoken some to
17 it. I don't know if you were debating or
18 providing information, but I believe
19 organizations look to their officers for
20 leadership. And, if possible, I would like for
21 the Chair to talk more in-depth of how you feel
22 about the DPP issue. Thank you.

23 (Applause.)

24 MR. KRASNER: All right. I will give it
25 to you real brief. I don't like waiving

1 contract articles, but I also don't like being
2 put between a rock and a hard place. I think
3 this is an absolutely awful position for our
4 union to be in. But even beyond that, I think
5 it's an awful position for 1,100 union brothers
6 and sisters to be in.

7 UNIDENTIFIED SPEAKER: Here here.

8 (Applause.)

9 MR. KRASNER: What we have here is a
10 no-win situation. No matter what we do somebody
11 loses. If we use MPP 1,100 people lose. If we
12 use DPP then some people above them lose. It is
13 an absolutely awful situation. I, myself, am in
14 favor of the DPP. I think job protection for
15 those 1,100 people to avoid any possibility of
16 RIFs should be first and foremost in our minds.
17 Because, as I said yesterday in my speech, when
18 they come for us, I want somebody there to be
19 able to speak for us.

20 (Applause.)

21 MR. KRASNER: However, I implore this
22 body, whichever way this body goes on this vote,
23 whichever way it goes, we as a union must be
24 unified. We have to stand by the decision
25 whichever way it is. And whichever way it comes

1 out, I will stand behind it whether it's
2 something I believe in or whether it's something
3 I don't believe in. But we as a body have to be
4 able to go back to our facilities and tell them
5 what we did because we as a union have to live
6 with what we did. Mike six.

7 MS. BULLION: Dena Bullion, Klamath Falls
8 Tower. Call the question.

9 MR. KRASNER: There is a call for the
10 question. Is there a second?

11 UNIDENTIFIED SPEAKER: Second.

12 MR. KRASNER: Moved and seconded to end
13 debate. As many as are in favor of ending
14 debate, signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: For those opposed say nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: Okay. Hearing a lot in the
19 affirmative, debate is ended. The question is
20 on the adoption of R-030. As many as are in
21 favor of its adoption, signify by saying aye.

22 UNIDENTIFIED SPEAKERS: Aye.

23 MR. KRASNER: All opposed say nay.

24 UNIDENTIFIED SPEAKERS: Nay.

25 MR. KRASNER: The ayes have it. Article

1 R-03 whatever it was is adopted.

2 (Applause.)

3 MR. GUERRA: Mr. Chairman?

4 MR. KRASNER: And before we go further,
5 the only thing I want to say is to those Level I
6 controllers out there, I have told you in the
7 past that I back you. But I want you to know by
8 this vote your union backs you, all of it.

9 (Applause.)

10 MR. KRASNER: I heard Mr. Chairman
11 somewhere.

12 MR. GUERRA: Mike eleven. I would like
13 to make a motion to rescind Bylaw Number 9.

14 UNIDENTIFIED SPEAKER: Mr. Chairman?

15 MR. KRASNER: Gus, I am going to ask you
16 to hold that motion. We do have priority
17 business. We have an issue that was postponed
18 until first order of business this morning that
19 must come up first. Why don't you jump up when
20 we're done with that and we will deal with it.
21 And that was Mr. Carr. John, could we deal with
22 that resolution that was postponed until first
23 order of business?

24 MR. CARR: Yes, we are prepared to deal
25 with it at this time.

1 MR. KRASNER: Okay. And only because
2 that's the way our rules are laid out. That was
3 postponed. Do you have something, do you have
4 something you want to share with us, John?

5 MR. SUTCAVAGE: Mr. Chairman, mike
6 eleven.

7 MR. KRASNER: Yes, sir.

8 MR. SUTCAVAGE: I would like to thank my
9 brother and sisters for that overwhelming
10 support. And as such -- Steve Sutcavage,
11 Salinas Tower -- I would like to withdraw Bylaw
12 007.

13 MR. KRASNER: Okay. This is from
14 Tuesday, R-007?

15 MR. SUTCAVAGE: No, Wednesday, Bylaw 007.
16 Again, I would like to thank everybody for the
17 passing of DPP with overwhelming support.

18 MR. KRASNER: But it was on the sheet
19 marked Tuesday?

20 MR. SUTCAVAGE: No, Wednesday.

21 MR. KRASNER: The bylaws.

22 MR. SUTCAVAGE: That's BL-007, the
23 Wednesday proposed resolutions sheet.

24 MR. KRASNER: The Chair apologizes.
25 Tequila clouds the brain. So withdrawn.

1 MR. SUTCAVAGE: Thank you.

2 MR. KRASNER: Okay. John. I can't see
3 him from here. Is Dean Edmonds from Kona in the
4 room? There he is.

5 MR. EDMONDS: We are all going to stand
6 up because we are all in support of the same
7 issue. There are seven of us that got together
8 yesterday. My name is Dean Edmonds, Kona Tower.
9 And these are my -- they will all introduce
10 themselves in just a second. We were told to
11 get together and come up with one bylaw as, or
12 one resolution as 027 was originally submitted
13 and withdrawn, and that left five of us
14 basically with the same thing. My friends here
15 have to do one thing before I can do what I need
16 to do, though.

17 MR. CARR: John Carr, C90 Local. I would
18 like to withdraw R-036.

19 MR. KRASNER: R-036 is so withdrawn.

20 MS. MEYER: Jennifer Meyer, Timmerman. I
21 would like to withdraw 035.

22 MR. KRASNER: R-035 is so withdrawn.

23 MR. SCHWANER: William Schwaner,
24 Lawrence. I would like to withdraw R-032.

25 MR. KRASNER: R-032 is so withdrawn.

1 MR. GOSSELIN: Steve Gosselin, Norwood
2 Tower. I would like to withdraw R-034.

3 MR. KRASNER: R-034 is so withdrawn.
4 Where does that leave us?

5 MR. EDMONDS: And my name is Dean
6 Edmonds. I would like to amend R-037 before
7 it's submitted to the body.

8 MR. KRASNER: Okay. Wait a minute. Were
9 there others in that list? There was 32.

10 MR. EDMONDS: 32 was withdrawn.

11 MR. KRASNER: What about 33?

12 MR. EDMONDS: 33 was not in it. 34, 35,
13 and 36 were all withdrawn.

14 MR. KRASNER: Okay. So the only one
15 that's properly before us now is 37?

16 MR. EDMONDS: That's correct.

17 MR. KRASNER: I'm sorry, yes, 37. And
18 you wish to amend before it's before body. How
19 do you wish to amend?

20 MR. EDMONDS: Starting with, "Therefore,
21 be it resolved that Level I and II terminal
22 facilities may receive up to \$500 in subsidy
23 from the NEB for future NATCA conventions."

24 MR. KRASNER: May receive up to from the
25 NEB. Okay.

1 MR. EDMONDS: And, "Be it resolved that
2 Level III terminal facilities may receive up to
3 \$500 in subsidy on a need basis from the NEB."

4 MR. KRASNER: Okay.

5 MR. EDMONDS: And be it further
6 resolved --

7 MR. KRASNER: Wait, wait. "Be it further
8 resolved that Level III terminal facilities --"

9 MR. EDMONDS: "Be it resolved," the
10 second one is be it resolved again. I don't
11 know how many be it further resolved's you can
12 stick in here.

13 MR. KRASNER: Wait, wait, your second
14 one, your first be it resolved is "Be it
15 resolved that Level I and II terminals may
16 receive up to \$500 in subsidy from the NEB for
17 future NATCA conventions; and, be it further
18 resolved that Level III terminal facilities may
19 receive up to \$500 subsidy on a need basis from
20 the NEB" period.

21 MR. EDMONDS: No, semicolon.

22 MR. KRASNER: Okay.

23 MR. EDMONDS: And --

24 MR. KRASNER: But that's the end of that
25 be it further resolved, correct?

1 MR. EDMONDS: Right, that's the end of
2 that.

3 MR. KRASNER: Okay.

4 MR. EDMONDS: All right. And, "Be it
5 further resolved" again.

6 MR. KRASNER: Okay. I am not going to
7 write this, I am going to make you bring it up
8 so go ahead and read it.

9 MR. EDMONDS: "That additional funds may
10 be made available on a case by case basis for
11 facilities with hardship situations through the
12 NEB" period.

13 MR. KRASNER: And one can assume that all
14 these things are all pertaining to conventions?

15 MR. EDMONDS: Yes, all pertaining to
16 conventions. And that wording is found at the
17 end of R-035 the bottom paragraph ending at NEB.

18 MR. KRASNER: Okay. Could you bring that
19 up?

20 MR. EDMONDS: Yes, I will.

21 MR. KRASNER: We will go through it
22 again. All your whereases in 37 remain the
23 same, Dean?

24 MR. EDMONDS: Sorry?

25 MR. KRASNER: Your whereases in 37 remain

1 the same?

2 MR. EDMONDS: Yes.

3 MR. KRASNER: Okay. It will read as
4 follows: "Be it resolved that Level I and II
5 terminal facilities may receive up to \$500 in
6 subsidy from the NEB for future conventions; and
7 be it further resolved that Level III terminal
8 facilities may receive up to \$500 in subsidy on
9 a need basis from the NEB; and be it further
10 resolved that additional funds may be made
11 available on a case by case basis for facilities
12 with hardship situations through the NEB," is
13 that correct?

14 MR. EDMONDS: That's correct.

15 MR. KRASNER: Okay.

16 MR. EDMONDS: And as author I would like
17 to the right of the first speak.

18 MR. KRASNER: Okay. Is there a second?

19 UNIDENTIFIED SPEAKER: Second.

20 MR. KRASNER: Okay. Moved and seconded
21 to adopt as follows or as read. Does anybody
22 want me to read it one more time?

23 UNIDENTIFIED SPEAKER: Yes.

24 MR. KRASNER: Okay. "Be it resolved that
25 Level I and II terminal facilities may receive

1 up to \$500 in subsidy from the NEB for future
2 NATCA conventions; and be it further resolved
3 that Level III terminal facilities may receive
4 up to \$500 in subsidy on a need basis from the
5 NEB; and be it further resolved that additional
6 funds may be made available on a case by case
7 basis for facilities with hardship situations
8 through the NEB." It is moved and seconded to
9 adopt. Mr. Edmonds.

10 MR. EDMONDS: The intent of this
11 resolution is not to take money away from
12 regional budgets, but the money would be
13 directed from the National Office for
14 conventions, therefore, nobody would be hurt.

15 We all receive, or some of us receive a
16 subsidy now. We are just trying to ensure that
17 the idea that everybody can get here. We don't
18 want anybody to be excluded because of the
19 financial hardship or any other reason.

20 (Applause.)

21 MR. KRASNER: Okay. Mike seven. Whoops,
22 they all left. Mike nine.

23 MR. CARR: Mr. Chairman, John Carr, NATCA
24 Local C90. I rise in support of this amendment.
25 I think it's important that everybody have the

1 opportunity to get to this convention. And I
2 think everybody can agree with that having been
3 here for the last few days.

4 The further intent of this is so that
5 there is a progressive responsibility on the
6 part of the locals. Everybody knows that the
7 Level I and II facilities with the fewest number
8 of members and the dues rebate check have a
9 legitimate need for cash subsidies to get here.
10 As far as Level III terminals are concerned, it
11 is not a free ride, it's on a need basis. And
12 should it be known, you can be working at a
13 Level V and have a hurricane wipe you out and
14 you couldn't get here either. That's why we
15 added the last paragraph about hardships. I
16 would like to ask the convention body to give it
17 its unanimous consent. Thank you.

18 (Applause.)

19 MR. KRASNER: Mike six. Are you waiting
20 to speak?

21 UNIDENTIFIED SPEAKER: Mr. Chairman,
22 actually I am trying to get -- I want to be
23 first to speak to the next resolution number
24 .01. I am getting here now.

25 MR. KRASNER: Okay. Mike four. There is

1 no mike four.

2 MR. TRAVIS: Seven.

3 MR. KRASNER: Mike seven.

4 MR. TRAVIS: Cliff Travis, Van Nuys
5 Tower. I rise in support of this issue and at
6 the suggestion of my brothers I call the
7 question.

8 MR. KRASNER: Okay. I do have a call for
9 the question. Is there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: Moved and seconded to end
12 debate. As many as are in favor --

13 UNIDENTIFIED SPEAKER: Point of order.

14 MR. KRASNER: There's been no one
15 speaking in opposition.

16 MR. KRASNER: Did you wish to speak in
17 opposition?

18 UNIDENTIFIED SPEAKER: Affirmative.

19 MR. KRASNER: Okay. The Chair will allow
20 that. Mike nine.

21 UNIDENTIFIED SPEAKER: I think it's
22 outstanding to get everybody to the convention,
23 but we voted a dues increase two years ago
24 because we were missing out on technological
25 opportunities. I think what we are doing here

1 is opening the checkbook. We have done that
2 yesterday. We spent a lot of money yesterday.
3 We spent a lot of money today.

4 When we go back to our facilities, can we
5 go back to our facilities and say we are
6 allocating all this money to meet at the
7 convention every other year? Does anybody even
8 have an idea of how much this will cost this
9 union to subsidize those facilities? Is there
10 anybody from the Finance Committee that can
11 speak to where that money is going to come from
12 and what other opportunities we're going to miss
13 out on, opportunities with TCAS and other areas
14 that are important to this union, because we're
15 bringing people in for a convention every two
16 years?

17 I think that the subsidy program that we
18 have in place now, it may not be perfect but we
19 can refine that to where the money comes from
20 some of the locals like mine that have the large
21 funds who do not mind distributing those to the
22 Level I and II facilities.

23 MR. KRASNER: Were you looking for
24 information from the Finance Committee, is that
25 correct?

1 UNIDENTIFIED SPEAKER: Correct.

2 MR. KRASNER: Okay. Do you want to speak
3 on their behalf?

4 UNIDENTIFIED SPEAKER: No, I had rather
5 address this issue as a delegate.

6 MR. KRASNER: Okay. Is Curt here? Go
7 on, get up. You knew you would have to stand up
8 eventually, Curt.

9 MR. NICHOLS: Curt Nichols, National
10 Finance Committee. No, Barry, we didn't know
11 this amendment was conning up and, frankly, we
12 didn't prepare any scenarios on the cost of
13 that. We could go do that right now if the body
14 wanted to table it for a few awhile, but it
15 would take about 30 minutes.

16 MR. KRASNER: Okay. Where was I? We did
17 have a call for the question. We did hear
18 opposition.

19 MR. BERNARD: Point of information.

20 MR. KRASNER: Yes.

21 MR. BERNARD: Could I have a count as to
22 how many people spoke in opposition to this as
23 opposed to in favor?

24 MR. KRASNER: One and three. Did you
25 wish to speak in opposition?

1 MR. BERNARD: I would like to speak in
2 opposition.

3 MR. KRASNER: The Chair will allow this
4 one more.

5 MR. BERNARD: Al Bernard, Republic Tower.
6 I am a Level II VFR tower and I understand the
7 plight of the Level I's and II's and getting
8 people, not only scheduled but financially able
9 to go the convention, but also I am also on the
10 Finance Committee. As for my point of view on
11 the Finance Committee and my point of view as a
12 delegate from a Level II facility, I have
13 serious reservations about opening up the purse
14 strings.

15 This could turn into a bottomless hole.
16 We put the NEB in a difficult position in
17 deciding who is a need situation and who is not.
18 And I personally in our region I know that I am
19 not aware of any Level I or II that couldn't
20 find help from some of the larger facilities or
21 from the regional budget if they need it. I
22 think if we approve this we need to be very,
23 very aware that this may lead to a situation we
24 can quickly lose control over.

25 (Applause.)

1 MR. KRASNER: Okay. It is moved and
2 seconded to end debate. As many as are in favor
3 of ending debate, signify by saying aye.

4 UNIDENTIFIED SPEAKERS: Aye.

5 MR. KRASNER: All opposed say nay.

6 MS. SHIPMAN: Mr. Chairman?

7 MR. KRASNER: Yes.

8 MS. SHIPMAN: Mike seven.

9 MR. KRASNER: Yes.

10 MS. SHIPMAN: Karen Shipman from
11 Gillespie Tower in San Diego. Is it in order to
12 make an amendment to the amendment?

13 MR. KRASNER: Not at this --

14 MS. SHIPMAN: Amendment to the --

15 MR. KRASNER: No, it would not be. There
16 already was a call for the question. The next
17 business in order would be the question. Okay.
18 Hearing two-thirds in the affirmative debate is
19 ended. The question before you is the adoption
20 of R-037 as previously amended. As many as are
21 in favor of its adoption -- do you want me to
22 read it one more time?

23 UNIDENTIFIED SPEAKERS: No.

24 MR. KRASNER: I thought I heard some
25 yesses. Does someone want me to read it? Yes,

1 okay. Be it resolved -- okay, how big you are.

2 "Be it resolved that Level I and II
3 terminal facilities may receive up to \$500 in
4 subsidy from the NEB for future NATCA
5 conventions; and be it further resolved that
6 Level III terminal facilities may receive up to
7 \$500 for subsidy on a need basis from the NEB;
8 and be it further resolved that additional funds
9 may be made available on a case by case basis
10 for facilities with hardship situations through
11 the NEB." As many as are in favor of its
12 adoption, signify by saying aye.

13 UNIDENTIFIED SPEAKERS: Aye.

14 MR. KRASNER: All opposed say nay.

15 UNIDENTIFIED SPEAKERS: Nay.

16 MR. KRASNER: The nays have it. The
17 motion is defeated.

18 (Applause.)

19 MR. GUERRA: Mr. Chairman?

20 MR. KRASNER: Yes.

21 MR. GUERRA: Mike eleven, Gus Guerra,
22 Oakland Center. I would like to make a motion
23 to rescind Bylaw Number 9.

24 MR. KRASNER: Okay. You would like to
25 make a motion to rescind Bylaw Number 9.

1 MR. BOUGHN: Mr. Chairman?

2 MR. KRASNER: Yes.

3 MR. BOUGHN: Chris Boughn, New York
4 Center. I would like to second Mr. Guerra's
5 motion the rescind this amendment.

6 MR. KRASNER: Okay, just hold on. Moved
7 and seconded to rescind Bylaw Number 9. I know
8 I have it here somewhere. Bylaw Number 9 is one
9 that we adopted yesterday in the package of
10 proposed bylaws. It does deal with the ODAPS
11 which -- nevermind, let them tell you
12 themselves.

13 MR. BOUGHN: Mr. Chairman, I would like
14 to have an opportunity to address this issue if
15 I could.

16 MR. KRASNER: Let's wait until everybody
17 finds it. It's ODAPS Number 9. Will the body
18 please come to order. Mr. Boughn.

19 MR. BOUGHN: Yes, Mr. Chairman. This
20 ODAPS is an oceanic display system that
21 currently only affects two facilities out of all
22 the FAA's facilities, it's mine and
23 Mr. Guerra's.

24 After discussion with my brothers from
25 Oakland Center, New York Center is in

1 concurrence with them that this bylaw may need
2 some rewriting and we would like to make a
3 motion and an appeal to this esteemed body to
4 grant us the permission to withdraw this bylaw
5 and rewrite it and propose a new one to the NEB
6 as soon as we can get together with Oakland
7 Center.

8 MR. KRASNER: Okay. Do we have -- I
9 think you were up there first, Gus, if you are
10 looking to address.

11 MR. GUERRA: I concur with everything
12 that was said by Mr. Boughn from New York
13 Center.

14 MR. KRASNER: Okay. Are you ready for
15 the question? As many as are in favor of
16 rescinding Bylaw Number 9, signify by saying
17 aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: All opposed say nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: So rescinded. Next
22 business in order is the adoption of -- I am
23 starting to lose track -- the adoption of R-021.

24 MR. GAMBLE: Mr. Chairman, mike six. As
25 author of the amendment, I would like --

1 UNIDENTIFIED SPEAKER: Point of order.

2 MR. KRASNER: Hold it one second, I have
3 a point of order.

4 UNIDENTIFIED SPEAKER: R-019 should be
5 the next business today.

6 MR. KRASNER: R-019, ahhh. I'm sorry,
7 you are correct, R-019 is the next business in
8 order. My humble apologies, Brian. Okay.
9 R-019. Is there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: That Southern Region.
12 Moved and seconded to adopt R-019. Mike seven.

13 MR. LEONARD: Yes, Mr. Chairman. Tim
14 Leonard, Miami Center. As the author of this, I
15 rise in support. Hopefully I will only have to
16 speak to this issue once and not get up and
17 speak to it again. And I would like to raise as
18 support by stating that the more people are
19 involved and have input into a convention the
20 better it comes off. I put this in after
21 several conversations with the folks from Tampa
22 Tower, Joe Formoso, I think that they have done
23 a fine job. I think if they had had a better
24 voice directly to the NEB they could have made
25 some things happen at this convention that they

1 are unable to do, especially around the areas of
2 cost. Thank you.

3 (Applause.)

4 MR. KRASNER: Mr. Leonard, I have a
5 question. You say the committee will forward
6 all plans and provisions to the NEB for
7 approval. The NEB currently does not approve
8 all plans. Is it your intent to include that?
9 I don't have any problem with it.

10 MR. LEONARD: Yes, it is my intent that
11 there is more oversight in the decisions on when
12 our convention is held, where and the costs that
13 we're incurring.

14 MR. KRASNER: Okay. Mike six.

15 MR. KAUFFMAN: Vance Kauffman, Colorado
16 Springs Tower. I rise in opposition to this
17 resolution. I feel that the people that put
18 this convention together did an excellent job.
19 I don't feel we need another layer of
20 bureaucracy to enhance any meetings.

21 I would hope that the organizers of this
22 convention would be willing to share information
23 with the organizers of the next convention to
24 make the next one even better than this one. I
25 don't think we need another layer of bureaucracy

1 within NATCA.

2 MR. KRASNER: Mike four.

3 MR. TUCKER: Mr. Chairman, Blair Tucker,
4 Pittsburgh Tower. I would like to speak in
5 favor of Resolution 019. Pittsburgh being the
6 site of the 1996 National Convention, I think
7 it's unfair to ask Director of Administration
8 with as much work as she's had to do with the
9 convention here. I think it is more appropriate
10 that it be left with the membership with NATCA
11 within each division to ensure that that
12 convention is a success.

13 So, based on that, my desire as host of
14 that site is to get as many people involved as
15 possible in the planning and the success of it.
16 I think that we should adopt this resolution.
17 Thank you.

18 (Applause.)

19 MR. KRASNER: Mike seven.

20 MR. WALSH: John Walsh, Tampa Tower. I
21 want everybody to realize that all the planning
22 involved in this and the response just at Tampa
23 alone has more than doubled. These things are
24 getting bigger and bigger and they need to be
25 put in the hands of not just the host facility,

1 but a host region. And that's the real intent
2 of this is put it in that region, bring those
3 people together and let them deal with it.
4 Let's put it to the members of that region. And
5 I want to thank everybody for coming here, by
6 the way, and last night was a great time.

7 MR. BRODSTON: Point of information.

8 MR. KRASNER: Mike six.

9 MR. BRODSTON: Mike six, Ken Brodston,
10 Pocatello Tower. How much is this going to cost
11 getting everybody together?

12 MR. KRASNER: Don't know.

13 MR. BRODSTON: I think it would be
14 expensive. I'm not going to debate it but --

15 MR. KRASNER: Mike seven.

16 MR. LEONARD: I have those figures,
17 Barry. Tim Leonard, Miami Center. No, I don't
18 have those figures. The idea --

19 MR. KRASNER: Mike seven, hold on one
20 second. I realize that you have the right of
21 first debate. We do have other people out there
22 who want to debate. The Chair will not allow
23 you to debate a second time until they have had
24 the opportunity to be heard. Mike seven.

25 MR. TRAVIS: Cliff Travis, Van Nuys

1 Tower. I would like to rise in support of this
2 issue. Although I don't support more
3 bureaucracy within our system, I think the more
4 people that get involved for this type of issue
5 we can cut cost, because this was too expensive
6 and we need more oversight in the situation.
7 Thank you.

8 MR. KRASNER: Okay. Mike six. Mike
9 seven. Mr. Leonard, you may now.

10 MR. LEONARD: It is not another layer of
11 bureaucracy and it is not my intent to say that
12 Adell has not done a good job with this
13 convention. The work is huge. And as you can
14 see by the convention so far, its been a
15 fantastic convention.

16 What we are saying is, as John pointed
17 out, these things are getting bigger. There is
18 a lot of work that can be done in the city in
19 which these things take place by a big group of
20 people selected by the hosting region. That's
21 the intent of it. And believe me, in this one
22 the money that could have been saved certainly
23 would have paid for seven people to get
24 together. I can't call the question. Can I
25 call the question while I am debating?

1 MR. KRASNER: Sure you can.

2 MR. LEONARD: I would like to call the
3 question.

4 UNIDENTIFIED SPEAKER: Second.

5 MR. KRASNER: Moved and seconded to end
6 debate. As many as are in favor of ending
7 debate, signify by saying aye.

8 UNIDENTIFIED SPEAKER: Point of order,
9 please.

10 MR. KRASNER: Point of order. Where was
11 my point of order?

12 UNIDENTIFIED SPEAKER: I would just like
13 to have a count on for and against before we --

14 MR. KRASNER: Okay. I believe the vote
15 has already started on this. You are too late
16 for the point of order. As many as are in favor
17 of ending debate, signify by saying aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: Those opposed say nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: Okay. Having two-thirds in
22 the affirmative, debate is ended. The question
23 is on the adoption of R-019. As many as are in
24 favor of its adoption, signify by saying aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: All opposed say nay.

2 UNIDENTIFIED SPEAKERS: Nay.

3 MR. KRASNER: The ayes have it. It is
4 adopted.

5 UNIDENTIFIED SPEAKER: Point of order.

6 MR. KRASNER: Yes, sir.

7 UNIDENTIFIED SPEAKER: I would like to
8 make a motion to suspend the rules to consider
9 proposed Bylaw 009 on page 4 from Wednesday's
10 sheet as the next order of business. It is
11 imperative we consider this issue.

12 MR. KRASNER: Okay. It is moved to
13 suspend the rules for the consideration of Bylaw
14 009. Is there a second?

15 UNIDENTIFIED SPEAKER: Second.

16 MR. KRASNER: It is moved and seconded.
17 Okay. As many as are in favor of suspending the
18 rules for that purpose, signify by saying aye.

19 UNIDENTIFIED SPEAKERS: Aye.

20 MR. KRASNER: Okay. As many as are
21 opposed say nay.

22 UNIDENTIFIED SPEAKERS: Nay.

23 MR. KRASNER: Okay. The nays have it.
24 The rules are not suspended.

25 MR. WILHELM: Mr. Chairman, mike two.

1 MR. KRASNER: Mike two.

2 MR. WILHELM: As the author of R-040 I
3 wish to withdraw that.

4 MR. KRASNER: That's Bylaw 040 or --
5 R-040 is withdrawn. The next business in order
6 is R-021. Is there a second?

7 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
8 eleven.

9 MR. KRASNER: Mike eleven.

10 UNIDENTIFIED SPEAKER: I would like to
11 propose an amendment to Resolution 021, and that
12 is to strike the sentence --

13 UNIDENTIFIED SPEAKER: Who are you?

14 MR. KRASNER: Hold it a second. Are you
15 Brian Gamble?

16 UNIDENTIFIED SPEAKER: Negative.

17 MR. KRASNER: Okay. If you are not Brian
18 Gamble your amendment is out of order. This
19 issue is not before the body. It is not
20 seconded yet.

21 MR. GAMBLE: Mr. Chairman, I am at mike
22 six. I am the author of the amendment. I would
23 also like to propose an amendment.

24 MR. KRASNER: I knew that. You have a
25 right to amend it prior to its submission before

1 the body. Should you desire to amend it at mike
2 eleven, you have to wait until it is before the
3 body.

4 MR. GAMBLE: Mr. Chairman, this is my
5 first convention. Previous conventions have
6 dealt with some of the issues on Resolution 21,
7 therefore, I would like to strike in the be it
8 resolved after the second NATCA in nice big
9 letters, "New hires, from any and all sources,
10 should start their careers in low-level VFR or
11 non-radar facilities, or the lowest level
12 facilities directly operated by the employer."
13 I would like to strike that.

14 MR. KRASNER: Okay. So stricken.

15 MR. GAMBLE: And then I would also like
16 to change one of my typographical errors.

17 MR. KRASNER: I will catch it.

18 MR. GAMBLE: Following that is, "We
19 maintain that allocating adequate funds to
20 enable career profession," and it should be
21 "progression" and I apologize for my fingers.

22 MR. KRASNER: All the world is -- okay.

23 MR. GAMBLE: And, Mr. Chairman, I would
24 like to reserve the right for first debate.

25 KRASNER: Okay. The question before the

1 assembly is R-021. Is there a second?

2 UNIDENTIFIED SPEAKER: Second.

3 MR. KRASNER: Moved and seconded to
4 adopt. Mike six.

5 MR. GAMBLE: I applaud this body for
6 passing the DPP Program earlier as a sign of
7 solidarity with our Level I controllers. I also
8 hope that this body will firmly reject the
9 concept of contracting out.

10 What we need to do to show people that
11 are just stuck at Level I's and Level II's is
12 that a priority of this union is to try to redo
13 PCS in some manner so we can get some mobility
14 within this agency and so that the promise that
15 the FAA made that we would have some career
16 progression in our lives can at some point come
17 to reality. And that's all.

18 (Applause.)

19 MR. KRASNER: Mike eleven.

20 MR. SUTCAVAGE: Mr. Chairman, mike
21 eleven. I would like to make an amendment to
22 the resolution.

23 MR. KRASNER: Go ahead.

24 MR. SUTCAVAGE: It is pretty much similar
25 to my brother's.

1 UNIDENTIFIED SPEAKERS: Who are you?

2 MR. SUTCAVAGE: Steve Sutcavage, Salinas
3 Tower. I would like to also strike the sentence
4 that I would like it to read, "New hires, from
5 any and all sources, should start their careers
6 at the lowest level facilities directly operated
7 by the employer," and I would like to strike the
8 sentence "in low-level VFR and non-radar
9 facilities."

10 MR. KRASNER: I think there is no -- that
11 sentence starting from "new hires" and ending
12 with "employer" no longer exists.

13 MR. SUTCAVAGE: Mr. Chairman, I would
14 like to amend the resolution to put in "new
15 hires, from any and all sources, should start
16 their careers in the lowest level facilities
17 directly operated by the employer."

18 MR. GAMBLE: Mr. Chairman, point of
19 order. I am at mike five now. I am moving
20 around.

21 MR. KRASNER: Yes.

22 UNIDENTIFIED SPEAKER: Who are you?

23 MR. GAMBLE: I am Brian Gamble and I am
24 still from Jeffco, Colorado.

25 MR. KRASNER: Before you start, you are

1 not seeking to debate his amendment, are you,
2 since it hasn't even been seconded yet?

3 MR. GAMBLE: No, sir, it is a point of
4 order, Mr. Chairman.

5 MR. KRASNER: Okay, go ahead.

6 MR. GAMBLE: It was brought to my
7 attention that that particular sentence covers
8 the same ground as a previous bylaw passed by
9 this body and, therefore, I couldn't pass it, I
10 couldn't have it submitted as a resolution but
11 it would have to be an amendment to an existing
12 bylaw and that was the rationale for my striking
13 it earlier.

14 MR. KRASNER: Okay. I don't know that to
15 be true. Do you still want that amendment to
16 stand?

17 MR. SUTCAVAGE: Yes, sir.

18 MR. KRASNER: Do you have a copy of the
19 bylaws? Okay. Could you bring that amendment
20 up to me, please. Brian, can you tell me which
21 bylaw?

22 MR. GAMBLE: Unfortunately, Mike Coulter
23 read it to me at a breakout. It has to do with
24 new hires.

25 MR. KRASNER: Is Mike Coulter here?

1 MR. GAMBLE: Okay. I am advised it is
2 92-008. And, Mr. Chairman, I will be happy to
3 read it if that's in order.

4 MR. KRASNER: No, no, I have got it.

5 UNIDENTIFIED SPEAKER: Point of
6 information. Mike six.

7 MR. KRASNER: Can we have order, please?
8 Mike six.

9 UNIDENTIFIED SPEAKER: Are Oklahoma City
10 initial hires bargaining unit members?

11 MR. KRASNER: They are once they come to
12 your facility. Once they come to the facility
13 while they're in Oklahoma they are not.

14 UNIDENTIFIED SPEAKER: So this does not
15 allow initial hires still in Oklahoma City to be
16 placed in, to have preference for higher level
17 facilities?

18 MR. KRASNER: What, our current one?

19 UNIDENTIFIED SPEAKER: Well, I am trying
20 to improve the possibility of the phraseology,
21 improve the possibility of the phraseology that
22 states current members of the bargaining unit
23 will have preference for positions. And if
24 people that in Oklahoma City aren't members of
25 the bargaining unit, will they then still have

1 the same situation where the FAA can place them
2 anywhere they want?

3 MR. KRASNER: Wait. The one that you
4 wish to put in says rehires from any old
5 sources, the one that's there says newly hired
6 candidates.

7 UNIDENTIFIED SPEAKER: Well, it states,
8 "It is our policy that existing bargaining unit
9 members be given priority consideration. If new
10 hires in Oklahoma City are already bargaining
11 members, then they can be given priority for any
12 level facility."

13 MR. KRASNER: I don't understand the
14 question. It says, "It's our policy that
15 existing bargaining unit members get priority
16 consideration over new hires," is that correct?

17 UNIDENTIFIED SPEAKER: That's correct, I
18 guess I am not getting my point across. I'm not
19 sure that the day they walk out of the door at
20 Oklahoma City they can be a bargaining unit
21 member, what defines new hires, being in
22 Oklahoma City, being there one week? If you're
23 a bargaining unit member you --

24 MR. KRASNER: But they're not a
25 bargaining unit member until they leave Oklahoma

1 City.

2 UNIDENTIFIED SPEAKER: That's what I need
3 to know. Thank you.

4 MR. KRASNER: Okay. They become
5 bargaining unit members when they complete the
6 formal training and then they are assigned to a
7 facility. So the entire time they are in
8 Oklahoma City they are not bargaining unit
9 members. Does that clarify it? Okay.

10 MS. SNYDER: Point of information.

11 MR. KRASNER: Yes.

12 MS. SNYDER: Diane Snyder, Allentown.
13 Mike one. I am not sure but I will ask the
14 question. Is there a grievance right now that's
15 going on pertaining to ATA's that were
16 reclassified as air traffic and have not made it
17 out to Oklahoma but are bargaining unit members
18 and are paying dues?

19 MR. KRASNER: A grievance? We filed a
20 certification petition with the FLRA on that
21 issue. The issue was ATA's who had gone down
22 for the initial screening, then they brought
23 them back to the facilities. In many cases
24 there were three or four months, but they still
25 have to go back to Oklahoma for their training.

1 The tower contention is they went through
2 the initial screening process that when they
3 left that screening process to come back to that
4 facility they should have been bargaining unit.
5 The FAA says no, they can keep them in limbo
6 until they decide to send them down for the
7 training no matter how long it is. So we filed
8 with the FLRA on that.

9 UNIDENTIFIED SPEAKER: Mr. Chairman?
10 Point of information.

11 MR. KRASNER: Yes. Go ahead.

12 UNIDENTIFIED SPEAKER: Joe (inaudible),
13 Lawrence Tower. I was assigned to a facility in
14 Oklahoma City for training.

15 MR. KRASNER: I was also but that was ten
16 years ago or twelve years ago.

17 UNIDENTIFIED SPEAKER: This was a year
18 and a half ago.

19 MR. KRASNER: Really?

20 UNIDENTIFIED SPEAKER: Yes.

21 MR. KRASNER: But you aren't a bargaining
22 unit until you completed that formal training.

23 UNIDENTIFIED SPEAKER: Negative. I was a
24 bargaining unit -- they said I was represented
25 by the local in Oklahoma City.

1 MR. KRASNER: They said that you were
2 represented by the local. What were you, card
3 from them or --

4 UNIDENTIFIED SPEAKER: Affirmative.

5 MR. KRASNER: Okay. I don't believe
6 that's correct. I don't believe you were truly
7 represented by them. I mean you might have been
8 represented by them but I don't believe you were
9 legally represented by them.

10 UNIDENTIFIED SPEAKER: They said that
11 under the new program they said that all people
12 there who were already assigned to a facility
13 were bargaining unit members.

14 MR. KRASNER: Who is "they"?

15 UNIDENTIFIED SPEAKER: The instructor.

16 MR. KRASNER: Oh, the instructor said
17 that. I thought it was pretty clear. Anyone
18 with a contract, the certification it is in the
19 back of the agreement. And it looks to me like,
20 well, I don't have the agreement with me, but I
21 don't believe that that's the case that you were
22 truly a member of the bargaining unit until you
23 came back until you finished your formal
24 training. Why don't you check it out with him?
25 Okay. Let me figure out if this is a conflict.

1 I would say that this sentence is in
2 conflict with the bylaw. The bylaw at least
3 leaves some outs. First of all, it deals with
4 Level III, IV and V facilities. What the bylaws
5 says is adamantly opposed to the placement of
6 newly hired into federal service GS-2152
7 candidates at Level III, IV and V terminal
8 facilities so long as qualified candidates have
9 been to those facilities.

10 I would say that this one is in conflict
11 with that where it says new hires from any and
12 all sources should start their careers at the
13 lowest level facilities directly operated by the
14 employer. I would agree with that that you
15 would have to amend the existing bylaw.

16 MR. GAMBLE: Thank you Mr. Chairman.
17 That's the reason I withdrew -- Mike six, it's
18 still Brian.

19 MR. KRASNER: Okay, mike six. Do we have
20 any further desires to debate on this? Are you
21 ready for the question?

22 MR. GAMBLE: Mr. Chairman?

23 MR. KRASNER: Will you please come to
24 order.

25 MR. GAMBLE: I want to just give me

1 rationale for doing that.

2 MR. KRASNER: I'm sorry, sir, it is not
3 before the body. The body does not want the
4 rationale.

5 MR. GAMBLE: Thank you, Mr. Chairman.

6 MR. KRASNER: Well, they might but they
7 don't get to hear it. Okay. Mike six.

8 UNIDENTIFIED SPEAKER: Having just read
9 that bylaw it does state Level III, IV and V
10 facilities (inaudible) Level I facility. I
11 would like to point out that Level I and II's
12 are different. The recent union MOU of last
13 year which stated that the union conducted with
14 the FAA saying that they would not place people
15 in III, IV and V facilities did not do anything
16 to help Level I's, they were all placed in Level
17 II's. And if this is just going to be the same
18 situation it doesn't help us.

19 MR. KRASNER: So --

20 UNIDENTIFIED SPEAKER: Mr. Chairman,
21 point of order.

22 MR. KRASNER: I'm sorry, I just want --
23 are you opposed to this resolution?

24 UNIDENTIFIED SPEAKER: Yes, at this point
25 because the author removed the critical sentence

1 based on this bylaw which does not include Level
2 II's as a higher level facility for new hires to
3 be placed in.

4 MR. KRASNER: Okay. Mike four.

5 MR. MORRISON: Mr. Chairman, I rise in
6 opposition to this bylaw. Stu Morrison, New
7 York Center. As this bylaw, or correction, as
8 this resolution stands right now many of the
9 fired controllers who are our brothers and
10 sisters have been already evaluated by the FAA
11 and told what facilities or types of facilities
12 they could go to. I don't know how this new
13 hire term in here would go in regards to them.
14 They would actually be rehire people but if you
15 look at this term of newly hired you will
16 effectively bar most of these people from coming
17 back into the FAA. The FAA is already doing
18 everything in its power to stop these people
19 from coming back in. I don't think NATCA as a
20 union should be barring union members from
21 coming back into the FAA.

22 MR. GAMBLE: Mr. Chairman, point of
23 order.

24 MR. KRASNER: Yes, sir.

25 MR. GAMBLE: As far as I specifically

1 amended the --

2 MR. KRASNER: I'm sorry, sir, are you
3 entering into debate?

4 MR. GAMBLE: No, sir, what I am saying
5 is --

6 MR. KRASNER: So, what was wrong then
7 that you are rising to a point of order?

8 MR. GAMBLE: All of this debate to me
9 seems to be over bylaw that was passed a
10 convention or two ago. And --

11 MR. KRASNER: His debate was on your
12 bylaw, I mean, on your resolution.

13 MR. GAMBLE: Well, my resolution, sir, no
14 longer has any language as to where the
15 placement of new hires should go because --

16 MR. KRASNER: I'm sorry, sir, his debate
17 is germane. Your resolution says it is our
18 policy that existing bargaining unit members be
19 given priority consideration for any and all
20 available positions represented by NATCA. He's
21 clearly opposed to your resolution. Mike seven.
22 Sorry, I am waking up. Mike seven.

23 MR. KEELING: Barry, mike four. Jay
24 Keeling, Vero Beach Tower. In answer to your
25 earlier question, students of the academy are

1 not considered the bargaining unit and they
2 never have been. And I would like to call the
3 question.

4 MR. KRASNER: No, actually if you sit
5 down it won't be necessary. You are the only
6 one standing at a mike. Okay. Are you ready
7 for the question? As many as are in favor of
8 the adoption of R-021, signify by saying aye.

9 UNIDENTIFIED SPEAKERS: Aye.

10 MR. KRASNER: All opposed say nay.

11 UNIDENTIFIED SPEAKERS: Nay.

12 MR. KRASNER: The nays have it. R-021 is
13 defeated. The next issue before the body is
14 R-022. Is there a second?

15 UNIDENTIFIED SPEAKER: Second.

16 MR. KRASNER: Moved and seconded to adopt
17 R-022. Are you ready for the question? Mike
18 four.

19 MR. KIDD: The author is here and would
20 like to say a couple words about it.

21 MR. KRASNER: Okay. Bring him up, sir.

22 MR. KIDD: I am James Kidd from
23 Washington Center. And these two facilities
24 back two years ago when everybody seemed to drop
25 out of the union I got sheets that said there

1 were a lot of people bailing out. Since that
2 time, the reps have worked awfully hard and you
3 ought to be proud of yourselves for bringing new
4 members back into the union where our numbers
5 are stronger today than they were back then.

6 (Applause.)

7 MR. KIDD: Throughout that entire time
8 though the rebate checks I got from the local
9 never seemed to differ by a great deal. We
10 signed up 30-something new members, our rebate
11 check actually went down. We called the NATCA
12 office the finance department and we didn't get
13 to many good answers that we appreciated at that
14 time. We did get the runaround.

15 The cost for them to give us a receipt
16 which the FAA does not check when they send us
17 our pay stub, it lists exactly how they
18 accounted for that money that they give you,
19 well, NATCA should live up to the same standard.

20 You send us a rebate check we should know
21 exactly how you base those figures. You already
22 calculated the increased cost to NATCA office
23 won't be anything, you already calculated to get
24 that figure to send us that check. All I ask is
25 that you enclose a copy of how you got that

1 figure. You also already paid for the mailing
2 to send that check. I ask that you put it in
3 the same envelope so know increased cost gets
4 done there.

5 Last but not least, I would like to say I
6 did support the Level I facilities in this
7 building today. I ask for them to support us
8 because they may not have the same problem here
9 because there is only a few members in their
10 facility. But when you get 250 to 300 members
11 it gets hard to know what NATCA National is
12 paying you. Thank you.

13 (Applause.)

14 MR. KRASNER: Are you ready for the
15 question? As many as are in favor of the
16 adoption of R-022, signify by saying aye.

17 UNIDENTIFIED SPEAKERS: Aye.

18 MR. KRASNER: All opposed say nay.

19 UNIDENTIFIED SPEAKERS: Nay.

20 MR. KRASNER: The ayes have it. R-022 is
21 adopted. The next business in order is R-023.
22 Is there a second?

23 UNIDENTIFIED SPEAKER: Second.

24 MR. KRASNER: Moved and seconded to adopt
25 R-023. Are you ready for the question? As many

1 as are in favor of the adoption of R-023,
2 signify by saying aye.

3 UNIDENTIFIED SPEAKERS: Aye.

4 MR. KRASNER: All opposed say nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: The ayes have it. R-023 is
7 adopted. Next business in order is R-024.

8 MR. MOTTA: Mr. Chairman, mike three.

9 MR. KRASNER: Mike three.

10 MR. MOTTA: Mike Motta, Seattle Tracon.

11 As the author of this resolution, I would like
12 to amend it.

13 MR. KRASNER: Oh, wait, wait. Oh, this
14 is the one. Go ahead, Michael.

15 MR. MOTTA: In the therefore after hereby
16 strike request of the NATCA President so it
17 would read, "Therefore, be it resolved that the
18 delegates of this convention hereby waive."

19 MR. KRASNER: "Delegates to this
20 convention hereby waive the provisions of
21 section --" okay. So the resolution will read,
22 the resolution would read now, "Therefore, be it
23 resolved that the delegates of this --
24 therefore, be it resolved that the delegates of
25 this convention hereby waive the provisions of

1 Section 1, Article 83," et cetera, et cetera, et
2 cetera. Are you ready for the question? Oh,
3 no, that is the amendment. Is there a second?

4 UNIDENTIFIED SPEAKER: Second.

5 MR. KRASNER: Moved and seconded to adopt
6 R-024. Ready for the question? I didn't think
7 so.

8 UNIDENTIFIED SPEAKER: Mr. Chairman?

9 MR. KRASNER: Sir.

10 MR. MOTTA: As the author of 024, I would
11 like the right to first debate.

12 MR. KRASNER: Yours, sir. Proceed.

13 MR. MOTTA: Thank you. Mr. Chairman, and
14 fellow convention delegates, I have introduced
15 this resolution for national seniority system on
16 behalf of members of Seattle Tracon Local S46.
17 These members believe that the only way to
18 reduce the deviciveness of seniority
19 determination is to establish a national
20 standardized list for all bidding purposes. Our
21 union should be channeled for building
22 solidarity and not destroying it. Thank you for
23 your consideration.

24 MR. KRASNER: Mike seven.

25 UNIDENTIFIED SPEAKER: I stand in

1 opposition to this resolution we already spoke
2 on waiving contract articles this morning and it
3 shouldn't be done unless it's something very
4 important which we did this morning to save
5 1,100 jobs.

6 The seniority system I don't believe is
7 the issue at all. The seniority systems that
8 we're using at different facilities locally are
9 mainly used for selecting days off and for prime
10 leave, as far as I know they are not used to
11 debate process. I could be wrong on that.

12 I just don't believe we should be waiving
13 contract articles for something that's I think
14 in good use at facilities is to determine their
15 own seniority. What works at one facility may
16 not necessarily work at another facility. Thank
17 you.

18 (Applause.)

19 MR. KRASNER: Mike four.

20 MR. ADAMS: Good morning Mr. Chairman,
21 Patrick Adams from Terre Haute, Indiana. I rise
22 in opposition to this seniority issue. It is a
23 violation of the contract. It would also be
24 unworkable as we as NATCA reps are not going to
25 have access to when the people at the bargaining

1 unit left for temporary assignments to
2 supervisors, temporary assignments to managers.

3 There is no more upward mobility at Level
4 II facilities. We are not going anywhere soon.
5 We like our seniority system at our facility.
6 Our union members are a hundred percent behind
7 our local seniority. We have one in opposition
8 to that, of course, our non-member who just
9 recently joined us.

10 I would ask that this body leave the
11 seniority issue to the locals so that we can
12 have some control over our own destinies because
13 we are not going anywhere. Thank you.

14 (Applause.)

15 MR. KRASNER: Mike seven.

16 MR. SHELL: This is Terry Shell from
17 Atlanta Tower. I, too, speak in opposition of
18 this resolution. I have found the seniority,
19 Article 83 of the contract, the seniority system
20 is one of the most effective tools that I have
21 to use against the FAA management.

22 MR. KRASNER: Mike four.

23 MR. CORNETT: Ed Cornett, Cincinnati
24 Luken. I rise in opposition of this amendment.

25 MR. KRASNER: I didn't hear you.

1 MR. CORNETT: Ed Cornett from Cincinnati
2 Luken. I rise in opposition to this amendment.
3 What this does, at my facility anyway, is moves
4 non-bargainers, non-union members above union
5 members by changing the seniority system at the
6 national level. And I feel it should be done at
7 the local level and best handled at the facility
8 concerned.

9 MR. BRODSTON: Point of information.

10 MR. KRASNER: Yes.

11 MR. BRODSTON: Mike six. Ken Brodston,
12 Pocatello Tower. Is there anybody standing in
13 favor for this?

14 MR. KRASNER: I'm sorry, mike six, that's
15 my job.

16 MR. BRODSTON: Sorry. So I can't ask
17 that question?

18 MR. KRASNER: Mike eleven, are you in
19 favor of this?

20 MR. BOWRING: Yes, sir.

21 MR. KRASNER: Okay. Speak to it.

22 MR. BOWRING: My name is Eric Bowring
23 from Reno Tracon. I rise strongly in favor of
24 Resolution 024 in favor a national seniority
25 system for bargaining unit members. This is

1 quickly becoming the most devicive issue for
2 members of my local. Every time the complexion
3 of the local changes, either through addition or
4 departure of members, a new seniority system is
5 voted upon. This has happened every year for
6 the past five years. I wish I could say the
7 controllers of my local are trying to achieve
8 the most fair and equitable system for all, but
9 that is just not the case.

10 During the last vote 17 different systems
11 were proposed in a local of 20 members. Each
12 system was directly targeted at removing
13 specific individuals from their spot on the
14 list. These became personal attacks between
15 fellow NATCA controllers and seriously detracted
16 from the solidarity of the union, as these bad
17 feelings were carried over to other issues in
18 the local.

19 It is high time that this body took the
20 lead and put this issue to rest once and for
21 all. I wholeheartedly support a national
22 seniority list that would be applied to every
23 controller regardless of facility or region.

24 (Applause.)

25 MR. KRASNER: Mike nine.

1 MR. FOSTER: Steve Foster, College
2 Station. If we want what's fair equitable to
3 everyone we'll let the FAA decide for everyone
4 then that would be fair equitable. However, I
5 can't see where imposing a national standard on
6 this serves any purpose. We fought long and
7 hard to have this choice at the local level. I
8 stand in opposition to this and call the
9 question.

10 (Applause.)

11 MR. KRASNER: There is a call for the
12 question.

13 UNIDENTIFIED SPEAKER: Second.

14 MR. KRASNER: And seconded. As many as
15 are in favor of ending debate, signify by saying
16 aye.

17 UNIDENTIFIED SPEAKERS: Aye.

18 MR. KRASNER: Opposed say nay.

19 UNIDENTIFIED SPEAKERS: Nay.

20 MR. KRASNER: Hearing two-thirds in the
21 affirmative, debate is ended. The issue before
22 the body is the adoption of R-024. As many as
23 are in favor of its adoption, signify by saying
24 aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: All opposed say nay.

2 UNIDENTIFIED SPEAKERS: Nay.

3 MR. KRASNER: I get the point, really.

4 The nays have it. R-024 is defeated. The next
5 business before the body is R-025. It is
6 submitted by Mr. Turner. I am going to ask a
7 little latitude. He's got a long way to --
8 well, I don't know he's got a long way to go,
9 but he's got a lot to talk about and I'm asking
10 for a little latitude on our two-minute rule to
11 debate. If anyone objects then we'll shut him
12 off for two minutes. Anyway, Mr. Turner. Wait,
13 wait, actually is there a second?

14 MR. TURNER: The committee seconded it.

15 MR. KRASNER: The committee seconded it.
16 Oh, I didn't realize that. Moved and seconded
17 to adopt R-025.

18 UNIDENTIFIED SPEAKER: Second.

19 MR. KRASNER: You said that already. It
20 is yours, Rodney.

21 MR. TURNER: Mr. Chairman, as you know
22 we --

23 MR. KRASNER: I'm sorry, who are you?

24 MR. TURNER: Mr. Chairman, as you know, I
25 am Rodney Turner from --

1 MR. KRASNER: Sorry.

2 MR. TURNER: We proposed this to get it
3 to the floor for debate. It's also come to my
4 attention that when you are the author of a
5 resolution you are not allowed to speak against
6 it.

7 MR. KRASNER: That's why I asked you to
8 propose it as such.

9 MR. TURNER: I appreciate that. It was
10 proposed in this manner because it was felt that
11 the delegates should have the opportunity to
12 debate the issue and to take away from as well
13 as to be able to add to a resolution.

14 This resolution as it stands now would
15 open AWS and all forms of AWS whether it be
16 flexible, and all the way up to 10-hour days
17 issue. The problem we face as an organization
18 in my opinion is that when we ask the agency to
19 allow us to work more hours it is difficult down
20 the road to convince Congress that we need to
21 work shorter hours.

22 Now, personally I think we should do away
23 with all forms of AWS totally. But the bigger
24 problem is our membership is out there expecting
25 us to represent them. They want 10-hour days

1 and they want it now because that's the only way
2 they can get the 3 days off they need. And
3 that's the problem we are faced with.

4 Now, I can fix every AWS problem you had
5 if you vote AWS in your vicinity, I can do it,
6 it can be done. The problem is do we want to
7 have those problems in our facilities. There is
8 nobody here that's ever worked AWS that can
9 honestly admit that AWS increases your staffing
10 or actually helps other than giving people more
11 time off. And the people you give time off are
12 the people that are able to work AWS which are
13 your senior people.

14 Now, this is something the organization
15 really would have to think about or we really
16 have a lot of debate on. I stand in opposition
17 to AWS totally. We need to go back to five
18 eight-hour days so that we can send a message
19 from this body that NATCA does not support
20 working more than eight-hour days and we support
21 working maybe four sixes and that's about it.

22 (Applause.)

23 MR. KRASNER: Mike seven.

24 MR. LUNSFORD: Mr. President, Bill
25 Lunsford, Bates Field. I rise in support of

1 this resolution. Yesterday we heard from
2 Mr. Gordon Ward, the retiring President of MEBA.
3 And he talked about the three R's, the last one
4 being rewards. That's what I wish to address.

5 We're one of the initial facilities
6 selected for testing AWS. We have been on a
7 four-day work week for the last four years four
8 on, three off. And I think what people need to
9 realize is that in the lower, we are a Level III
10 facility, in the lower level facilities it is a
11 pay raise. That's the third are.

12 When you work a holiday, ten out of each
13 year, that's 100 hours of holiday pay as opposed
14 to 80 hours of holiday, that's 20 hours in
15 holiday pay. When you work Sunday that's 10
16 hours of Sunday pay. If you work five out of
17 every seven Sundays that's an extra 73 hours of
18 Sunday pay. It is a pay raise for everyone here
19 and that's the reason we worked it. So I stand
20 in favor of this resolution and I realize that
21 the higher level facilities --

22 MR. KRASNER: If you could just hold up
23 the paddle, you don't need to gong him.

24 MR. LUNSFORD: But I realize in the
25 higher level facilities 10 hours could be

1 (inaudible). But in lower level facilities it
2 has worked really well for us.

3 UNIDENTIFIED SPEAKER: Point of
4 information.

5 MR. KRASNER: Where?

6 MR. MEARS: Mike nine.

7 MR. KRASNER: Yes. Hold it. Will you
8 please keep the noise down?

9 MR. MEARS: Ed Mears, Austin. In the
10 resolution it alternates between alternate work
11 schedules and 10-hour days. Are you referring
12 just to 10-hour days or all AWS's including
13 flexible credit hours? If we don't support
14 this, we have withdrawn support from flexible
15 credit hours as well.

16 MR. KRASNER: So --

17 MR. MEARS: That's my question, is this
18 also referring to 10-hour days or also flexible
19 hours?

20 MR. TURNER: It's all AWS.

21 MR. KRASNER: I think, what does it mean,
22 Rodney? I told you yesterday I do not know. I
23 can barely spells AWS. And I have gone out of
24 my way not to learn anything about it in any
25 way, shape, or form. Rodney? (615) 794-0021.

1 MR. TURNER: The issue of the resolution
2 is to take the present AWS that we have out
3 there, a lot of people are confused. If you
4 work four 10-hour days in a compressed fashion,
5 that's an AWS. If you work flexible, that's an
6 AWS, too. The issue here is to expand all forms
7 of AWS nationwide.

8 Presently nationwide the only form of AWS
9 is not allowed in four 10-hour days. If you
10 kill this resolution you don't effectively kill
11 AWS unless this resolution is amended to do so.
12 You will not kill AWS unless you tell this body
13 to do so. In which case you will be telling the
14 President, in which case because he can't spell
15 it he will tell me and then I'll kill it.

16 MR. KRASNER: Okay. Mike four.

17 MR. ANDERSON: Your Highness, Dave
18 Anderson, Washington National. I rise in favor
19 of this resolution and here's why. I live in
20 the Washington, D.C. area. Most of my
21 membership can't afford to live within 30 miles
22 of the facility because of the cost of living.

23 I am not sure how many of you are aware
24 of the traffic problems that we have in
25 commuting traffic. Most people drive about an

1 hour to work each day and that's because of the
2 AWS that we run we are able to have a schedule
3 that will keep us out of the main part of the
4 rush hour. If we lose the AWS it will take
5 about two hours out of each one of my member's
6 day just for commuting. That's going to kill us
7 in burn out.

8 We used to, before AWS came into play, we
9 used to work terrible schedules and by the
10 fourth or fifth day no one could do their job
11 effectively, people were mad at each other.
12 It's really improved the morale at our facility
13 and I believe the professionalism as well.

14 Also, I feel that if we kill AWS we kill
15 the credit hours and that's a big plus. It's
16 almost like having extra days off. As a matter
17 of fact, AWS we run right now gives us 18 days
18 off a year more than we have had previously. So
19 I rise in favor of the resolution.

20 (Applause.)

21 MR. KRASNER: Mike four.

22 MR. BOUGHN: Yes, Mr. Chairman, I am
23 opposed -- sorry. Chris Boughn, New York
24 Center. I am opposed to AWS. It seems in this
25 organization we should be fighting for shorter

1 working hours and not longer. Credit hours is
2 just another way of giving the FAA overtime at
3 straight pay. We should be fighting for a
4 24-hour work week or a 32-hour work week, not
5 volunteering to coming for 50 hours a work week.
6 Thank you.

7 (Applause.)

8 MR. KRASNER: Mike nine.

9 MR. MEARS: I would like to amend the
10 resolution.

11 MR. KRASNER: Go ahead.

12 MR. MEARS: Ed Mears, Austin Tower.

13 MR. KRASNER: Could we please keep the
14 noise down? Go ahead.

15 MR. MEARS: In the first sentence
16 whereas, I would like to change that alternate
17 work schedule to read 10-hour days.

18 MR. KRASNER: I'm sorry, Mr. Mears, where
19 are you? On the resolution you do the whereases
20 afterwards. Right now we are in the text of the
21 resolution.

22 MR. MEARS: Okay. In the text where it
23 says "all types of AWS," I would like to change
24 that to read "to ensure that 10-hour days will
25 be available to all bargaining unit employees

1 represented by NATCA."

2 MR. KRASNER: Okay. I'm sorry.

3 Therefore, be it resolved what?

4 MR. MEARS: "Be it resolved that NATCA
5 will take the appropriate steps to ensure that
6 10-hour days are made available to all
7 bargaining unit employees."

8 MR. KRASNER: Instead of all types of
9 AWS?

10 MR. MEARS: Yes. My concern is --

11 MR. KRASNER: Wait, please come to order.

12 MR. MEARS: Maybe somebody else can help
13 me on this, but I want to ensure that flexible
14 alternate work schedule and credit hours don't
15 fall by the wayside. If this fails I don't
16 want, somebody else brought up this same point,
17 I want flexible work shifts with credit hours to
18 make sure we keep that. Somebody else brought
19 up this same concern. The intent is just to
20 apply it to 10-hour days. That's what I am
21 trying to do.

22 UNIDENTIFIED SPEAKER: Point of order.

23 MR. EDMONSON: Point of information.

24 MR. KRASNER: Am I to understand -- well,
25 nevermind. I won't second-guess your

1 parliamentary --

2 MR. EDMONSON: Point of information, mike
3 six.

4 MR. KRASNER: Yes.

5 MR. EDMONSON: Chris Edmonson, Salt Lake
6 Tower. As I understand it as written it's all
7 AWS time which would include 10-hour or
8 flexible, all the types of work schedules of the
9 week would be included as it is written. If we
10 just put 10-hour work, that 10-hour work hours,
11 that would just mean that that's all that is
12 included in that. It would alleviate the
13 flexible work schedule and everything.

14 MR. KRASNER: Wait, wait, wait. Okay,
15 don't debate.

16 MR. EDMONSON: No, it is a question. I
17 am asking him.

18 MR. KRASNER: Then let me give you the
19 answer. The answer is he read the book. That's
20 the book. He's changing you to 10-hour days not
21 in anticipation of it passing, but in
22 anticipation of it failing. So that when it
23 fails only 10-hour days is what fails and you
24 can keep everything else.

25 MR. EDMONSON: Okay.

1 MR. KRASNER: Is that correct?

2 MR. MEARS: That is the intent. I am
3 amending in anticipation of it not passing.

4 UNIDENTIFIED SPEAKER: Point of
5 information.

6 MR. KRASNER: Yes, sir.

7 MR. BLAM: Mike six, Mark Blam, Tri
8 Cities, Washington. I am confused. It sounds
9 to me as if you're saying if this fails this it
10 will not affect AWS as it stands now. Maybe I
11 misunderstood you. With the discussion that's
12 going on it seems like I understood wrong and
13 nobody else believes it will. What is the case?

14 MR. KRASNER: It wouldn't effect it.

15 MR. BLAM: It would not effect it?

16 MR. KRASNER: It wouldn't effect it. A
17 motion that doesn't pass does not mean that its
18 failure automatically gives you a position of
19 opposition to whatever was stated in the motion.

20 MR. BLAM: So to clarify, the only thing
21 that's really in issue here is 10-hour work day.
22 If this fails that is the only thing that we
23 would not be supporting.

24 MR. KRASNER: When we came into this
25 convention my thought in the beginning was that

1 I would have liked a position one way or another
2 from the body on what you want to do with
3 10-hour days. We have been waiting for the CAMI
4 report to come down for, God knows, two or three
5 years. And I was hoping now that we had some
6 information that this body would make a
7 decision. That was what I was looking for.

8 Like I said, I don't know enough about
9 the rest of it to even know, but I was looking
10 for a decision on the 10-hour days. If this
11 fails then I guess the NEB will end up making
12 the decision.

13 MR. BLAM: Thank you.

14 MR. MEARS: After that assurance from the
15 Chair, I withdraw the amendment.

16 MR. KRASNER: So withdrawn. Okay. Mike
17 two.

18 MR. SCHOLL: Mr. Chairman, Mike Scholl,
19 Chicago Center. I think as a representative we
20 need to represent what our members want but I
21 also have something I would like to point out.
22 And that is although our contract legally limits
23 the amount of representational time we can
24 receive as NATCA reps, AWS gives us the ability
25 to gain much more for our local representatives,

1 for our committees, for facility representatives
2 through the use of earning or using credit
3 hours. I know a lot of local representatives
4 are using this vehicle to obtain more time that
5 isn't provided in the sections of the contract
6 that deal specifically with representational
7 time. So just as a point of information,
8 flexible alternate work schedules are of benefit
9 to NATCA reps.

10 And as far as the representational part,
11 I agree with Rodney. Although we are all
12 looking for shorter work weeks and less time,
13 our members would like the flexibility to make
14 those decisions for themselves.

15 MR. KRASNER: I'm sorry, I'm trying to
16 keep track. You are in favor of this?

17 MR. SCHOLL: In favor, yes.

18 MR. KRASNER: Okay. Mike eight.

19 MR. FOSTER: Steve Foster, College
20 Station. I agree on credit hours. We have had
21 a great benefit from it at College Station. We
22 are in favor of anything that expands AWS. As a
23 matter of fact, a lot of the larger facilities
24 receive the fliers coming in. Houston Center is
25 having (inaudible). For the first time we're

1 able to do that. I think anything that gives us
2 more flexibility and (inaudible). I support
3 this.

4 MR. KRASNER: Mike three.

5 UNIDENTIFIED SPEAKER: Mr. Chairman, I
6 call the question.

7 UNIDENTIFIED SPEAKER: Point of order.

8 MR. KRASNER: Point of order is?

9 UNIDENTIFIED SPEAKER: I would like to
10 know the count.

11 MR. KRASNER: Four and two, five and two.

12 UNIDENTIFIED SPEAKER: I would like to
13 speak in opposition.

14 MR. KRASNER: Okay. Stand by, mike ten.
15 Were you going to speak in opposition?

16 UNIDENTIFIED SPEAKER: I was going to
17 speak in favor of it.

18 MR. KRASNER: Mike twelve, are you going
19 to speak in opposition?

20 MR. HUGHES: Yes.

21 MR. KRASNER: Yes?

22 MR. HUGHES: Yes.

23 MR. KRASNER: Okay. Mike twelve.

24 MR. HUGHES: Keith Hughes from Midland.

25 I am against any form of AWS. Folks, it sounds

1 good but we are bailing the agency's bacon right
2 out of the fire. We are saying we are fully
3 staffed. That's bull. Anybody who says, hey,
4 we like this, it gives us more time off, all
5 we're doing is making ourselves work
6 shorthanded. That's all I have got to say.

7 (Applause.)

8 UNIDENTIFIED SPEAKER: Call the question.

9 MR. KRASNER: There is call for the
10 question.

11 UNIDENTIFIED SPEAKER: Point of order.

12 MR. KRASNER: Point of order is?

13 UNIDENTIFIED SPEAKER: The person who
14 called for the question wasn't recognize by the
15 Chair before calling the question. He just
16 grabbed the mike and said call the question. He
17 was not recognized.

18 MR. KRASNER: Was he properly standing at
19 the mike?

20 UNIDENTIFIED SPEAKER: The Chair did not
21 recognize anybody, he just came over the mike
22 call the question.

23 MR. KRASNER: Okay. I will let it go.

24 MR. CHAMBERS: Point of information.

25 MR. KRASNER: Yes.

1 in opposition?

2 UNIDENTIFIED SPEAKER: No.

3 MR. KRASNER: Mike twelve, are you
4 arguing in opposition?

5 UNIDENTIFIED SPEAKER: No.

6 MR. KRASNER: Mike four, are you arguing
7 in opposition?

8 MR. TUCKER: Yes.

9 MR. KRASNER: Mike four.

10 MR. TUCKER: Mr. Chairman, Blair Tucker,
11 Pittsburgh Tower. While it is true we are here
12 to represent our membership, we also are
13 obligated to lead our membership in the right
14 direction. Pittsburgh was one of the initial
15 10-hour test sites. My membership chose to do
16 away with the ability for a 10-hour schedule.
17 It was killing people. I think it's more
18 important that we do the right thing here, do
19 away with the 10-hour schedule. It hurts our
20 people.

21 Yesterday we were quite willing to set
22 aside \$35,000 a month once our debt is paid off
23 for a long-term goal of providing a building for
24 us to operate out of. Why are we unwilling to
25 do the same thing for the health and welfare of

1 our membership out there?

2 (Applause.)

3 MR. KRASNER: Mike seven.

4 MR. WRIGHT: Ira Wright from Falcon
5 field. I am going to rise up in favor of the
6 AWS. We have got better than 80 percent
7 participation at our facility on 9-hour shifts
8 and it works excellent. The 10-hour maybe
9 wouldn't work. The point being here is if you
10 are in opposition of this take care of it at
11 your own local. Let these people decide at
12 their own facilities what they want to do
13 because this is definitely --

14 (Applause.)

15 MR. KRASNER: Mike twelve.

16 MR. SPARKS: Bob Sparks from Waco, Texas.
17 I agree with that gentleman that just spoke.
18 Also, I would like to point out this is a
19 voluntary program. If you employees don't want
20 it it will not happen there. And in my
21 situation my people at my local have just come
22 in the FAA and don't have much annual leave.
23 This has benefitted them greatly in that they
24 are able to earn credit hours in lieu of annual
25 leave. And for the people in the agency a

1 little longer it gives you annual leave balance.

2 So, it is a voluntary program. Nobody
3 has to work if they don't want to. And each
4 facility should be able to decide for itself
5 whether they want it or not.

6 MR. KRASNER: Mike five, are you speaking
7 in favor?

8 MR. REAMS: I am speaking in opposition.

9 MR. KRASNER: Mike five.

10 MR. REAMS: Mike Reams, Fort Wayne Tower.
11 I am speaking in opposition even though my
12 members at my facility joined AWS. But how can
13 we go before Congress, the general public, and
14 the FAA and say we need more controllers, a
15 reduced work week, and yet we go there and say,
16 wait, we want to work 10-hour days? Where is
17 the rationale behind that? We want more
18 controllers, a short work week, less hours, but
19 then we turn around and say we want to work more
20 hours. There is no rationale.

21 So, I say we should oppose the AWS, work
22 towards a reduced work week and more controllers
23 so we get more brothers and sisters in our work
24 force and have a better agency.

25 (Applause.)

1 MR. KRASNER: Mike seven.

2 MR. MACKIE: Mr. Chairman, Joseph Mackie,
3 Greenville-Spartanburg. I stand in opposition
4 to this resolution. If we defeat this
5 resolution it changes nothing. We're going to
6 stand before we can still use 9-hour days and
7 compressed fashion and flexible credit hours and
8 everything.

9 We need to send a message that if, as
10 Rodney stated earlier, I would like to see a
11 complete end to the alternate work schedule.
12 But right now, as you stated earlier, they are
13 looking for us to take a stance on 10-hour days
14 and I say no.

15 MR. KRASNER: Mike one.

16 MR. NICHOLS: Mike one is Jeff Nichols
17 from Hagerstown. I believe the argument that
18 says that we are showing that we want to work
19 more hours. I think that's bogus. The total
20 number of hours does not change, it is 40 hours
21 or 80 hours in two weeks.

22 If anything, you need to argue it shows
23 that the people want more time off. It shows
24 that they are willing to work the 10-hour days
25 to get the extra day off that. And I believe

1 that the argument for that is wrong. I am in
2 favor of it.

3 (Applause.)

4 MR. KRASNER: Mike three.

5 MR. COULTER: Mr. Chairman, Mike Coulter,
6 Denver Tower. I stand in opposition to this
7 measure. We still have the availability to use
8 comp time and as a body we need to make a
9 decision. If we want to pursue a shorter work
10 week, i.e., 32 or 36 hours, then we cannot say
11 we will work 10 hours a day. As a body if we
12 don't make the decision, as Barry mentioned a
13 few minutes ago, either he or the NEB is going
14 to have to make that decision. Somebody has to
15 take a stand somewhere and it should be this
16 body.

17 MR. KRASNER: I'm sorry, Mr. Coulter, I
18 did not say that I or the NEB would make the
19 decisions to not do 10-hour days, what I said
20 was we would have to make a decision one way or
21 another.

22 MR. COULTER: Yes, I'm sorry, that's --

23 MR. KRASNER: Okay.

24 UNIDENTIFIED SPEAKER: Mr. Chairperson, I
25 would like to call the question.

1 MR. KRASNER: There was a call for the
2 question. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Moved and seconded to end
5 debate. As many as are in favor of ending
6 debate, signify by saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: All opposed say nay.

9 UNIDENTIFIED SPEAKERS: Nay.

10 MR. KRASNER: Hearing two-thirds in the
11 affirmative, debate is ended. The issue before
12 you is the adoption of R-025. As many as are in
13 favor of its adoption, signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: Those opposed say nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: Everyone please be seated.
18 As many as are in favor of its adoption, please
19 rise.

20 (Rising.)

21 MR. KRASNER: Please be seated. As many
22 as are opposed, please rise.

23 (Rising.)

24 MR. KRASNER: Please be seated. The ayes
25 have it. It is adopted. Okay. The next issue

1 before the body is R-026. Is there a second?

2 UNIDENTIFIED SPEAKER: Second.

3 MR. KRASNER: Moved and seconded to adopt
4 R-026. Could we please come to order? Okay
5 R-026, and I see Mr. Blake standing up there now
6 so it is yours, Michael.

7 MR. BLAKE: Morning, Mr. Chairman. Mike
8 Blake from Boston Center, and also a member of
9 the EEO Committee. Last week I had the pleasure
10 of meeting with a group from NATCA representing
11 the EEO Committee. And we entered into a
12 discussion with the agency on cultural
13 diversity. During that week we found out
14 several facts that were disturbing to the
15 committee that had to do with cultural
16 diversity, those facts being that there are
17 currently several Rule P's pend nationally
18 addressing cultural diversity training as it
19 exists today. And currently there are over \$200
20 million in law suits filed against the agency
21 that have to do with cultural diversity. That
22 figure is expected to rise to \$1.5 billion.

23 Over two years ago when the agency
24 developed its cultural diversity program, or
25 what it would like to call its cultural

1 diversity program, it took a somewhat honorable
2 idea, we believe, and it sort of twisted it and
3 changed it into something that I don't believe
4 was intended to be taught to begin with.

5 Diversity is simply the recognition of
6 individuals' similarities and differences. The
7 agency has taken the program as it exist its
8 today, cultural diversity, and included in it a
9 course on EEO, affirmative action, and sexual
10 harassment.

11 These are all programs that have
12 protections under the law but they are not
13 cultural diversity in its entirety. I have
14 urged this body to accept this resolution
15 because I don't believe that cultural diversity
16 as it exists today in the agency is appropriate.
17 It has harmed our members, it continues to cause
18 traumatic injury on our members and the
19 employees of the agency. I urge your support of
20 the adoption of this resolution.

21 MR. KRASNER: Thank you, Mr. Blake.

22 MR. BLAKE: Thank you.

23 MR. KRASNER: Are you ready for the
24 question? I'm sorry, are you standing for
25 debate?

1 MR. NICHOLS: Question.

2 MR. KRASNER: Mike one.

3 MR. NICHOLS: Jeff Nichols, Hagerstown
4 Tower. I am also rising in favor of this
5 resolution. I personally have been to the
6 cultural diversity class and I was also trained
7 to be a trainer for the cultural diversity
8 class. And the training for the trainers is
9 highly inadequate. And the people teaching this
10 class, they just do not have enough training for
11 it. So I rise in favor of this resolution.

12 MR. KRASNER: Mike five.

13 MR. OSSINGER: Don Ossinger, Boston
14 Center. I call the question.

15 MR. KRASNER: Okay. Moved and seconded.
16 Moved and seconded to end debate. As many as
17 are in favor of ending debate, signify by saying
18 aye.

19 UNIDENTIFIED SPEAKERS: Aye.

20 UNIDENTIFIED SPEAKER: Point of
21 information.

22 MR. KRASNER: You have to hold the point
23 of information, we are in the middle of a vote.
24 As many as are opposed say nay.

25 UNIDENTIFIED SPEAKERS: Nay.

1 MR. KRASNER: Okay. Hearing two-thirds
2 in the affirmative, debate is ended. Your point
3 of information, sir?

4 MR. WRIGHT: I was wondering at what
5 point would it be possible to do an amendment to
6 the resolution?

7 MR. KRASNER: Prior to somebody calling
8 the question.

9 MR. TURNER: The question is when would
10 be the appropriate time to amend the whereases
11 as opposed to the body of the resolution?

12 MR. KRASNER: After we deal with the
13 therefore be it resolved. Okay. As many as are
14 in favor of adoption of R-026, signify by saying
15 aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: All opposed say nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: The ayes have it. It is
20 adopted. Did you wish to propose an amendment
21 to the whereases?

22 MR. WRIGHT: Yes, I would like to propose
23 an amendment to the whereas. Ira Wright, Falcon
24 Tower. I would like to delete the paragraph
25 which states, "Whereas the National Air Traffic

1 Controllers Association would endorse and
2 promote a diversity program associated with
3 training developed by the joint NATCA-EEO
4 Committee." I feel that this type of program
5 borders on the separation of church and state
6 and I don't feel we need to be involved in it in
7 any fashion.

8 MR. KRASNER: You wish to delete the one
9 that says "whereas NATCA would endorse and
10 promote"?

11 MR. WRIGHT: I would like to delete the
12 entire paragraph, "Whereas the national Air
13 Traffic Controllers Association would endorse
14 and promote a diversity program."

15 MR. KRASNER: Okay. You wish to delete
16 that.

17 MR. WRIGHT: That entire paragraph, yes.

18 MR. KRASNER: Okay.

19 UNIDENTIFIED SPEAKER: Second.

20 MR. KRASNER: Is there a second?

21 UNIDENTIFIED SPEAKER: Second.

22 MR. KRASNER: Are you ready for the
23 question?

24 MR. BLAKE: Mr. Chairman?

25 MR. KRASNER: Mr. Blake.

1 MR. BLAKE: Mr. Chairman, I rise in
2 opposition to that amendment. I believe that
3 diversity is a -- the training for diversity
4 could provide us some benefit and that is simply
5 the recognition of individuals' similarities and
6 differences. It should not be used to espouse
7 or to push anybody's particular views on
8 another. It's simply a recognition that we are
9 a diverse group, therefore, I rise in opposition
10 to that amendment.

11 (Applause.)

12 MR. KRASNER: Mike four.

13 MR. KIDD: James Kidd, Washington Center
14 again. And I rise in opposition because I would
15 like to point out that we just passed the last
16 paragraph with the be it resolved that says the
17 Joint Committee will exist, and now we are
18 getting rid of the whereas that says we support
19 the formation of it. And I don't think we can
20 do that after we already passed that it does
21 exist and we'll make a decision.

22 MR. KRASNER: Mike twelve.

23 MR. SPARKS: Mr. Chairman, Bob Sparks
24 from Waco, Texas. I rise in support of the
25 amendment in that I think diversity training

1 should be stopped at this time and the money
2 used for PCS moves. I don't think we can afford
3 it at this time.

4 MR. KRASNER: Are you ready for the
5 question? As many as are in favor of the
6 adoption of the amendment to the resolution
7 which would drop, fifth whereas, the affirmative
8 vote would drop this paragraph. All those in
9 favor signify by saying aye.

10 (No response.)

11 MR. KRASNER: All opposed say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The nays have it. The
14 amendment is defeated. R-026 is intact.

15 MR. KETCHMARK: Mr. Chairman, mike
16 eleven.

17 MR. KRASNER: Yes.

18 MR. KETCHMARK: Rick Ketchmark from
19 Corpus Christi. I move we postpone
20 consideration of Bylaw 001 and 002 until
21 consideration of Bylaw 003 and 005.

22 UNIDENTIFIED SPEAKER: Mr. Chairman?

23 MR. KRASNER: Yes.

24 UNIDENTIFIED SPEAKER: A request to
25 recess for ten minutes.

1 UNIDENTIFIED SPEAKER: Point of order.

2 MR. KRASNER: Point of order is?

3 UNIDENTIFIED SPEAKER: The question was
4 already called on the first, the whole
5 resolution intact and then the point of
6 information was called on when to amend the
7 resolution as far as the whereas so we were in
8 the middle of a vote.

9 MR. KRASNER: What?

10 UNIDENTIFIED SPEAKER: Was it seconded,
11 the question? Before the gentleman stood up at
12 mike seven there was a call for the question and
13 then he came up and then it was seconded getting
14 ready to vote and he said when is it appropriate
15 to stand up and try to amend it.

16 MR. KRASNER: And I said went vote is
17 over. When the vote ended he stood up and tried
18 to amend it.

19 UNIDENTIFIED SPEAKER: Okay. So it was
20 passed and then he was trying to amend it?

21 MR. KRASNER: No, when you deal with
22 resolutions you treat the body of the resolution
23 first. Only after the body of the resolution is
24 passed do you then go back and treat the
25 whereases should there be a desire to do so. So

1 the ability to treat resolutions can be done in
2 two steps.

3 UNIDENTIFIED SPEAKER: Thank you.

4 MR. KRASNER: Because if it is defeated
5 then there is no reason to deal with the
6 whereases. Okay. There was a motion for a
7 recess.

8 UNIDENTIFIED SPEAKER: Second.

9 MR. KRASNER: Wait, wait. How long a
10 recess?

11 UNIDENTIFIED SPEAKER: I said ten
12 minutes.

13 MR. KRASNER: Ten minutes. There is a
14 motion for a ten-minute recess and seconded.
15 All those in favor of a ten-minute recess,
16 signify by saying aye.

17 UNIDENTIFIED SPEAKERS: Aye.

18 MR. KRASNER: Those opposed say nay.

19 UNIDENTIFIED SPEAKERS: Nay.

20 MR. KRASNER: The ayes have it. We are
21 in recess.

22 (Recess at nine o'clock a.m.)

23 AFTER RECESS

24 9:10 a.m.

25 MR. KRASNER: Let's bring this convention

1 to order. Bring everybody inside. Let's get it
2 going. There is a motion to start every
3 convention at 7:00 a.m.

4 UNIDENTIFIED SPEAKER: I motion that the
5 Chairman be caned.

6 UNIDENTIFIED SPEAKER: I move for
7 unanimous consent on that motion.

8 MR. KRASNER: Okay. Everybody please be
9 seated. Let's bring it on home. Okay. The
10 convention will please come to order. It is
11 time. Okay.

12 Before we entertain the motion that was
13 already made on the floor, I just want to remind
14 everybody we have a panel discussion, we have a
15 panel discussion at 10:45. We do have some
16 high-powered people coming in for that panel.

17 It would be the suggestion of the Chair
18 that at 10:30 we call a recess for fifteen
19 minutes, we be ready to go for the panel
20 discussion, but we need like fifteen minutes to
21 set up for it. So that would be the suggestion
22 that we try to time this to call a recess at
23 10:30 and we have the panel discussion at 10:45
24 until noon. Just a suggestion.

25 Anyway, where we last left we had a

1 motion on the floor to postpone consideration of
2 the rules. And what was it again, postpone
3 consideration of an issue?

4 MR. KETCHMARK: Bylaws 1 and 2 until
5 after we have heard 3 and 5.

6 MR. KRASNER: Okay. If you will allow
7 the Chair a little bit of latitude, do you want
8 to do that now, Joseph? Yes, do it now. Just
9 do it from this mike. If you will allow me a
10 little bit of latitude we'll save a little
11 trouble here anyway.

12 MR. BELLINO: As the author of --

13 UNIDENTIFIED SPEAKERS: Who are you?

14 MR. BELLINO: Joseph M. Bellino,
15 Executive Vice-President. I would like to
16 withdraw BL-001 which pertains to bylaw R90-001.

17 MR. KRASNER: So withdrawn. Okay. So
18 now your motion would be to postpone
19 consideration of Bylaw 002 until after
20 hearing --

21 MR. KETCHMARK: 3 and 5.

22 MR. KRASNER: 3 and 5.

23 MR. KETCHMARK: That's correct, sir.

24 MR. KRASNER: Is there a second?

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: Okay. Moved and seconded
2 to postpone consideration. Is there debate?
3 Are you ready for the question? As many as are
4 in favor of postponing consideration of Bylaw 2
5 until after hearing 3 and 5, signify by saying
6 aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: As many as are opposed say
9 nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: The ayes have it. It is so
12 done. Understand Bylaw 002, should bylaw 3 and
13 5 pass, Bylaw 002 and 011 and probably a host of
14 others will fall by the wayside. Should they
15 fail, we postponed consideration of Bylaw 002.
16 But before that yesterday we postponed
17 consideration of R-011 until after hearing 3 and
18 5. So should we ever get to them we will hear
19 them in the order of R-011 and then Bylaw 002.
20 So the issue before the body is probably not
21 what you think it is but let's go for it anyway.

22 MR. MACKIE: Mr. Chairman?

23 MR. KRASNER: Yes.

24 MR. MACKIE: Joseph Mackie,
25 Greenville-Spartanburg.

1 MR. KRASNER: A little order, please.

2 MR. MACKIE: I move that we suspend the
3 rules and go right on to considering I believe
4 Bylaw 005 is the next one concerning initiation
5 fees and we can get this issue behind us right
6 now, please.

7 MR. KRASNER: There is a motion to
8 suspend the rules to consider Bylaw 005 at this
9 time. Is there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: We will say 3 or 5, we will
12 interchange them. They are the same. Moved and
13 seconded to consider Bylaw 005 at this time. As
14 many as are in favor, signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: Opposed say nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: The ayes have it. We're in
19 Bylaw 005 or 3 or whatever you want to call it.
20 Okay. The business in order is the
21 consideration of Bylaw 003/005. Is there a
22 second?

23 UNIDENTIFIED SPEAKER: Second.

24 MR. KRASNER: Moved and seconded to adopt
25 one of them. 5, okay.

1 UNIDENTIFIED SPEAKER: Point of
2 information.

3 MR. KRASNER: Point of information, go
4 ahead.

5 MR. NICHOLS: Jeff Nichols, mike one,
6 Hagerstown. I just want to know if this bylaw
7 is struck down then what will be the rule on the
8 initiation fees?

9 MR. KRASNER: If that bylaw is struck
10 down every -- if this bylaw is struck down or if
11 this resolution to remove the bylaw is struck
12 down?

13 MR. NICHOLS: If this resolution to
14 strike down the bylaw is adopted what will be
15 the rule on initiation?

16 MR. KRASNER: If the resolution to
17 rescind that bylaw is adopted there is no
18 initiation fee.

19 UNIDENTIFIED SPEAKER: Thank you.

20 MR. KRASNER: Nah-nah-nah, a little
21 respect for your fellow delegates who proposed
22 this. Okay. Let's line 'em up. Mike eleven.

23 MR. EDMONDS: Mr. Chairman?

24 MR. KRASNER: Yes.

25 MR. EDMONDS: As author of the Number 5,

1 Bylaw 005, I would like to request the right to
2 speak first.

3 MR. KRASNER: Okay. Did you want to
4 fight it out with the author of 003?

5 MR. KETCHMARK: I concede to 005 on this.

6 MR. KRASNER: Okay. Mike seven.

7 MR. EDMONDS: My name is Dean Edmonds, I
8 am from Kona Tower.

9 MR. KRASNER: I want to make this clear
10 to the body so you understand what we are doing.
11 The motion is to rescind a bylaw. Those arguing
12 in favor of this resolution are arguing to
13 strike the bylaw so it's backwards. Mike seven.

14 MR. EDMONDS: My name is Dean Edmonds. I
15 am from Kona Tower. The whole purpose of this,
16 of my bylaw, is basically to get around the
17 hypocrisy that has been associated with the
18 initiation fees as we currently do them.

19 The initiation fee is a good idea if you
20 are going to take that money from a new member
21 that has had the opportunity to be a member
22 before and has not exercised that right.

23 So many times now the initiation fee
24 though is taken from the member, sent in to the
25 National Office, brought back to the facility to

1 be given back to the person. What are we
2 accomplishing? Four weeks worth of holding a
3 person's money? Big deal.

4 The other part of this is that a lot of
5 people are simply just blatantly ignoring this.
6 I have had a number of facilities or Regional
7 Vice-Presidents tell me just tell them that they
8 are just coming off a detail and that a 50 has
9 been cut for them and that way they don't have
10 to do the initiation fee.

11 If this is the way we are going to
12 approach this, well, then let's not do it. I
13 could recruit two more members in my facility if
14 I took away the initiation fee. I am not
15 necessarily all for getting rid of the
16 initiation fee, but I don't want to see the
17 hypocrisy that's been going on with this. As
18 that is the case, I would prefer to take the
19 initiation fee completely away and try to get as
20 many members as I possibly can. Thank you.

21 (Applause.)

22 MR. KRASNER: Mike eleven.

23 MR. KETCHMARK: Rick Ketchmark from
24 Corpus Christi. I am author of Bylaw 003, also
25 an amendment to strike down the initiation fee.

1 I would also echo my sentiments to the gentleman
2 from Kona. The hypocrisy is just unacceptable.

3 Also, the issues that are presented to
4 the union, the really strong position the FAA is
5 taking toward contracting out, I think we really
6 need to extend our hand to our members and
7 forgive them for their stupidity, I'm sorry, for
8 their misguided judgment for not getting.
9 (inaudible). I think the time has come for us
10 to rise above and forgive them. I stand for it,
11 in favor of the amendment.

12 MR. KRASNER: Mr. Ketchmark, we implore
13 you for your diplomacy.

14 MS. MEYER: I am Jennifer Meyer from
15 Timmerman. I would like to speak in opposition
16 to this. At Timmerman we have seven members and
17 one non-member, who has always been a
18 non-member, always been a freeloader I should
19 say, and he got the biggest Sunday paycheck of
20 any of us. If he wants to join he can pay up.

21 (Applause.)

22 MR. KRASNER: Mike four.

23 MR. SMITH: Charles Smith from Ohio
24 State. As a representative of a Level I tower
25 whose enrollment has just about doubled over the

1 last three months, I will say that the three
2 people that just joined this union had a
3 combined Sunday back paycheck of almost \$4,000
4 and they gladly paid the initiation fee. It was
5 not a problem. And to those people who say that
6 money is a problem to join this union, if we
7 haven't proved our worth to you by now we never
8 will.

9 (Applause.)

10 MR. KRASNER: Mike ten.

11 MR. NORBERG: I have a point of
12 information. Ken Norberg from Miami Center. I
13 had a member join last month, paid the money.
14 If we rescind this Bylaw, 90-001, are we as a
15 local going to be liable to give him his money
16 back?

17 MR. KRASNER: No. Mike nine.

18 MR. MEARS: Ed Mears, Austin. I am in
19 favor of removing the bylaw. I don't have any
20 particular love or affection for the
21 non-members. This will get me no more new
22 members. I do believe they are parasites and
23 freeloaders. But the purpose -- every argument
24 I have heard for the initiation fee, while I am
25 not particularly opposed to punitive actions, I

1 would like to rise above that and say what's
2 best for the union.

3 The numbers is better for NATCA than the
4 initiation fee. All our barriers are getting to
5 in. We have no barriers to getting out. As far
6 as jumping in and out of the union, right now
7 they have to be in for a minimum of a year. If
8 they don't time it right, 23 months. I had
9 rather get 23 months of dues than nothing. The
10 members are more valuable to us.

11 (Applause.)

12 MR. KRASNER: Mike four.

13 MR. FRUSCELLA: Joe Fruscella, New York
14 Tracon. I rise in strong and adamantly opposed
15 to rescinding the bylaw.

16 (Applause.)

17 MR. FRUSCELLA: Currently in our
18 organization, which I don't believe in, we have
19 open seasons. We have locals that are playing
20 the game of taking the money from the member,
21 sending it to the National Office, the National
22 Office sending it back to the local, the local
23 giving it back to the member. I don't approve
24 of it. Apparently there is a loophole that we
25 have to live with.

1 I was disappointed, so to speak, that
2 when the gentleman from Kona raised the question
3 that he's been receiving guidance to forge
4 SF-50s to show that these people don't have to
5 pay initiation fee, I don't think that's
6 appropriate and maybe somebody should look into
7 to that.

8 (Applause.)

9 MR. FRUSCELLA: If the belief is that the
10 doing away with the initiation fee is going to
11 increase membership, that's fine. There is also
12 a mechanism that's built into our bylaws and our
13 Constitution that leaves it up to the discretion
14 of the authority of our National Executive Board
15 to declare an open season. I believe it's
16 standards, right now there are two standards.
17 Some people are not giving back the initial fee.
18 My local does not.

19 We have made about ten to \$15,000 over
20 the last 18 months in initiation fees. I have
21 elected not to give it back because I think our
22 local is really good at politely asking people
23 to join, and more often than not they join my
24 local.

25 MR. KRASNER: You are saying they are

1 politely asked?

2 MR. FRUSCELLA: They are politely asked.
3 All you have to do is say please and they will
4 give you \$849.51. For trying and correct the
5 hypocrisy that's in our organization, I agree
6 wholeheartedly that you don't throw the baby out
7 with the bathwater by doing away with this,
8 well, the bylaw. We need to develop a standard
9 and maybe the standard will resolve the
10 differences we have in our organization. Thank
11 you for your time.

12 MR. KRASNER: The old baby and bath water
13 speech. Mike seven.

14 UNIDENTIFIED SPEAKER: Mr. Chairman, I
15 called the question.

16 MR. KRASNER: Oh, you did call the
17 question.

18 UNIDENTIFIED SPEAKER: He interrupted the
19 speaker.

20 MR. KRASNER: He was the speaker.

21 UNIDENTIFIED SPEAKER: I don't believe he
22 called for the question from the mike.

23 MR. KRASNER: He was the speaker. He had
24 the floor.

25 MR. FRUSCELLA: I stand corrected.

1 MR. KRASNER: He did have the floor.

2 MR. FRUSCELLA: Joe Fruscella, New York
3 Tracon, and I call for the question.

4 MR. KRASNER: That's it. Now it's too
5 late. You did do it.

6 MR. FRUSCELLA: I just didn't want
7 anybody to realize that I didn't get a head shot
8 today so I was giving you the opportunity to
9 give me one.

10 MR. KRASNER: I will find my own, thank
11 you. Okay. There was a call for the question.
12 It was seconded. As many as are in favor of
13 ending debate, signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: Opposed say nay.

16 MR. TURNER: Nay.

17 UNIDENTIFIED SPEAKER: The nays have it.

18 MR. KRASNER: The ayes have it. The
19 question is called. The issue before you is
20 Bylaw 005 which would rescind Bylaw R90-001. An
21 affirmative vote would remove the bylaw. All
22 those in favor of the adoption of 005, signify
23 by saying aye.

24 UNIDENTIFIED SPEAKERS: Aye.

25 MR. KRASNER: All those opposed say nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: The nays have it. It is
3 defeated. Bylaw 003 is not up for consideration
4 any longer. The issue before the body is R-011.
5 Let me rephrase that. It is not before the body
6 but it is the next issue. What? I can't hear
7 you. R-011, it is on the page marked Tuesday,
8 April 19, 1994.

9 UNIDENTIFIED SPEAKER: What happened to
10 Bylaw 002?

11 MR. KRASNER: Okay. The motion was
12 passed to postpone consideration of Bylaw 002
13 until after hearing 005. But yesterday we
14 postponed consideration of R-011 until after
15 hearing Bylaw 005. So they come up in the order
16 that they were postponed. Did I get that right?

17 UNIDENTIFIED SPEAKER: Correct, that's
18 why you are making the big bucks.

19 MR. KRASNER: Okay. R-001 -- R-011. Is
20 there a second?

21 UNIDENTIFIED SPEAKER: Second.

22 MR. KRASNER: Moved and seconded to adopt
23 R-011. Mike seven.

24 MR. MACKIE: Mr. Chairman, Joseph Mackie,
25 Greenville-Spartanburg. And I would like to

1 amend the resolution.

2 MR. KRASNER: Okay.

3 MR. MACKIE: I have it on paper here and
4 I will bring it up to you.

5 MR. KRASNER: Your Proposed Amendment
6 would be?

7 MR. MACKIE: I would like to strike the
8 entire be it resolved section and replace it
9 with, "Therefore, be it resolved that
10 individuals wishing to join NATCA be allowed to
11 pay the initiation fee via standard payroll
12 allotment. The individual electing this option
13 would not be considered as an active member
14 until the initiation fee was satisfied and dues
15 deduction started."

16 MR. KRASNER: I'm sorry, let me see it.
17 Okay. The amendment would read, it is to strike
18 the therefore, replace it with "Be it resolved
19 that individuals wishing to join NATCA be
20 allowed to pay the initiation fee by a standard
21 payroll allotment. An individual electing this
22 option would not be considered as an active
23 member until the initiation fee has been
24 satisfied and dues deductions started." That is
25 the Proposed Amendment. Is there a second?

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KIDD: Point of information.

3 MR. KRASNER: Hold it. Give me a minute.

4 MR. MACKIE: Mr. Chairman, if I could
5 clarify that a little bit, there is a lot of
6 questions here. I wrote it in haste.

7 MR. HEPLER: Point of order, please.

8 MR. KRASNER: Yes.

9 MR. HEPLER: Bob Hepler, Las Vegas Tower.
10 I think this may be out of order, this
11 amendment. I am over hear, Barry.

12 MR. KRASNER: Hold it, that's what I am
13 working on. After consultation, after
14 consultation with general counsel it is the
15 opinion of general counsel that the amendment
16 would be illegal, therefore, out of order.

17 MR. MACKIE: Could I just clarify my
18 intention on it just to make sure that counsel
19 understood my intention?

20 MR. KRASNER: Sure, go ahead.

21 MR. MACKIE: It was my intention that
22 somebody wishing to join NATCA could start a
23 standard allotment such as to a bank institution
24 or something like that. If the National
25 Executive Board felt that a minimum amount

1 needed to be set on it, that would be fine. But
2 no membership dues would start until the
3 initiation fee was paid in full and they would
4 become an active member at that time. No dues
5 would be coming out until the initiation fee was
6 satisfied.

7 MR. KIDD: Point of information. I would
8 like to interrupt the speaker.

9 MR. KRASNER: Wait. Hold on one second.

10 MR. MACKIE: The speaker is finished.

11 MR. KRASNER: Sorry. Was this point of
12 information urgent? My sheet says if urgent you
13 may interrupt the speaker.

14 MR. KIDD: I think it is because we have
15 a lot of things to do today and I think we're
16 wasting time.

17 MR. KRASNER: You are out of order, sir.

18 MR. KIDD: Okay.

19 MR. KRASNER: Okay. Given that
20 understanding, would you still rule this as
21 illegal?

22 MR. MORIN: I believe that it is
23 improper.

24 UNIDENTIFIED SPEAKER: Louder, please.

25 MR. MORIN: The problem is violation of

1 Department of Labor laws, U.S. Department of
2 Labor rules and regulations for a democratic
3 union. Once you start taking money out that
4 person should be obligated or should have the
5 rights and responsibilities of every other
6 member as long as you are paying pursuant to a
7 schedule.

8 If you hold off, if you hold off eight
9 months, or whatever amount of time period is set
10 up on schedule of repayment basis, what you are
11 doing is you are withholding that person an
12 opportunity for membership until such time as
13 that's fulfilled. That's improper according to
14 the Department of Labor.

15 MR. BLAM: Point of information.

16 MR. KRASNER: Yes.

17 MR. BLAM: Mike six, Mark Blam, Tri
18 Cities. Could a union member just do this on
19 their own and put it into the account when you
20 get the money --

21 MR. KRASNER: Hold it, hold it. I'm
22 sorry. You are debating.

23 MR. BLAM: That's a question.

24 MR. KRASNER: No, you are debating. The
25 answer is yes, a member can do anything they

1 want with their own money.

2 MR. MACKIE: Mr. Chairman, Joe Mackie,
3 Spartanburg. In order to save some time I
4 respectfully withdraw my resolution.

5 MR. KRASNER: You could but it's already
6 been seconded. It's easier for me to rule it
7 illegal and throw it out. It is so done.

8 MR. MACKIE: Well, the amendment is
9 illegal. I am withdrawing the entire
10 resolution.

11 MR. KRASNER: Okay. The maker of the
12 resolution wishes to withdraw the resolution.
13 It is already before the body. Is there any
14 objection? Without objection it is withdrawn
15 R-011. Okay.

16 The issue before the body. Sorry, the
17 next business in order is Bylaw 002. I'm sorry,
18 Mr. Kidd, do you still have a point of
19 information in the interest of moving business?
20 I have got to find this here. Okay. Bylaw 002,
21 is there a second?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. KRASNER: Moved and seconded to adopt
24 Bylaw 002. Mr. Leonard.

25 MR. LEONARD: I rise in support of this.

1 As the author, I would like to explain the
2 change, what this would allow us to do or not
3 allow people to do. I have noticed at my
4 facility as we was grown as an organization with
5 better benefits and as we continue to do so, a
6 lot of people, another point too is I don't know
7 how other facilities work, but we're getting a
8 lot of temporary details. And a lot of people
9 that have never paid one dime to our
10 organization are going out on 120-day details,
11 leaving the bargaining unit for 120 days and
12 coming back in and joining for nothing. This
13 would put an end to that and that's the way it
14 should be.

15 (Applause.)

16 MR. LEONARD: I would also like to add
17 this is not to deter people from taking details
18 that are members being able to come back if and
19 still be able to join without an initiation fee.
20 If you are a member when you go you can join
21 without one when you come back. And that's the
22 way it should have always been.

23 MR. BUVENS: Point of information.

24 Mr. Chairman?

25 MR. KRASNER: Okay. I need to clarify

1 something. Mr. Leonard, your intent, your
2 intent, you say at the head of your Bylaw 002
3 you are saying "amend to read," we are talking
4 about amending R90-001. It is my understanding
5 you are actually changing only the first
6 paragraph and everything else would remain the
7 same, is that correct?

8 MR. LEONARD: Yes, sir, that is correct.

9 MR. KRASNER: Okay. Where was I? Who
10 spoke up?

11 MR. BUVENS: Mike twelve.

12 MR. KRASNER: Mike twelve.

13 MR. BUVENS: Bill Buvens, Baton Rouge.
14 I've got a similar amendment to the same bylaw
15 as Resolution 004. I can't make a motion for
16 that so I would like to get with Mr. Leonard
17 because they are basically the same thing and
18 see if would he couldn't work out. They are
19 initially the same thing but just worded a
20 little bit different. His is 002, mine is 004.
21 It's on the next page.

22 MR. KRASNER: Let me ask you a question,
23 Bill. So what you are saying is you don't
24 really like the way his is worded?

25 MR. BUVENS: Basically.

1 MR. KRASNER: Mr. Leonard, it is your
2 call. If you are willing to confer with him and
3 try to work something out, that's fine. If you
4 are not, yours is up on the floor for
5 discussion.

6 MR. LEONARD: The only thing I would ask
7 is do we affect the same thing. If WE DO it is
8 on the floor and in the interest of getting
9 business done, if mine doesn't then I would be
10 more than happy to confer with him.

11 MR. KRASNER: I don't know if it does.

12 MR. LEONARD: Maybe he can tell me if it
13 doesn't. I just ask that. It doesn't really
14 matter how it's worded as long as it says the
15 same thing.

16 MR. KRASNER: Bill, do you see them
17 having the same effect?

18 MR. BUVENS: Yeah, pretty much. I can't
19 withdraw mine yet.

20 MR. KRASNER: Then, Mr. Leonard, yours is
21 on the floor. Let's line 'em up. Mike four.

22 UNIDENTIFIED SPEAKER: Call the question.

23 MR. KRASNER: Just, I tell you what, just
24 sit down. Okay. We will forget you asked that
25 because that's -- were you up at the mike on

1 mike one?

2 UNIDENTIFIED SPEAKER: A point of
3 information. The person at mike twelve, since
4 he couldn't address this body, is he a delegate?
5 Because I want to know, he said that this is my
6 resolution. Can a non-delegate present
7 resolutions?

8 MR. KRASNER: Yes, a non-delegate can
9 present and can address the body. I am going to
10 ask you to sit down because I see nobody else at
11 the mike so a call for the question wouldn't be
12 necessary. It would save us a vote. Okay. As
13 many as are in favor of adopting Bylaw 002,
14 signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: All opposed say nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: The ayes have it. Bylaw
19 002 is adopted.

20 (Applause.)

21 MR. KRASNER: Okay.

22 MR. EDMONDS: Mr. Chairman?

23 MR. KRASNER: Yes.

24 MR. EDMONDS: I just want to clarify
25 something from a previous bylaw that was brought

1 up in 005. I made mention of the fact that some
2 Regional Vice-Presidents have possibly offered
3 assistance as to waiving the SF-50s and such
4 like that, I would like it to be known that my
5 Regional Vice-President Carl Brunnen in no way,
6 shape or manner has ever condoned this action
7 and has counseled me against it.

8 And so I just want to make sure that
9 everybody knows that's the region I belong to
10 and he did not condone that. I didn't want
11 anybody to think he had anything to do with it.

12 MR. KRASNER: For the record, I do
13 appreciate hearing that.

14 UNIDENTIFIED SPEAKER: I would.

15 MR. KRASNER: So, my question is which
16 Regional Vice-President did counsel you as such?
17 Okay. The next business in order is R-028. Let
18 me see.

19 MR. BUVENS: Mr. Chairman?

20 MR. KRASNER: Yes.

21 MR. BUVENS: Mike nine. Bill Buvens,
22 Baton Route. I would like to withdraw Bylaw 004
23 before we do that.

24 MR. KRASNER: Bylaw 004 is withdrawn. By
25 the way, anybody else who feels benevolent jump

1 on up.

2 MR. NICHOLS: Mr. Chairman?

3 MR. KRASNER: Yes, where are you?

4 MR. NICHOLS: Mike one, Jeff Nichols,
5 Hagerstown Tower. I would like to withdraw
6 Bylaw 006.

7 MR. KRASNER: Bylaw 006 is withdrawn.
8 Okay. Next business in order is R-028. Is
9 there a second?

10 UNIDENTIFIED SPEAKER: Second.

11 MR. KRASNER: I cannot hear. Is there a
12 second?

13 UNIDENTIFIED SPEAKER: Second.

14 MR. KRASNER: Yes.

15 UNIDENTIFIED SPEAKER: Yes.

16 MR. KRASNER: Okay. Moved and seconded
17 to adopt bylaw, I'm sorry, to adopt R-028. Are
18 you ready for the question? Mike twelve.

19 MR. TUCKER: Matthew Tucker, Baton Rouge,
20 Southwest Region. The reason I proposed this
21 resolution is currently OSHA falls under LMR.
22 There is not a whole lot of attention. This
23 would bring it more to attention and give us a
24 nationwide network of representatives that would
25 be able to help the FAC reps.

1 Currently the Regional V-Ps handle it and
2 it is a lot of work. And I think this would
3 take a lot of burden off of them and give them
4 specialists in OSHA.

5 MR. KRASNER: Are you ready for the
6 question? As many as are in favor of the
7 adoption of R-028, signify by saying aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: All opposed say nay.

10 UNIDENTIFIED SPEAKER: Nay.

11 MR. KRASNER: The nays have it. R-028 is
12 defeated. Next business in order is R-029. Is
13 there a second?

14 UNIDENTIFIED SPEAKER: I second.

15 MR. KRASNER: Moved and seconded to adopt
16 R-029. Are you ready for the question? Mike
17 five.

18 MS. MEYER: As the author I need to -- I
19 just want to clarify this because I think there
20 are possibly some people that might not
21 understand this. We have a number of
22 contract -- oh, I am Jennifer Meyer, Timmerman.
23 We have a number of contract towers in the area
24 and we are occasionally asked to help train the
25 people there or to help fill in when they have

1 problems with their contracts. Yeah.

2 I think by doing this we are showing the
3 FAA that these contract towers can run really
4 well. We need to send a message that if we have
5 to take the jobs we have to take the jobs. I
6 mean, if they place us we have to accept duties
7 as assigned, but I would like to see people stop
8 volunteering for these positions. Let's show
9 them that they can't run these towers.

10 MR. KRASNER: Are there other people who
11 have been asked to trade contractors and/or fill
12 in for them? I need this information in writing
13 with as much specificity as you can give me.
14 Because that's, that's -- no, I need it in
15 writing, something that I can just incorporate
16 into our fight against Level I's. That's
17 convoluting the numbers so I do need to have
18 that. Okay, back to the issue. Are you ready
19 for the question? Okay. As many as are in
20 favor of the adoption of R-029, signify by
21 saying aye.

22 UNIDENTIFIED SPEAKERS: Aye.

23 MR. KRASNER: Opposed say nay.

24 (No response.)

25 MR. KRASNER: Unanimously adopted. Okay.

1 Anybody that with those facts what I would like
2 to know is in writing where it's happening to
3 what extent it's happening, how often, anything
4 at all that you think that would give me
5 something to work with.

6 UNIDENTIFIED SPEAKER: (Inaudible.)

7 MR. KRASNER: Don't know. What? For us
8 to train them? I am not sure, I don't know.
9 But with that information we can at least be
10 certain. Okay. Let's move on. The next
11 business in order --

12 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
13 two.

14 MR. KRASNER: Yes. I need silence,
15 please.

16 UNIDENTIFIED SPEAKER: I object to
17 consideration of the question of R-031.

18 MR. KRASNER: There is an objection to
19 the consideration of the question of R-031. The
20 question is shall R-031 be heard. As many as
21 are in favor, as many as are in favor of hearing
22 R-031, signify by saying aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: As many as are opposed say
25 nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: Hearing two-thirds to the
3 negative, R-031 will not be heard.

4 MR. MARCOTTE: Mr. Chairman?

5 MR. KRASNER: Yes.

6 MR. MARCOTTE: I am the author of R-031
7 and I appeal the decision of the Chair on this
8 one.

9 MR. KRASNER: I'm sorry, sir, there was
10 no decision of the Chair. Are you appealing the
11 decision of the assembly?

12 MR. MARCOTTE: Well, it's just that we
13 didn't even get to discuss it.

14 MR. KRASNER: That's the purpose of the
15 objection to the consideration of the question.

16 MR. MARCOTTE: Well, I realize this --

17 MR. KRASNER: No, sir, it will not be
18 heard.

19 UNIDENTIFIED SPEAKER: See ya'.

20 MR. KRASNER: It's right there. Honest,
21 it's in the book. Okay. Let's move on. The
22 next business in order is R-033.

23 MR. LAMM: Mr. Chairman?

24 MR. KRASNER: Yes.

25 MR. LAMM: Mike one, Jim Lamm, Cleveland

1 Hopkins. I object to the consideration of this
2 question.

3 MR. KRASNER: R-033, there is an
4 objection to the consideration of the question.
5 The question is shall R-033 be heard. As many
6 as are in favor of hearing it, signify by saying
7 aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: All opposed say nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: As many as are in favor of
12 hearing R-033, please rise.

13 (Rising.)

14 MR. KRASNER: Please be seated. As many
15 as are opposed, please rise.

16 (Rising.)

17 MR. KRASNER: Please be seated. There
18 being two-thirds in the negative, R-033 will not
19 be heard. Next business in order is --

20 MR. EDMONDS: Mr. Chairman, I think the
21 next order is 038, is that correct?

22 MR. KRASNER: That is correct.

23 MR. EDMONDS: I would like to amend it as
24 I was --

25 UNIDENTIFIED SPEAKER: Who are you?

1 MR. EDMONDS: My name is Dean Edmonds
2 from Kona Tower.

3 UNIDENTIFIED SPEAKER: Prove it. Prove
4 it. Just prove it.

5 MR. KRASNER: Okay, I understand.

6 MR. EDMONDS: As I was looking through
7 this I see that there is a couple of misprints.
8 First off, Kevin Stark is not the Vice-President
9 for Gus Guerra in Oakland Center, he's the
10 Vice-President for Bob Marks, the man who
11 finished in the top third in the Boston
12 Marathon. I had to do that. He bought me a
13 drink last night. No kidding. Now you know
14 Bob.

15 MR. KRASNER: Wait a minute. What are
16 is --

17 MR. EDMONDS: If you could, please, amend
18 after in the parenthesis --

19 MR. KRASNER: Right.

20 MR. EDMONDS: -- after Gus Guerra FAC
21 rep, Oakland Center.

22 MR. KRASNER: In a facility such as
23 Oakland Center, Gus Guerra, FAC rep, Oakland
24 Center.

25 MR. EDMONDS: Los Angeles Center (Bob

1 Marks, President, Kevin Stark, Vice-President.)

2 MR. KRASNER: Wait a minute. Wait, hang
3 on a second, let me get my names straight again.

4 MR. EDMONDS: That's two sets of
5 parentheses.

6 MR. KRASNER: Oh, you have got two sets
7 of parentheses.

8 MR. EDMONDS: Gus Guerra, facilities --

9 MR. KRASNER: Facilities such as Oakland
10 Center Gus Guerra, FAC rep, is that correct?

11 MR. EDMONDS: That's correct, in
12 parentheses.

13 MR. KRASNER: The parentheses start at
14 Oakland Center? No, parentheses Gus Guerra, end
15 parentheses.

16 MR. EDMONDS: Los Angeles Center, start
17 parentheses, Bob Marks and Kevin Stark,
18 Vice-President, end parentheses.

19 MR. KRASNER: Do you have this in
20 writing?

21 MR. EDMONDS: No.

22 MR. KRASNER: Write it out and bring it
23 up to me.

24 MR. EDMONDS: All right. I also wanted
25 to include Bay Tracon as they have also

1 supported us as well. And it's not to slight
2 anybody because I know there is a lot of
3 facilities out there, Chicago Center --

4 MR. KRASNER: Mr. Edmonds, bring me the
5 amendment. Write it out as quickly as you
6 possibly can and bring it on up here.

7 MR. BIEBER: Point of information.

8 MR. KRASNER: Yes. Quiet, please.

9 MR. BIEBER: Allen Bieber, John Wayne
10 Tower. Is this the forum for thank you notes or
11 not? I'm just curious.

12 MR. KRASNER: Should you desire this is
13 perfectly proper.

14 MR. BIEBER: Okay. Thank you.

15 UNIDENTIFIED SPEAKER: Point of
16 information. Mike two, over here.

17 MR. KRASNER: Okay.

18 UNIDENTIFIED SPEAKER: We started at
19 seven o'clock this morning so we could get
20 through all this stuff. If we could just give a
21 round of applause to these individuals can we
22 just forget amending all these people's names
23 and all that stuff and just get on with our
24 business?

25 (Applause.)

1 MR. KRASNER: I certainly greatly
2 appreciate your round of applause, but that's
3 still up to Mr. Edmonds whether he wishes to
4 withdraw.

5 MR. EDMONDS: Withdraw it.

6 MR. KRASNER: So withdrawn. Mr. Edmonds,
7 how come you got more applause than they did?
8 Oh, you are the one who withdrew it. Oh.

9 Okay. Next business in order is R-039.
10 It is R-039. Mr. Wilhelm, if it helps you out
11 any, I don't know if it will, I don't know if
12 you desire to have this on the record, we have
13 already categorized a list of all the things
14 that we have obligations under the NATCA
15 agreement. This is one of them. And if we
16 haven't already written over to the FAA
17 requesting it be in those negotiations, then it
18 will be done in the very near future. But
19 should you desire to have this on the record as
20 a convention resolution, then it's still
21 perfectly proper.

22 MR. WILHELM: That being said, I will
23 withdraw it.

24 MR. KRASNER: So withdrawn. Okay. Next
25 business in order is R-040. Actually, no, R-040

1 is proper.

2 MR. WILHELM: It was withdrawn.

3 MR. KRASNER: Withdrawn. R-041. I have
4 got notes on R-041. Hold on. Stand by. Okay.
5 R-042.

6 UNIDENTIFIED SPEAKER: 41.

7 MR. KRASNER: How about 41? Wait, wait,
8 what are you babbling about? Okay. I'm sorry.
9 I was on the wrong one. R-041.

10 MR. MARCOTTE: Mr. Chairman?

11 MR. KRASNER: Yes.

12 MR. MARCOTTE: I am the author of R-041.
13 I request the right to first speak on it.

14 MR. KRASNER: Okay. R-041. Is there a
15 second?

16 UNIDENTIFIED SPEAKER: Second.

17 MR. KRASNER: Moved and seconded to adopt
18 R-041. Mike eight.

19 MR. MARCOTTE: Mike Marcotte, Juneau
20 Tower. There is a lot of talk about the
21 alternate work schedule, there is a lot of talk
22 about all sorts of things. But I have been
23 talking to several people from NATCA and a few
24 other members of other unions at the last couple
25 of conventions.

1 The FAA of the United States is currently
2 the only, as far as I know, body that does the
3 air traffic function that has to work a 40-hour
4 work week. Now, I am not asking that we do this
5 right away because there is other things the
6 union needs to get done. But I am just saying
7 that when the funds become available or when we
8 actually realize the goal that we have already
9 set as our primary goal, I think the next
10 primary goal we should set forth is to have a
11 reduced work week.

12 I don't think anybody -- I don't know you
13 are going to have to discuss it, but I don't
14 think anybody here would mind working only a 36
15 or 34-hour work week. That's what they work in
16 Canada, that's what they work all over Europe,
17 the rest of the world pretty much.

18 MR. KRASNER: Okay. Mike twelve.

19 MR. ACKERMAN: Bob Ackerman from
20 Brownsville Tower. I stand in opposition to
21 this resolution because it is not democratic in
22 nature. We will not be able to deal with this
23 issue if passed until the next convention,
24 therefore mandating no matter what the situation
25 is that we deal with this issue first and it

1 will not allow us to deal with the business at
2 hand.

3 (Applause.)

4 MR. KRASNER: Mike eleven.

5 MR. HEPLER: Bob Hepler, Las Vegas Tower.
6 We had some controllers come over from Barcelona
7 when they had the Olympics. Our facility was
8 very similar in structure to theirs. The
9 controllers there worked a 24-hour work week.
10 They're very happy with that, and they made
11 comparable pay to us. And I think that it's
12 time that we in one fashion or another reflect
13 that we have some worth. And if they are not
14 going to pay us accordingly, at least give us a
15 reduced work week.

16 MR. KRASNER: Mike nine.

17 MR. WHITLEY: Brad Whitley, Midland
18 Tower. We have controllers out there at Level I
19 facilities that are in jeopardy of losing their
20 jobs. We need to ensure that there is nothing,
21 nothing that comes before that responsibility of
22 our union.

23 (Applause.)

24 MR. KRASNER: Mike five.

25 MR. WELTZIEN: Russell Weltzien,

1 Janesville Tower. I rise in opposition to this.

2 I think given the dynamic times we are in right
3 now, looking at all the changes we have had
4 since the last convention, i.e., contracting
5 out, government corporatization, I think we may
6 be tying our hands here and I don't support it.

7 (Applause.)

8 MR. KRASNER: Mike two.

9 MR. WEST: Yes, James West, Grand Island
10 Tower. I would like to propose an amendment to
11 this resolution. I would like to take
12 everything after "reality" comma and change the
13 wording to read "contracting/declassification,"
14 I'm sorry, what's the word, "decommissioning
15 towers shall become NATCA's number one
16 priority."

17 UNIDENTIFIED SPEAKER: That changes the
18 intent.

19 MR. WEST: Absolutely it changes the
20 intent. If we're going to do this that should
21 be or number one priority.

22 MR. KRASNER: Okay. That does change the
23 intent of the resolution submitted and it is out
24 of order.

25 MR. MARCOTTE: Mr. Speaker?

1 MR. KRASNER: Yes.

2 MR. MARCOTTE: As the author of the
3 resolution can I say just one thing? Actually,
4 it is a point. I would not be adverse to
5 amending this to change it from number one
6 priority to a high priority.

7 MR. KRASNER: I'm sorry. I'm sorry, sir,
8 you do have your ability when the mike comes to
9 amend your own resolution.

10 MR. MARCOTTE: Okay.

11 MR. KRASNER: Until such time your
12 amendment is out of order and we're going on to
13 mike twelve.

14 MR. HILL: Yes, Don Hill from Alliance
15 Tower. What he just alluded to I would be in
16 support of. I think that we have too many
17 pressing issues right now. How can we foresee
18 in the next year or so what's going to be our
19 number one priority.

20 We do have much more important items.
21 The contracting issue I would say is a number
22 one priority and the quasi-governmental issue.
23 I say that we can't predict that far into the
24 future. And I am in support of what he's saying
25 but we can't. And I want to make a motion to

1 amend to say that we will make it a high
2 priority rather than a number one priority.

3 MR. KRASNER: So you want it to say
4 reduced work week shall become a high priority
5 of NATCA?

6 MR. HILL: Shall become a, yes, shall
7 become a high priority of NATCA.

8 MR. KRASNER: I have done this before,
9 honest. Okay. There is a proposed amendment to
10 the resolution to say "reduced work week shall
11 become a high priority of NATCA." Is there a
12 second?

13 UNIDENTIFIED SPEAKER: Second.

14 MR. KRASNER: Moved and seconded to
15 amend. Are you ready for the question?

16 MR. MACKIE: Point of information.

17 MR. KRASNER: Yes.

18 MR. MACKIE: Joe Mackie,
19 Greenville-Spartanburg. Is not a shorter work
20 week already a priority within the hierarchy of
21 NATCA now? It is just it's not in writing.
22 This seeks to put it in writing. I see no point
23 to doing that.

24 MR. KRASNER: I'm sorry, sir, you are
25 debating now. Did you want an answer as to

1 whether it's a high priority?

2 MR. MACKIE: Yes, is it already a
3 priority now?

4 MR. KRASNER: Yes, it's on the shopping
5 list. We haven't gone to the supermarket yet.

6 MR. MACKIE: Thank you.

7 MR. KRASNER: Okay. As many as are in
8 favor of the adoption of the amendment to the
9 resolution, signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: Those opposed say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The ayes have it. It now
14 says "reduced work we can shall become a high
15 priority of NATCA." And before the body is the
16 resolution as amended.

17 UNIDENTIFIED SPEAKER: Mr. Chairman, call
18 the question.

19 MR. KRASNER: Excuse me?

20 UNIDENTIFIED SPEAKER: Call the question.

21 MR. KRASNER: Let me see if you were up
22 next. Well, four. Where do we stand? Ten is
23 gone. Eight? Eight, you are up first eight.

24 MR. STARK: Scott Stark, Shreveport
25 Downtown. Call the question.

1 MR. KRASNER: Okay. There is a motion to
2 end debate. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Moved and seconded. As
5 many as are in favor of ending debate, signify
6 by saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: As many as are opposed say
9 nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: The ayes have it. Debate
12 is ended. The question before us is the
13 resolution as amended which will say, "Reduced
14 work week shall become a high priority of
15 NATCA." As many as are in favor of the
16 adoption, say aye.

17 UNIDENTIFIED SPEAKERS: Aye.

18 MR. KRASNER: As many as are opposed say
19 nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: The ayes have it. It is
22 adopted. Okay. Next one, R-042. R-042, while
23 I personally, Ty, appreciate it very much, it is
24 in direct conflict with the Constitution,
25 Article 3 where it is necessary to pay dues to

1 become a member in good standing of NATCA. It
2 is also rough to waive dues for future
3 presidents. But it is, and as a result I will
4 rule it out of order. If it needs to be done it
5 needs to be done as a change to the
6 Constitution. Okay. Let's see what else we
7 have got.

8 MR. HARTNEY: Mr. Chairman?

9 MR. KRASNER: Yes.

10 MR. HARTNEY: As the author of Resolution
11 043, I would like to make an amendment before it
12 comes on the floor.

13 MR. KRASNER: Wait a minute, I have got
14 notes all over this. Let me read what I wrote.
15 Hold on a second. I think we have a problem
16 with it.

17 MR. HARTNEY: Yes, sir, I seek to solve
18 that problem.

19 MR. KRASNER: Okay, go ahead.

20 MR. HARTNEY: Okay. I would like to
21 amend the resolution after the words to "rejoin
22 the union" and insert the phrase "without paying
23 the initiation fee." If I can explain, I hope
24 to resolve the problem of the illegality of
25 stopping someone from joining the union and

1 still (inaudible) setting conditions.

2 MR. KRASNER: Okay. So as amended it
3 would read, "Be it resolved that any active
4 member who resigns from the union or is expelled
5 because of nonpayment of dues in accordance with
6 Article 3, Section 7 of the National
7 Constitution, shall not be allowed to rejoin the
8 union without paying the initiation fee during
9 the next open season period declared in
10 accordance with the bylaws." Is that legal,
11 Mr. Morin?

12 MR. MORIN: Yes.

13 MR. KRASNER: Okay, it is legal. Is
14 there a second?

15 UNIDENTIFIED SPEAKER: Second.

16 MR. KRASNER: Moved and seconded.

17 Anybody need it read again?

18 MR. MARTIN: Point of information. Mike
19 seven.

20 MR. KRASNER: Hold on, let me read it
21 again first. "Be it resolved that any active
22 member who resigns from the union or is
23 automatically expelled because of nonpayment of
24 dues in accordance with Article 3, Section 7 of
25 the National Constitution, shall not be allowed

1 to rejoin the union without paying the
2 initiation fee during the next" et cetera, et
3 cetera, et cetera.

4 MR. MARTIN: Point of information,
5 Mr. Chairman.

6 MR. KRASNER: Yes.

7 MR. MARTIN: Ken Martin from Pontiac
8 Tower. Is it the author's intent that the
9 individual be excluded from only the next open
10 season? What about two open seasons in a row?

11 MR. KRASNER: That's what it says to me,
12 the next open season.

13 MR. MARTIN: Thank you.

14 MR. KRASNER: Okay. Mike six.

15 UNIDENTIFIED SPEAKER: Brian (inaudible).
16 I would like to make an amendment.

17 MR. KRASNER: I'm sorry, I missed it,
18 mike six. What did you say? Did you debate?
19 Did you ask for something?

20 UNIDENTIFIED SPEAKER: I would like to
21 make an amendment to the resolution.

22 MR. KRASNER: Okay, hold on. Okay. Go
23 ahead, mike six.

24 UNIDENTIFIED SPEAKER: I would like to
25 strike everything after "without paying

1 initiation fees" period.

2 MR. KRASNER: Everything after, so it
3 would read "shall not be allowed to join the
4 union, to rejoin the union without paying the
5 initiation fee"?

6 UNIDENTIFIED SPEAKER: That's correct.

7 MR. KRASNER: Period.

8 UNIDENTIFIED SPEAKER: Second.

9 (Applause.)

10 MR. KRASNER: Okay. It is moved and
11 seconded to amend the resolution as such. Do
12 you need to hear it again? Put a period after
13 initiation fee, strike the rest.

14 UNIDENTIFIED SPEAKER: Yes, that's in the
15 right spot.

16 MR. KRASNER: Yes, it is. Okay. Debate?
17 Are you ready for the question? The question is
18 on the amendment to the resolution. The
19 amendment to the resolution if adopted it would
20 read "shall not be allowed to rejoin the union
21 without paying the initiation fee" period. As
22 many as are in favor of the adoption of the --

23 MR. HAUGEN: Point of information. Al
24 Haugen, Rochester Tower. The way I read this
25 this would mean if you take a temporary

1 promotion you would resign from the union, is
2 that correct?

3 MR. KRASNER: No, that's not correct.

4 MR. HAUGEN: Okay.

5 MR. KRASNER: As many as are in favor of
6 the adoption of the amendment to the resolution,
7 signify by saying aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: As many as are opposed say
10 nay.

11 UNIDENTIFIED SPEAKERS: Nay.

12 MR. KRASNER: The ayes have it. The
13 resolution is amended. Okay. We are back to
14 the resolution as amended. Are you ready for
15 the question? As many as are in favor of the
16 adoption of the resolution as amended, signify
17 by saying aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: All opposed say nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: The ayes have it. The
22 resolution as amended is adopted. Okay. Let me
23 see my next note. Hold on.

24 UNIDENTIFIED SPEAKER: Can I have a point
25 of information. I know we just passed

1 clarification -- mike six.

2 MR. KRASNER: Yes.

3 UNIDENTIFIED SPEAKER: Will this apply
4 retroactively to people who have quit over the
5 last year or is this from this point forward if
6 someone resigns? Just so I know what I am doing
7 back at my local.

8 MR. KRASNER: This will be from this
9 point forward. It is not retroactive. You'd
10 have a hell of a time. Okay. Cool off. I was
11 doing research. Next business in order is
12 R-044. Is there a second?

13 UNIDENTIFIED SPEAKER: Second.

14 MR. KRASNER: Moved and seconded to adopt
15 R-044. Are you ready for the question? Mike
16 eight.

17 UNIDENTIFIED SPEAKER: I have a question.
18 As I read the bylaws under Resolution 90-008 it
19 seems the same as the one that's submitted
20 today. I am just wondering if there is some
21 clarification.

22 MR. KRASNER: In actuality it is not.
23 That's what I was like doing when you thought I
24 was sleeping was checking that. The bylaw says
25 that we will support actions that would allow

1 them to apply for a job as an air traffic
2 controller. This one says that we would support
3 actions that would allow them to be rehired. Is
4 there a distinction there? Yes, presumably
5 they have been allowed to apply for their jobs.
6 And that technically would be where our support
7 should end with the signing of that executive
8 order. So what you are looking for is something
9 stronger to actually allow them to be rehired.

10 UNIDENTIFIED SPEAKER: Okay, thank you.

11 MR. KRASNER: Give me some debate. Mike
12 nine. There is nobody at mike nine. Mike four.

13 MR. MORSE: Stu Morse, New York Center.
14 I would like to rise in favor of this
15 resolution. As a prior controller from 1981, I
16 fully appreciate what my brothers and sisters
17 going through who are still out on the street.
18 The FAA is still steadfastly refusing to rehire
19 these people even though President Clinton has
20 issued a ban. I think that we as a union should
21 be showing support for our brothers and sisters
22 who are still on the street and still trying to
23 get back into their profession. We do owe them
24 a debt of gratitude and our support from this
25 union would be very helpful in trying to get

1 them their jobs back.

2 (Applause.)

3 MR. KRASNER: Mike four.

4 MR. BOYER: Mr. Chairman, Mark Boyer from
5 Flying Cloud Tower. I rise in opposition to
6 this resolution purely because of the wording
7 that we're as a convention body delegating the
8 support actions of our members directly by the
9 wording that the members of that will support
10 the actions. I guess I have no problem with
11 that. I have no problem with the body deciding
12 that that would be our position, but not to
13 dictate to the members what they will support.
14 Thank you.

15 MR. KRASNER: Mike ten.

16 MR. PINGOL: John Pingol, Palm Beach
17 Tower. As a former CATCO member I would like to
18 call the question and ask for unanimous consent.

19 MR. HAMPTON: Mr. Chairman?

20 MR. KRASNER: I'm sorry, what?

21 MR. HAMPTON: I will object.

22 MR. KRASNER: What are you objecting to?
23 Based on what? If no one gets to a mike to talk
24 to me I am calling the question.

25 MR. HAMPTON: Can I say something? Can I

1 say something? Al Hampton, mike four.

2 MR. KRASNER: You can't. I have a call
3 for the question. If somebody is objecting to
4 that --

5 MR. HAMPTON: Point of order. I object
6 to it.

7 MR. KRASNER: Based on, what do you base
8 the point of order, sir?

9 MR. HAMPTON: I forgot.

10 UNIDENTIFIED SPEAKER: Point of
11 information, mike five. My eyesight is a little
12 bit bad this morning, Mr. Chairman. Could you
13 tell me what the sign right behind you says?

14 MR. KRASNER: It says "exit." It is
15 moved and seconded to end debate. As many as
16 are in favor of ending debate, signify by saying
17 aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: All opposed say nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: Hearing two-thirds in the
22 affirmative, debate is ended. The question
23 before you is the adoption of R-044. As many as
24 are in favor of its adoption, signify by saying
25 aye.

1 UNIDENTIFIED SPEAKERS: Aye.

2 MR. KRASNER: All opposed say nay.

3 UNIDENTIFIED SPEAKERS: Nay.

4 MR. KRASNER: The ayes have it. It is
5 adopted.

6 UNIDENTIFIED SPEAKER: Mr. Chairman?
7 Mike six.

8 MR. KRASNER: Yes.

9 UNIDENTIFIED SPEAKER: I would like to
10 address the whereas portion of this amendment,
11 this resolution that we just adopted. I think
12 we need to --

13 MR. KRASNER: There is no whereas portion
14 of it.

15 UNIDENTIFIED SPEAKER: Okay. Can we add
16 then or does that need to be done before it's
17 passed?

18 MR. KRASNER: It has to be done before
19 it's out.

20 UNIDENTIFIED SPEAKER: Point of question.

21 MR. KRASNER: Yes.

22 UNIDENTIFIED SPEAKER: Wasn't this
23 requested to be a unanimous decision?

24 MR. KRASNER: I'm sorry, yes, it was.
25 Yes, it was. Was there an objection to

1 unanimous consent?

2 UNIDENTIFIED SPEAKER: Yes.

3 MR. KRASNER: Okay. The vote stands.

4 Sometimes you've got to back into it, you know.

5 Let me read this. I am showing there is a

6 possible conflict so let me kind of go back here

7 and check that out. Okay. There is a problem.

8 There is a problem with R-045 which could be

9 worked out by amending. But as it stands there

10 is a problem. The first therefore be it

11 resolved says that the purpose of this committee

12 is to establish procedures to place new ATCs.

13 We don't establish procedures for the FAA. So

14 there is a problem that that's a task that

15 cannot be carried out.

16 MS. WALSER: As the author of this

17 amendment, this resolution -- Rebecca Walser. I

18 am from New Haven. I guess I'll propose an

19 amendment to that.

20 MR. KRASNER: Okay.

21 MS. WALSER: To read "shall establish

22 guidance to place ATCs," would that do it, or

23 procedures?

24 MR. KRASNER: Actually, what you probably

25 want to do is establish a negotiating position

1 for placing new ATCs into Level I's, is that it?

2 MS. WALSER: That's it. Mr. Chairman,
3 you read my mind.

4 MR. KRASNER: Let's hope. Okay. It will
5 now read, "Therefore, be it resolved that a
6 National Placement Committee be established and
7 funded by the National Executive Board to
8 establish a negotiating position for placing new
9 ATCs into Level I facilities," and et cetera, et
10 cetera, et cetera. Is there a second?

11 UNIDENTIFIED SPEAKER: Second.

12 MR. KRASNER: Okay. Moved and seconded
13 to adopt as such. Did you wish to speak to it?

14 MS. WALSER: Yes. Rebecca Walser, New
15 Haven Tower. And this is, the intent of this is
16 to establish the meetings for placement in case
17 contracting out doesn't work, rather if we
18 defeat the contracting issue. Right now I
19 realize there are students that are waiting for
20 jobs and the company will eventually be
21 reopened, I presume, and this is just a
22 safeguard to start a progression back into the
23 agency, not for progression. Level I's have
24 been stuck and despite the DPP there still
25 should be new controllers coming into the

1 industry and that's what I want to address with
2 this.

3 MR. KRASNER: Okay. Mike six.

4 MR. BLAM: Mark Blam, Tri Cities,
5 Washington. I move to amend this resolution.

6 MR. KRASNER: Go ahead.

7 MR. BLAM: After the first therefore,
8 after ATCs this is I think an ongoing problem
9 and we may or may not have Level I facilities
10 out there. In the future I would like to amend
11 it to the lowest level facilities there and
12 replacing also the second to the last line which
13 says "majority of lowest level towers shall be,"
14 because this has been an ongoing problem for
15 sometime. And if we are unsuccessful in
16 contracting out Level I's, this will be a moot
17 point because we'll be addressing towers that
18 won't exist anymore, and it will still be a
19 problem for Level II's, III's, and so on.

20 MR. KRASNER: Okay. So, you are
21 proposing an amendment to strike "Level I
22 facilities" and replace with "the lowest level
23 facilities"?

24 MR. BLAM: Correct.

25 MR. KRASNER: Is there a second?

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KRASNER: Okay. Moved and seconded
3 to amend as such. Ready for the question? Do
4 you rise to debate?

5 MR. POALILLO: Yes, sir.

6 MR. KRASNER: Go ahead.

7 MR. POALILLO: Richard Poalillo, Guam
8 CERAP. I am just wondering can we could just
9 end it to replace new ATCs?

10 MR. KRASNER: No, sir, the debate is on
11 the question is on replacing Level I facilities
12 with the lowest level facilities.

13 UNIDENTIFIED SPEAKER: Point of
14 information, please. Mike twelve.

15 MR. KRASNER: Yes.

16 UNIDENTIFIED SPEAKER: Could you reread
17 the initial amendment after the word "establish"
18 in the first paragraph?

19 MR. KRASNER: "Establish a negotiating
20 position for placing new ATCs into" and the
21 original was "into Level I facilities," the
22 Proposed Amendment is into "lowest level
23 facilities."

24 UNIDENTIFIED SPEAKER: Did we pass the
25 first amendment to the amendment?

1 MR. KRASNER: No, the First Amendment was
2 made before it was introduced before the body as
3 fact. Okay. Debate? Are you ready for the
4 question?

5 MS. WALSER: Mr. Chairman?

6 MR. KRASNER: Yes.

7 MS. WALSER: In changing that right now,
8 the contract tower program has a four-year time
9 frame on it. We have another convention in two
10 years. This is to address the immediate problem
11 the next two years. We are not going to get rid
12 of all Level I's. That's the purpose I left the
13 Level I's in there.

14 MR. KRASNER: Further debate?

15 UNIDENTIFIED SPEAKER: Point of
16 information.

17 MR. KRASNER: What's the point of
18 information?

19 UNIDENTIFIED SPEAKER: Does this -- mike
20 ten, over here to your right. Does this exclude
21 then centers with this wording?

22 MR. KRASNER: Well, yeah.

23 UNIDENTIFIED SPEAKER: Yes or no?

24 MR. KRASNER: Yes.

25 UNIDENTIFIED SPEAKER: Okay. So I want

1 to amend it then.

2 MR. KRASNER: I don't know, did you want
3 centers, too?

4 UNIDENTIFIED SPEAKER: Well, --

5 MR. KRASNER: Wait a minute. Wait, hold
6 it. The amendment before us is changing Level
7 I's to lowest level facilities. I consider the
8 Level I's to be lowest level facilities. Should
9 they all be contracted out, I would consider
10 Level II's to be lowest level facilities. I
11 wouldn't see where centers would fit in either
12 wording.

13 UNIDENTIFIED SPEAKER: But is this going
14 to eliminate placing new hires into centers?

15 MR. KRASNER: Yes.

16 UNIDENTIFIED SPEAKER: As it should be.

17 MR. KRASNER: Mike seven.

18 MR. PARKER: Todd Parker, Orlando
19 Executive. I was basically trying to say the
20 same thing the author said, the fact that even
21 if the contracting goes the way the FAA wants it
22 to go, it is still a four-year.

23 MR. KRASNER: Hold it. We're getting off
24 the track here. The debate is on --

25 MR. PARKER: Whether or not to change the

1 wording Level I to lowest facilities.

2 MR. KRASNER: Level I facilities or
3 lowest level facilities.

4 MR. PARKER: There is no need to change
5 the wording, we're still going to be Level I
6 towers.

7 MR. KRASNER: Okay. That's germane
8 debate.

9 MR. NICHOLS: Point of information.

10 MR. KRASNER: The point is?

11 MR. NICHOLS: Curt Nichols, Green Bay.
12 Is it not already the National Office's and the
13 E-Board's stance that all new hires be placed in
14 the lowest level facility available; is that is
15 not your current negotiating stance with the
16 FAA?

17 MR. KRASNER: We have not entered
18 negotiations with the FAA.

19 MR. NICHOLS: But is that not the E-Board
20 stance?

21 MR. KRASNER: We haven't any developed.
22 I mean, that's what we would like. We have no
23 developed negotiating position on it. Okay.
24 The question is on the -- are you rising to
25 debate?

1 MR. BLAM: Yes.

2 MR. KRASNER: Okay, yes.

3 MR. BLAM: Yes.

4 MR. KRASNER: Go ahead.

5 MR. BLAM: It is my amendment but the
6 amendment does not dilute the intention of the
7 original resolution at all. It still affects
8 Level I's. As long as Level I's are there why
9 not let it carry on? It is a good amendment, I
10 mean, if it is a good resolution why not let it
11 carry on?

12 MR. KRASNER: Okay. So the question is
13 on the amendment to the resolution which would
14 change Level I facilities to the lowest level
15 facilities. As many as are in favor of the
16 amendment to the resolution, signify by saying
17 aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: As many as are opposed say
20 nay.

21 UNIDENTIFIED SPEAKERS: Nay.

22 MR. KRASNER: The ayes have it. The
23 amendment is carried. The issue before the body
24 is the resolution as amended.

25 MR. MCDANIEL: Point of information.

1 MR. KRASNER: Point is?

2 MR. MCDANIEL: Mike two, Jerry McDaniel,
3 Salina Tower. Is there a PCS committee?

4 MR. KRASNER: Yes. It is being
5 established now.

6 MR. MCDANIEL: Thank you.

7 MR. KRASNER: Okay. Rising to debate,
8 mike five? Wait. Wait. Okay. No, no, no, I
9 was going to suggest, we have like seventeen
10 minutes. I don't know if we are going to get
11 through with this. I was going to suggest maybe
12 somebody would give us a motion to recess until
13 1:30.

14 UNIDENTIFIED SPEAKER: Mike six. Motion
15 to recess.

16 MR. KRASNER: Wait, wait, wait. No? All
17 right. Well, okay, I tell you what. Let's let
18 it go and we will see what happens. Mike five.

19 MR. BERRY: Jeff Berry, Indianapolis
20 Center. Motion to recess until 1:30.

21 UNIDENTIFIED SPEAKER: Second.

22 MR. KRASNER: Okay. There is a motion to
23 recess and it is seconded. As many as are in
24 favor say aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 UNIDENTIFIED SPEAKER: Point of order.

2 MR. KRASNER: We're in the middle of a
3 vote. There will be no point of order in the
4 middle of a vote. All those opposed say nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: Defeated. Your point of
7 order is?

8 UNIDENTIFIED SPEAKER: It's a point of
9 information, it is moot now.

10 MR. KRASNER: Okay. Mike five, you are
11 on for debate. No mike five. Mike two, you are
12 up for debate. No mike two. Mike three, you
13 are up for debate.

14 UNIDENTIFIED SPEAKER: Are we not
15 debating the resolution as amended?

16 MR. KRASNER: As amended, that's correct.

17 UNIDENTIFIED SPEAKER: I would like to
18 speak strongly in favor of this resolution.
19 Another controller brought up the fact of new
20 hires being affected. I notice it now states
21 that was a negotiating position. It could be
22 none of those people want to go to a center and
23 that would be dealt with on available placement.
24 If we establish a negotiating position our
25 people still go into Level I's that gave us

1 centers as a specific different option.

2 MR. KRASNER: Mike seven.

3 MR. MACKIE: Joe Mackie,
4 Greenville-Spartanburg.

5 MR. KRASNER: May we please have some
6 silence? Well, not you.

7 MR. MACKIE: I would like to move we
8 postpone further discussion of this matter until
9 first order of business when we resume the
10 afternoon session.

11 MR. KRASNER: It is the gentleman's right
12 to make a motion. It is your right to vote for
13 or against it. It was a motion made to postpone
14 consideration until first order of business when
15 we come back to the first resolution section of
16 our business, is that correct?

17 MR. MACKIE: We are scheduled for a panel
18 in fifteen minutes.

19 MR. KRASNER: You heard the motion. Is
20 there a second?

21 UNIDENTIFIED SPEAKER: Second.

22 MR. KRASNER: Okay. Moved and seconded.
23 Discussion on postponing it? As many as are in
24 favor of postponing consideration, say aye.

25 UNIDENTIFIED SPEAKERS: Aye.

1 MR. KRASNER: Opposed say nay.

2 UNIDENTIFIED SPEAKERS: Nay.

3 MR. KRASNER: Okay. We're back on for
4 debate. Mike four.

5 MR. GRUNDMANN: Bill Grundmann, New York
6 Center. I rise in opposition to this
7 resolution. I do understand the principles and
8 I do agree with the principles of the
9 resolution. However, it needs to be stated that
10 I don't believe the centers can be staffed with
11 the numbers of people we need from the lower
12 level facilities, I think it will be unworkable.
13 It needs to be stated in the resolution itself.

14 If the PCS monies aren't there and we
15 take a position that every controller in our
16 area goes to a Level I or the lowest level
17 facility, it would shut our doors. We wouldn't
18 be getting the people that we need to survive.

19 (Applause.)

20 MR. KRASNER: Mike eight.

21 MR. STARK: Scott Stark, Downtown
22 Shreveport. I call the question.

23 MR. KRASNER: There is a call for the
24 question. Is there a second?

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: Moved and seconded to end
2 debate. As many as are in favor signify by
3 saying aye.
4 UNIDENTIFIED SPEAKERS: Aye.
5 MR. KRASNER: All opposed say nay.
6 UNIDENTIFIED SPEAKERS: Nay.
7 MR. KRASNER: Hearing two-thirds in the
8 affirmative, debate is ended. The issue before
9 you is R-045 as amended. As many as are in
10 favor of its adoption, signify by saying aye.
11 UNIDENTIFIED SPEAKERS: Aye.
12 MR. KRASNER: All opposed say nay.
13 UNIDENTIFIED SPEAKERS: Nay.
14 MR. KRASNER: The ayes have it. It is
15 adopted.
16 MR. ACKERMAN: Mr. Speaker?
17 MR. KRASNER: What?
18 MR. ACKERMAN: Mike twelve.
19 MR. KRASNER: Mike twelve.
20 MR. ACKERMAN: Or point of order I
21 suppose. Bob Ackerman, Brownsville. Move to
22 recess.
23 MR. KRASNER: That's not a point of
24 order. But there is a motion. Wait a minute.
25 I heard you say there is a motion to recess

1 MR. KRASNER: To my immediate left we
2 have Steven Brown, Executive Vice-President for
3 AOPA.

4 (Applause.)

5 MR. KRASNER: To his immediate left, as
6 you all know, we have John Thornton, NATCA
7 Senior Director for Legislative Affairs.

8 (Applause.)

9 MR. KRASNER: To his immediate left we
10 have an empty seat. It appears that Frank
11 Kruesi, the Assistant Secretary for Department
12 for Transportation Policy, and appears he is
13 currently lost somewhere within the ATC system.
14 Maybe this was just his way of saying he thinks
15 it's a good idea. But we do hope that seat will
16 be filled by the time he's supposed to get up
17 here to speak. If not, John will just have to
18 cover for him.

19 MR. THORNTON: It just means there is no
20 one to my left.

21 MR. KRASNER: Okay. So the first
22 individual we will be hearing from this morning,
23 the format is going to be the same as it was
24 yesterday. We will hear briefly from each
25 individual, then we will pose questions from the

1 floor. You can direct them to any panelist, you
2 can direct them to all panelists. We will run
3 this to about noon and then we will break.

4 Anyway, the first person we will hear
5 from is James Landry, President of the Air
6 Transport Association of America.

7 James is starting his second 30-year
8 career with ATA. He began his first tour with
9 ATA in 1961 as senior attorney and moved up
10 through the organization until he was named
11 Senior Vice-President and General Counsel in
12 1978.

13 He held that position until he retired in
14 May 1992. In May '92 he became a partner in the
15 prestigious Washington law firm Hogan & Harston.
16 In July 1992 duty called and the ATA Board of
17 Directors named Jim as President of the
18 association, at which time he took a leave of
19 absence from the firm in order to be able to
20 serve in his capacity as President.

21 Mr. Landry is recognized as a leading
22 spokesman on many aviation and aviation legal
23 issues. He is a firm supporter of the
24 Administration's effort to restructure the ATC
25 function of the FAA. Please welcome James

1 Landry.

2 (Applause.)

3 MR. LANDRY: I am sure you noticed that
4 my own legal background, and that's also true of
5 Dave Heymsfeld who is going to follow me in a
6 moment, you may not have noticed an announcement
7 last week that some geneticists at Berkeley had
8 finally succeeded in crossing a member of the
9 Mafia with a lawyer. The product was an offer
10 you can't understand.

11 I am sure you all rejoice that the front
12 page headline in USA Today this morning, "25
13 Months of Commercial Major Airlines Flying
14 Without Fatal Crash." That's close to 15
15 million flights. It is a billion passengers
16 without a single fatality. That's due to the
17 dedication to safety of everyone in this room,
18 and the FAA, and of the 535,000 airline
19 employees and their dedication to safety.

20 (Applause.)

21 MR. LANDRY: There really is no better
22 public-private partnership on the face of the
23 earth than the one we have going, and I am
24 sincere about that. By the FAA's own
25 projections we are going to have a 46 percent

1 increase in domestic traffic over the next
2 twelve years and a doubling of our international
3 traffic.

4 So, are we eager to see the system
5 updated? Yes. Are we eager to see state of the
6 art technology introduced faster? Yes. Are we
7 eager to have the Air Traffic Control managers
8 armed with greater flexibility to offer
9 inducements to attract controllers and other key
10 personnel the challenging jobsites when and
11 where they are needed? Yes. Are we eager to
12 see stability in the top management of the
13 system, tenure not turnover, as a way of life?
14 Yes. Are we eager to see certainty in the
15 funding rather than the stiffling, inhibiting
16 uncertainties of the federal budget process?
17 Yes.

18 So, do we still support the concept we're
19 here to discuss today? Again, the answer is
20 yes. I say still because for those of you who
21 weren't around then or have forgotten, it was
22 the airlines through ATA that proposed an ATC
23 corporation nearly ten years ago. And our
24 recommendation was echoed by an independent
25 study by the National Academy of Public

1 Administration not too long thereafter.

2 But despite very strong support from the
3 print media, I believe it was the New York
4 Times, the Wall Street Journal editorials,
5 Washington Post at the time, the Trade Press, we
6 didn't move Congress one inch on the matter. It
7 never got off the ground. And in significant
8 measure that was because we and you were alone
9 in supporting it then.

10 The Administration at that time was
11 guarded. But not now. The Secretary, as he
12 indicated in his speech here a couple days ago,
13 is strongly for it, the Administration is
14 strongly for it, the National Airline Commission
15 and its able Chairman, Governor Beliles (sic),
16 pushed hard for it. But perhaps most
17 importantly, the White House is for it.

18 Vice-President Gore has it on the top of
19 his list for re-inventing government. That's
20 why the airlines await the unveiling of the
21 Administration's promised plan establishing the
22 federal corporation to run the ATC system with
23 great anticipation.

24 The concept we still embrace. But as
25 everyone keeps reminding us, the devil's in the

1 details. We won't buy a pig in a poke, so we
2 are anxious to find out how the Administration
3 proposes that the new corporation be governed
4 and funded.

5 Our original proposal was to create a
6 self-sustaining corporation funded with the same
7 aviation taxes and fees already collected by the
8 government and credited to the Aviation Trust
9 Fund, but with the money paid directly to the
10 corporation rather than the U.S. Treasury.

11 ATC operations with capital improvement
12 would not be contingent on Congressional
13 appropriations. And after the first two years
14 of operations the new corporation would free to
15 raise and lower its taxes and fees on an annual
16 basis to meet its budgetary needs. In addition,
17 it would be authorized to borrow money from
18 private lenders against its tax revenue stream
19 to pay for improvements.

20 However, it remains to be seen whether
21 Congress, or the Administration for that matter,
22 will give up existing tax revenue even if the
23 new ATC corporation is a hundred percent revenue
24 funded. Aviation taxes and fees bring in
25 approximately \$4.5 billion annually to a

1 money-hungry government, at least part of which
2 each year is used to make the federal budget
3 deficit look smaller than it is.

4 Let me at least dispel one myth before
5 the rest of the panel speaks, and that's the
6 fears raised by general aviation that small
7 plane operators will be forced by the big
8 airlines to pay much higher fees if ATC is
9 corporatized. Not so.

10 The commercial airlines have no desire to
11 have these deliberations bog down into the
12 internal debate over whether general aviation is
13 paying or not paying its fair share. We submit
14 they should be expected to pay the same share of
15 ATC expenses as they do now and no more.

16 (Applause.)

17 MR. LANDRY: That was part of our
18 original proposal and it continues to be our
19 position today. Ladies and gentlemen, as we all
20 know, I represent a beleaguered industry. Our
21 carriers have collectively lost \$11.5 billion
22 over the last four years. We have to cut our
23 costs. We have to increase the productivity of
24 our work force and of our aircraft fleets.

25 Today we still experience an average of

1 700 delays of fifteen minutes or more per day.
2 That's an annual cost of \$3 billion. They are
3 not all Air Traffic Control delays. Obviously,
4 a lot of them are weather delays and even
5 airline factors. But even if a new, efficient,
6 technologically up-to-date system only could cut
7 those delays in half, that's a savings of \$1.5
8 billion. Flight delays not only aggravate the
9 airlines' customers, they increase its true
10 cost, its fuel cost, and its capital cost.

11 An airline offering 2,500 daily flights,
12 for example, needs 416 jets to support its
13 schedule if each jet makes an average of six
14 flights a day. However, it means 500 jets if
15 each jet makes only five flights a day. That's
16 84 additional jets which at an average cost of
17 \$35 million apiece raises the airline capital
18 cost by \$2.9 billion.

19 Poor equipment utilization in this
20 industry carries a hefty price tag. So, to
21 close on my original point, we're anxious to see
22 the Administration's plan. We're anxious to see
23 Frank Kruesi. If it embraces the progressive
24 elements, I cite it, and does so as it can
25 without saddling our industry with yet another

1 heavy cost, we will say let's go for it.

2 (Applause.)

3 MR. KRASNER: Thank you, Jim. Our next
4 panel member is David Heymsfeld. He's the Chief
5 Counsel for the House Aviation Subcommittee.
6 David is a New York native, so you know he can't
7 be all bad, with a Harvard law degree. Well,
8 okay. He has extensive private and government
9 legal experience. David was named Chief Counsel
10 for the Aviation Subcommittee in 1975. It's in
11 this post that we have come to know him. He and
12 his staff have always made themselves accessible
13 to meet with all aviation groups and hear their
14 concerns.

15 Within the aviation community David has
16 been recognized as an expert on many aviation
17 related issues. In that he works as closely as
18 he does with Chairman Jim Oberstar, it will be
19 very interesting to hear his views this morning.
20 David, welcome aboard.

21 (Applause.)

22 MR. HEYMSFELD: Thank you very much, and
23 I am really pleased to be here. Ken Oberstar
24 had hoped to be here and regretted it because
25 there is a day of Congressional loads that he

1 couldn't be. I can assure you that he has the
2 highest respect for the work you do. And over
3 the years he has devoted much of his efforts in
4 aviation to ensuring that Air Traffic Control
5 has necessary levels of staffing, adequate pay
6 and good working conditions. And he will
7 continue in these efforts I can assure you.

8 I also want to commend you on the quality
9 of your representation in Washington. First,
10 John Thornton, who I have had the pleasure of
11 working with for many years. And also want to
12 congratulate you on having the good judgment to
13 hire Jane Clancey. Jane, we were pleased to
14 have Jane work with us in the Aviation
15 Subcommittee for a few months while she was
16 awaiting the results of her bar exam. And since
17 then she's gone on to greater things in the
18 federal employee movement. We're delighted to
19 have her back in aviation. She's a true
20 professional who knows both the players and the
21 issue, and I think she will serve you very well
22 in Washington.

23 I guess my function is to be the wet
24 blanket to the Air Traffic Control Corporation.
25 Let me begin with a little political judgment.

1 You have in Congress, plus you have the two
2 authorizing committees on the House and Senate
3 side which would have to pass any legislation to
4 the Air Traffic Control Corporation, Chairman
5 Oberstar and the House strongly oppose the
6 corporation. And his opposition is shared by
7 the leadership of the Senate Commerce Committee.

8 It is extremely rare for legislation to
9 pass when one of the two committees feels
10 strongly about it. In my experience it's
11 unheard of for legislation to be passed in
12 aviation when both of the authorizing committees
13 are against it.

14 Let me turn to some of the reasons
15 Chairman Oberstar has such strong feelings
16 against the corporation. In general terms, he
17 believes that a corporation would have a strong
18 possibility of damaging our Air Traffic Control
19 System and he doesn't think we could do much to
20 improve the safety and efficiency of the system.

21 The starting point is the excellent
22 system we have today, a system that moves 450
23 million passengers a year. No other system in
24 the world does that. A system that operates
25 with a fantastic degree of safety, no fatalities

1 in the past two years.

2 And what hasn't been always recognized is
3 how efficient the system is and how the
4 efficiency is increasing. Since 1982, air
5 traffic has gone up 32 percent. Delays have
6 gone down 15 percent. That's a tremendous
7 tribute to your efforts and your willingness to
8 work with the airlines to improve movement of
9 their aircraft.

10 What's also unrecognized is how efficient
11 the cost record has been in providing air
12 traffic control service. Since 1971, a period
13 of tremendous inflation in the economy, the
14 costs of each operation in the Air Traffic
15 Control System have gone up 92 percent. Compare
16 that 92 percent to the increase in the cost of
17 living index of 241 percent, compare it to the
18 increase in airline fares of 106 percent.

19 I would say that rather than seeking to
20 have further oversight of the Air Traffic
21 Control System, the airlines might appoint the
22 ATC system as advisors to the airlines. The
23 proposal which the Administration is advancing
24 contemplates breaking up FAA into an Air Traffic
25 Control System and a separate regulatory agency.

1 This would break up the integrated system which
2 has been providing the world's best air traffic
3 control service.

4 When you break up the existing system,
5 you are setting up lots of new problems. How
6 are you going to ensure safety? How are you
7 going to ensure good access? How are you going
8 to ensure funding?

9 No matter how good a scheme you come with
10 on paper, there is going to be problems.
11 There's going to be problems that will fall
12 between the cracks. There's going to be a
13 jockeying for position in power, the who does
14 what. This is bound to have bad affects on
15 agency morale. And the tensions that will
16 result and the unanticipated consequences could
17 well impair safety or efficiency, these types of
18 problems that are reasons that the National
19 Academy of Public Administration strongly
20 recommended against splitting up the FAA into a
21 corporation and a regulatory agency. It is true
22 that they support your corporation for FAA, but
23 they strongly oppose the separation for the
24 problems that it would create.

25 Chairman Oberstar is also concerned with

1 the role that airlines may play in having
2 further powers to influence the Air Traffic
3 Control System. To read the Gore Commission
4 Reports, one of the main reasons that is
5 advanced for turning the ATC over to a
6 corporation, is that this would give the users
7 more control over how the system works.

8 You know, airlines as private
9 corporations profit (inaudible) their bottom
10 line is. They are concerned with how to reduce
11 their costs. And I submit to you that if they
12 are having more influence on the ATC system the
13 cost of the ATC system will be something that
14 will be under their purview and something they
15 will make efforts to reduce.

16 There is nothing wrong with this. It is
17 what you would expect them to do if you really
18 want them having more to say about how much an
19 corporate Air Traffic Control Corporation would
20 spend for personnel and would spend for
21 equipment.

22 You might want to take a look at what's
23 been going on in the last few years with the
24 relationship between airlines and airports. As
25 the airlines have gotten into financial

1 difficulties, they become increasingly concerned
2 with how much the airports are spending on
3 capital development. They are making great
4 efforts to control and limit those expenditures.

5 The airlines would also be concerned with
6 improving the efficiency of their operations by
7 changing air traffic control rules and practices
8 to having more planes in the air and have planes
9 spend less time in the air. This again is
10 something that is proper and which they should
11 be urging, but we only want that done with
12 safety to be ensured. Do we really want the
13 airlines to have more of a role with setting
14 those operating practices than they do today?

15 Let me turn now to what the Air Traffic
16 Control System is supposed to accomplish. It is
17 supposed to enhance the modernization program,
18 the acquisition of the new capital equipment.
19 Why is it supposed to do this? Because the
20 problem is the FAA is behind in capital
21 equipment because emergency government
22 procurement regulations slow them down.

23 We submit that this is not the problem
24 today. Finance plan is 95 percent under
25 contract. The problem today is not with

1 burdensome procurement regulations. What is the
2 problem in the slowdown in the Nash Plan? Let's
3 look at the Advanced Automation System contract
4 with IBM which has recently come under
5 considerable scrutiny when they crossed over.

6 We have recently completed extensive
7 hearings on what's going on there. It is not
8 procurement regulations that's the problem, the
9 problem is that FAA hasn't had enough experience
10 in managing large-scale procurements. They
11 don't know, first, how to work with the
12 procurement regulations, and then they don't
13 know how to manage the program once the
14 procurement regulations are done.

15 The problem in the original procurement
16 was that FAA didn't take advantage of the
17 ability to write the contract specifications in
18 general terms, they have always been very
19 specific. And I think they have had a terrible
20 time getting those specific terms met. And they
21 haven't been able to -- specifically, they
22 haven't been able to advantage of off-the-shelf
23 technology.

24 This is not something the procurement
25 regulations caused, it's because of their

1 inexperience in dealing with the procurement
2 regulations they weren't aware or adept enough
3 to do so.

4 (Inaudible) of the procurement
5 regulations there have been lots of management
6 mistakes. The requirements have been excessive,
7 they have made too many changes for
8 requirements, they haven't made proper decisions
9 on changes, they haven't been given good
10 information about costs and timetables.

11 By saying all this, I should not imply
12 that IBM wasn't substantially at fault, too.
13 But what you have here is a need for FAA to
14 dramatically improve its ability to manage
15 large-scale contracts. And you don't get that
16 by converting to a corporation, it's got to be
17 done by personnel and education and personnel
18 and techniques whether you have a corporation or
19 whether you have a government agency.

20 You must remember that the theory that a
21 corporation is more efficient than the
22 government, to the extent it has validity, comes
23 with an assumption that the corporation is in
24 competition. It is competition that leads
25 corporations to be efficient. This is not going

1 to be a corporation that's in competition, this
2 is going to be a monopoly corporation. And
3 there are not going to be the same kind of
4 incentives for efficiency that you get in the
5 private sector. The private sector's record on
6 implementing new technology is mixed.

7 Being a private corporation doesn't
8 guarantee you are going to be efficient in
9 dealing with new technology. Look at IBM and
10 the Advanced Automation System, look at
11 Polaroid's instant movie camera, the Chevy Vega,
12 RCA's video disc. There have been a lot of
13 failures in the private sector and they have
14 been successful in the government.

15 On personnel it said that a corporation
16 would give more flexibility in paying different
17 salaries to controllers in different locations.
18 We already have a program to do this, the Pay
19 Demonstration Program. And Chairman Oberstar
20 supports a continuation of that program and will
21 be working to do that. There is no reason you
22 need a corporation for that. The Administration
23 would support a continuation of the Pay
24 Demonstration Program and that problem can be
25 dealt with.

1 The main reform that Congressman Oberstar
2 would like to see in FAA, in addition to
3 procurement and personnel changes that need to
4 be made, is to get an administrator in for a
5 five-year term so that the administrator can
6 learn what the agency is about, learn how to
7 improve its ability to manage large-scale
8 contracts, and stick around long enough so that
9 the executives will have to pay attention to
10 them and will have to implement changes he
11 makes.

12 Let me, in closing, say that I recognize
13 you supported the concept of the ATC corporation
14 and I hope you will remain open to further
15 consideration of your position after the
16 specific plan comes out. I know you will want
17 to look at how a corporation would affect the
18 National Air Transportation System. I think you
19 will also want to look at how it might relate to
20 you in your individual jobs and your job
21 satisfaction and conditions at work.

22 I will leave you with one question on
23 this account. Over the last five years who
24 would you rather work for, an airline, the U.S.
25 Postal Service, or the Federal Aviation

1 Administration? Thank you very much.

2 (Applause.)

3 MR. KRASNER: A couple days to think of
4 the answer? Okay. You guys are getting too
5 used to this. Our next panelist is Steve Brown.
6 And Steve's actual title is Senior
7 Vice-President, Government and Technical Affairs
8 for the Aircraft Owners and Pilots' Association,
9 AOPA. Given the length of that, we put
10 Executive Vice-President.

11 Steve leads AOPA's Government Affairs
12 Program which represents the association's
13 320,000 pilot members at federal, state, and
14 local levels.

15 Many of you late night/early morning
16 C-Span addicts have seen Steve in his role as
17 AOPA's chief lobbyist in which he frequently
18 testifies before Congress advocating AOPA's
19 position on a myriad of issues.

20 He's a passenger spokesman on issues that
21 pertain to general aviation and private pilots.
22 As a pilot, Steve has flown 3,000 hours over the
23 past twenty years, and is certified as a
24 commercial pilot and flight instructor in single
25 and multi-engine aircraft. He also has

1 instrument, seaplane, and glider aids.

2 Additionally, Steve owns a single-engine
3 aircraft which he uses for both business and
4 personal transportation. So, let's welcome
5 Steve Brown.

6 (Applause.)

7 MR. BROWN: Thank you, Barry. And good
8 morning everyone. We are not frequently in a
9 group that appears before your annual meetings,
10 and so I would like to just take this
11 opportunity to extend an appreciation on the
12 part of all of our members for the dedication
13 that you bring to your jobs and the quality of
14 the service that they get on a day-to-day and
15 hour-to hour basis in the system.

16 As I will indicate to you in a couple
17 minutes, we survey our members frequently and
18 one of the things we survey, of course, is the
19 air traffic system and the services they receive
20 and their impressions of that service. So,
21 inasmuch as we're not here annually, I hope each
22 of you will take away and extend to also your
23 colleagues the fact that we're very appreciative
24 of what you do for general aviation and look
25 forward to continuing that in the future.

1 (Applause.)

2 MR. BROWN: One of the key thoughts that
3 I hope to leave with you today is that general
4 aviation pilots are key consumers in the system.
5 And as consumers fundamentally representing
6 consumers, we are very cost sensitive.

7 General aircraft owners and pilots pay
8 directly through taxes for the services that
9 they receive. And as you heard earlier this
10 morning, are one of those who pay directly into
11 the trust fund for those services. Airline
12 passengers, of course, do the same thing through
13 the airline ticket tax and those revenues are
14 deposited directly into the fund. They are by
15 far and away the largest direct contributors to
16 the cost of the system and payments that go into
17 modernizing the system followed by general
18 aviation.

19 As consumers, therefore, we're very
20 interested in the economics of the Air Traffic
21 Control System, cost benefit of modernization,
22 and the quality of the service in terms of the
23 cost benefit for what we perceive we're paying
24 into the system, the equipment we buy, and the
25 regulations that we follow.

1 As Jim Landry appropriately pointed out,
2 in any proposal the devil is always in the
3 details, and there have been few of those for us
4 to consume, or for anyone else to consume, on
5 this topic of the Air Traffic Control
6 corporation.

7 For the most part the Administration has
8 followed the traditional line for this
9 Administration in proposals which is not to put
10 anything in black and white for quite sometime,
11 but to discuss general concepts and make general
12 references. We have tried as much as possible
13 to learn about their proposals and to try and
14 respond to them in a professional way.

15 So the indication that I will give you
16 today really is in response to scattered
17 information that comes from the Administration,
18 the few policy statements they have put out, and
19 what we can learn from other sources about
20 exactly what's on their mind and what they may
21 be considering for the future.

22 First of all, I would like to start with
23 some survey data from our membership that was
24 collected the first week in April of this year.
25 Because we have the size of membership that we

1 do, the only way that we can really accurately
2 assess their particular viewpoints on any given
3 broad issue is to regularly survey 320,000
4 members. And I will briefly summarize what they
5 think about the air traffic control corporation
6 proposal as we know about it today.

7 79 percent of them do not think that the
8 ATC system in this country should be run by a
9 corporation. 73 percent do not believe that the
10 ATC system in this country would become more
11 efficient if the system were run by a
12 corporation. 78 percent believe that general
13 aviation's access to the system, as well as its
14 costs, would increase in the system and that, in
15 fact, if it was run by a government corporation
16 there would be further regulation and expense.
17 71 percent think that the cost to operating the
18 system would increase dramatically if the ATC
19 system were run by a corporation.

20 Now, in terms of the actual proposal that
21 the Administration has put forward to date, and
22 as I said it's not a formal one, I want to make
23 it very clear that AOPA is fully in support of
24 the need for reform within government and the
25 need for reform at FAA. We have consistently

1 indicated that over the past decades, and we
2 have given specific suggestions on how that
3 might occur both to the Administration and the
4 Congress in their oversight function.

5 Our members know that they are as
6 affected as any traveler by the system's lack of
7 responsiveness and its lack of modernization.
8 Clearly there are some within the Administration
9 that believe that FAA should be radically
10 transformed and restructured in order to somehow
11 eliminate or significantly reduce what they
12 refer to as delays in the ATC system.

13 We do not share that view in the same way
14 the Administration talks about. Our conviction
15 is that the delays in the system result from two
16 primary factors. The first and the most
17 prevalent is adverse weather largely in terminal
18 areas that largely ultimately produces a
19 slowdown in traffic, conservatism on the part of
20 pilots in the actions that they take in flight,
21 and to a certain extent, conservatism on the
22 part of controllers as they are working that
23 traffic.

24 Second, to the extent that there are
25 slowdowns or delays or congestion in the system,

1 it is produced by the demand of the traveler to
2 travel at certain peak periods or certain times
3 during the day and the grouping of traffic that
4 takes place during holiday or off times.

5 There is little that restructuring FAA
6 into an air traffic control corporation to
7 influence either of these two primary delay
8 factors, either the case of traffic preferences
9 on the part of the consumer or, secondarily,
10 weather. Frank, of course, is alive. Happy to
11 have you here. Hope it wasn't a delayed flight.

12 MR. KRUESI: It was actually.

13 MR. HEYMSFELD: So, clearly we have
14 doubts about the corporation's ability to
15 significantly influence the delays that exist
16 within the system.

17 On the question of modernization and
18 whether or not the system will be able to
19 dramatically affect FAA procurement practices,
20 much of what we believe has been stated earlier,
21 but let me offer a couple of additional points.

22 As David indicated a little bit earlier,
23 no matter how the corporation or FAA is
24 restructured, the provision of air traffic
25 services will remain a monopoly, as well it

1 should. We don't need competition in a single
2 system where participating traffic need to be
3 identified and controlled.

4 One of the things that's interesting
5 about what we know with regard to the
6 Administration's pronouncements on the idea of a
7 corporation is they refer to the Post Office, to
8 the Tennessee Valley Authority, and the St.
9 Lawrence Seaway Corporation and other
10 quasi-government corporations and potential
11 models that have attractive elements within
12 them. While they offer an intriguing and
13 interesting question that you all, of course,
14 would like to vote on, I think I know how to
15 vote would turn out. You all would have
16 preferred to have worked for Post Office for a
17 number of very logical reasons.

18 The Post Office costs over the last
19 decade or so have risen to more than double the
20 consumer price index, and it has not had an
21 excellent record of performance, unfortunately,
22 for those who are consumers. And given the
23 recent news, can you imagine having aircraft
24 being held over Chicago or undelivered for years
25 at a time? It's frightening.

1 (Applause.)

2 MR. HEYMSFELD: On a more fundamental
3 note and a more serious note, I would like to
4 make the observation the Post Office has
5 competition. It is not a monopoly. One of the
6 reasons they have struggled and had the
7 difficulties that they have had is there is
8 quite a lot of competition in the package and
9 mail delivery system in this country today. And
10 that's clearly not what we have in the field of
11 traffic control system.

12 When you think about the Tennessee Valley
13 Authority or the St. Lawrence Seaway
14 Corporation, which most Americans probably know
15 relatively little about, I think if you studied
16 it to any degree you would find out that they
17 are clearly not examples of time critical, high
18 speed, high tech operating systems with narrow
19 margins for error. The Air Traffic Control
20 System is. And they are, therefore, and
21 arguably not a good model for what the traffic
22 control system could or should become.

23 Now, one of the things that's been
24 mentioned a little bit earlier and I won't go
25 into it in great detail because we have done

1 that in other places, is that there are clearly
2 other issues. There are personnel and forum
3 issues, there are budget issues, a whole range
4 of other structural issues that are involved in
5 this debate with regard to Air Traffic Control
6 corporation.

7 We have views and perspectives on all of
8 those. And let me just briefly say, as I said
9 earlier, that we believe there is a need for
10 reform in those areas but that a corporation is
11 not a unique solution to those and is not a
12 panacea. And, oh, by the way, FAA is not the
13 only agency that's in need of this kind of
14 reform.

15 Vice-President Gore and his RIGO or
16 reinvented government proposals we think had it
17 right when he outlined the fact that our entire
18 federal government is in need of this kind of
19 reform in a great many areas.

20 There are people on the Hill who will
21 tell you that if, in fact, procurement,
22 personnel and other budget-related issues are
23 one of the key drivers for the need for an air
24 traffic control corporation, that maybe we need
25 to think about a corporation for the Department

1 of Defense and a whole host of other government
2 agencies as well that suffer from many of the
3 same ills.

4 So our view is that FAA is not uniquely
5 in need of this type of reform. And to the
6 extent that that is true, aren't we far better
7 off as a nation to make those reforms
8 government-wide and include FAA in those reforms
9 than we are to just slice off a piece of Air
10 Traffic Control within FAA, try and treat it
11 with this particular treatment and hope that it
12 will become more efficient.

13 We see no overall need for change in the
14 current budget system and the allocations under
15 which the costs are born by the users. On a
16 fundamental basis, about 75 percent of the costs
17 are the paid directly by general aviation
18 pilots, passengers, cargo shippers. And there
19 is a 25 or 20 percent component that comes from
20 the general public that we believe is a
21 recognition of the fact that the public benefits
22 enormously from our world-class national air
23 transportation system.

24 As others mentioned earlier this morning,
25 there have been allegations that general

1 aviation does not pay its fair share for
2 operating within the system. We don't agree
3 with that for a number of reasons, all of which
4 I won't detail here this morning because we
5 don't have the rest of the day. We don't
6 believe that that's true. General aviation
7 clearly does pay its fair share of the marginal
8 cost that it imposes on the system.

9 The system primarily is developed, as it
10 properly should be, and serves the commercial
11 airline operations and the other views within
12 the system. We're not opposed to that much. It
13 is a logical thing. There is a need within this
14 country for that. And, therefore, the system
15 itself that FAA operates caters primarily to
16 those needs, is designed for those
17 specifications, and operates to serve that
18 primary customer.

19 That customer that needs runways that are
20 feet thick rather than inches, the customer that
21 needs the degree of reliability that the system
22 has, the customer that needs the kind of
23 performance that we have invested in is the one
24 that should pay the largest majority of costs in
25 operating in that system. General aviation only

1 needs marginal elements of that system. And to
2 the extent that it is using those, it is paying
3 for them today.

4 Another key component with regard to cost
5 of operation of the system in our view is that
6 it's virtually impossible to separate economics
7 and safety when we talk about general aviation
8 in the air traffic system. We believe as pilots
9 that it would be unacceptable, for ourselves and
10 also for the traveling public, to have a system
11 that has as its primary concern economics rather
12 than safety. And when the decision has to be
13 made which is primary or what tradeoffs should
14 occur, we believe it should be moving in the
15 direction of safety rather than bottom line
16 economics.

17 In addition, a government corporation to
18 the extent that we have heard about it that
19 might have a 15 to 20-member Board of Directors
20 with regard to its governance is one that causes
21 us great concern.

22 In some of the initial proposals the
23 offers were that general aviation would be
24 represented by the Secretary of Transportation.
25 And without talking about the track record or

1 relationship that we have had with every
2 individual Secretary of Transportation, I can
3 tell you that as a general thought our members
4 are not in favor of having their concerns
5 represented by the Secretary.

6 Secondly, it is important to realize that
7 to the extent that general aviation or NATCA,
8 for that matter, would have a seat on the board,
9 it's also realistic you should understand in the
10 current proposals that we have heard that the
11 board would be largely dominated by the
12 airlines. And they are, of course, the largest
13 user of the system on an operations basis. We
14 have concerns then that a single seat on this
15 board would be largely symbolic given the size
16 of the board and the likely orientation that
17 they have.

18 When we surveyed our members we found
19 that they believed they had a board of directors
20 for the FAA now and that fundamentally that
21 board of directors (inaudible) and they're quite
22 happy with that board of directors exercising
23 its oversight, its economic insight and its
24 authorization insight, with regard to the
25 operation of the agency and its priorities.

1 Lastly, I want to comment on some of the
2 foreign corporation proposals that the FAA and
3 DoT and others in the Administration have talked
4 about as possible models again for desirable
5 elements within an air traffic control
6 corporation.

7 Many of you know how sophisticated our
8 system is, and you know about the overall
9 operational level of efficiency that is existent
10 within our system and has been for years. In the
11 United States we operate 19 of the 20 busiest
12 terminal airport areas in the world. And
13 corporate structures that exist within
14 Switzerland or the U.K. or New Zealand or
15 Australia, or even South Africa and other
16 places, are clearly not the kind of examples for
17 what we should be moving toward. They can't
18 handle the volume of traffic that our system can.
19 They are not as efficient cost-wise or
20 operationally as our system. They don't provide
21 21,000 services an hour, and they clearly don't
22 have the degree of modernized equipment and
23 procedural capability that our system has.

24 If you take a look at a couple of them,
25 for instance Australia, geographically

1 Australia's airspace is the about the same size
2 as the airspace within the United States but it
3 serves only 3 percent of the traffic volume that
4 we have in the United States. That's not a
5 difficult task given the number of controllers
6 they have and NAV aids they have and the
7 capability of their system overall.

8 If you take a look at New Zealand, which
9 in theory is one of the attractive models for
10 the corporation, you will find that on the
11 average an individual controller handles less
12 than half of the IFR traffic that we do within
13 the U.S. system.

14 So, by any productivity measure that you
15 would like to consider, these systems are in no
16 way relatable to the system we have in the
17 United States and offer few benefits in terms of
18 the way they are structured for our system,
19 which is unique and a world-class, world-leading
20 system.

21 So, in summary we believe that FAA
22 clearly is in need of reform, as is the rest of
23 the government. The procurement reform, the
24 personnel reform, the budget reform that is
25 discussed broadly within the Vice-President's

1 proposal and throughout government now, but
2 could be brought to FAA and FAA could be
3 reformed successfully within government without
4 the safety, economic, and other disadvantages
5 that a corporation would bring.

6 In addition, we believe that as consumers
7 and very cost-sensitive marginal users of the
8 system that a corporation would not be in our
9 best interest and certainly would not have the
10 public oversight that FAA currently does in its
11 relationship with Congress.

12 Finally, we want you to know that as we
13 work on this proposal with our members and as
14 they work with you in the Air Traffic Control
15 System, that we're committed to keeping safety
16 as the key element that we all focus on in the
17 system. And we believe the elements of the
18 government or FAA deal with safety regulations
19 and economics within the system and need to be
20 an integral part of air traffic services. Thank
21 you very much for inviting me here. And I look
22 forward to any questions you might have.

23 (Applause.)

24 MR. KRASNER: Our next panelist is going
25 to be our own John Thornton, Senior Director

1 Legislative Affairs for NATCA. He is a very
2 difficult individual to introduce because I am
3 not quite sure what it is he does and I'm not
4 quite sure how he goes about doing it. But
5 anything I have ever asked him to do he's come
6 through with flying colors. So, it's really
7 kind of difficult to figure all that out.

8 He comes to us with an enormous amount of
9 ATC experience which shows his age. He started
10 in the Air Force in 1965 through '72, worked for
11 the FAA in Washington National from 1973 until
12 August of 1981, where he went on for a career
13 potential to other jobs.

14 If I had to, if I had to pick out a
15 single person in our organization I would give
16 the credit for us being here today, for us being
17 an organization today, that would be John who
18 organized NATCA.

19 (Applause.)

20 MR. KRASNER: He organized NATCA serving
21 as National Coordinator throughout the
22 organizing drive; Executive Director of NATCA
23 until 1990; and now is Senior Director.

24 As Senior Director of Legislative Affairs
25 John has been our lead on the corporatization

1 effort spending probably more time at FAA
2 headquarters than you would care to admit these
3 days. But anyway, John, why don't you tell them
4 about it.

5 (Applause.)

6 MR. THORNTON: Thanks, Barry. Those
7 flying colors were black and blue. I am not
8 only spending more time at the FAA lately than I
9 would like to, I am certain I am spending more
10 time at the FAA than they would like me to, so
11 that's the rewarding part of it.

12 This morning I am very proud to address
13 you on this most important issue and be
14 surrounded by such distinguished guests. With
15 the limited amount of time available I would
16 like to focus on the areas that directly affect
17 you the NATCA membership and why I believe the
18 corporatization concept will benefit you and
19 your families.

20 Whenever I address our members on this
21 issue, the first thing I am asked is can you
22 guarantee that I won't be RIF'd in the
23 corporation? Unfortunately, I can't give you
24 that guarantee. I can't give you that guarantee
25 today that you won't be RIF'd in government.

1 However, I firmly believe that you are less
2 likely to be RIF'd in the corporation as opposed
3 to remaining within current Civil Service and
4 under current budget and appropriations
5 processes.

6 What I can guarantee you, though, is that
7 if you were RIF'd under Civil Service we would
8 do our very best to protect you with the limited
9 ability we have under current negotiability
10 rights. We would do everything possible to
11 delay the RIF under I&I rights as your elected
12 representative.

13 We would try to get Congress involved in
14 an attempt to cut off funding for the RIF, and
15 ultimately, after the cycle run out, we would
16 make sure that the agency ran job fairs. We
17 would make sure that the RIF was run fairly. We
18 would make sure that the agency advised you of
19 your rights as former federal employees. And
20 having been a former federal employee, there
21 really aren't many.

22 On the other hand, if the corporation
23 tried to RIF you it would be a much different
24 story. We would not be conducting I&I
25 bargaining, we would actually be conducting full

1 negotiations on the RIF itself, substantive
2 bargaining as opposed to limited I&I bargaining.

3 Before I get the hook, though, I want to
4 give you several examples of what is to be
5 gained, what you would be giving up, and what
6 would be lost, could be lost under the
7 corporatization concept.

8 You would gain the right to full
9 collective bargaining, that would be bargaining
10 on compensation, benefits, staffing, technology,
11 the whole agenda. There would be possible
12 participation in gain sharing. We would have
13 better equipment technology and a safer and more
14 efficient workplace. Although we don't have it
15 today, you would be expected to give up the
16 right to strike. Nevermind.

17 (Laughter.)

18 MR. THORNTON: You could lose that
19 feeling of security that you would have today as
20 a federal employee. Please, I have to tell you,
21 there is no security left. There was a time in
22 government when you were expected to accept less
23 pay for increased security. Those days are
24 gone.

25 As one of your representatives on Capitol

1 Hill, I can tell you every day 535 individuals
2 are cutting away your security and your comfort
3 level. Many of these are our friends who have
4 convinced themselves they are looking out for
5 the greater good. They say, "Just this one
6 little cut and then we will leave you alone."
7 That's what they said when they invented FIRs.
8 Now they are trying to increase the retirement
9 age, they are trying to up the computation level
10 from the high three to the high five, and they
11 are trying to cut government participation in
12 the thrift.

13 Under this tight budget environment our
14 job has turned to trying to get you additional
15 benefits on the Hill for you and your family and
16 trying to save what you have got today.

17 We talked earlier about Congressman
18 Oberstar who has been a tremendous friend to us
19 in the past who will continue to be so in the
20 future, along with Congressman Monetta, trying
21 to save pay, that's right, they have done that.
22 But the fact that the budget process has forced
23 the agency to cut that. No matter what the
24 environment is, we stay within government.
25 There are rules. There are laws that can get

1 you more money, better working conditions, they
2 all cost money but the money is not there.

3 The days of security for federal
4 employees are over. Today's budget shortfalls
5 call for drastic action with government agencies
6 and their employees paying the price.

7 We talked a little bit this morning about
8 efficiency and safety. It is the most efficient
9 air traffic control system in the world. It is
10 the safest. Can it be better? It certainly
11 can. It can be safer and it can be more
12 efficient.

13 Every week, every day a facility
14 somewhere in the United States starts the shift
15 with fewer controllers than the agency says they
16 need. They don't call in overtime because the
17 money is not there, so we end up losing a little
18 bit of the safety net that we had, fewer
19 controllers on duty, more positions are being
20 combined. It is part of the safety net. And
21 the government corporation will be able to have
22 the number of controllers we need to make the
23 system work. You are not going to change
24 overnight. Your first priority has always been
25 the safety of the system.

1 Those who question what would happen when
2 the corporation comes into effect and efficiency
3 becomes the gear, I don't believe efficiency
4 will become the gear. I believe that there are
5 some efficiencies that can be gained. But I
6 have faith in you, the air traffic controller,
7 that safety will continue to be your number one
8 product.

9 I imagine that you would continue to pass
10 that on to controllers that you trained in the
11 future. But the corporation concept may have
12 been thrown a lifeline. Let's make sure we grab
13 hold of it tightly. Thank you very much.

14 (Applause.)

15 MR. KRASNER: Our final panelist today is
16 Frank Kruesi, who is the Assistant Secretary for
17 Transportation Policy in the Department of
18 Transportation. Frank comes to D.C. from
19 Chicago, Illinois where he served as Chief
20 Policy Officer for Mayor Richard Daley. In that
21 position he was involved in a number of
22 transportation issues and supervised the Chicago
23 Department of Aviation's expansion, noise
24 mitigation plans for O'Hare and Midway Airports.

25 Mr. Kruesi recently was named by

1 Secretary Pena as his appointment for the
2 Department's corporatization effort. As
3 Chairman of the DoT's Executive Oversight
4 Committee or EOC as we hear it called now, he
5 probably knows more about this issue than anyone
6 else in Washington.

7 We're very pleased to have Mr. Kruesi
8 here with us today. I'm glad your flight did
9 make it in on time. And we are pleased to have
10 you, so come on up.

11 (Applause.)

12 MR. KRUESI: Well, I was ready to make it
13 on time, unfortunately, the planes weren't but
14 we will do the best we can. One of the first
15 analogies that I heard here today, and I admit I
16 was late, was the Post Office and the fact that
17 mail gets lost in Chicago. And I know something
18 about Chicago because I lived there for a long
19 time.

20 I worked in the Mayor's office and I had
21 a lot to do with O'Hare and Midway. O'Hare is a
22 reasonably busy airport, as I am sure you all
23 know. And it is true, mail gets lost in
24 Chicago. And it is also true that planes get
25 delayed going to Chicago. And it is also true

1 that before very recently planes used to circle
2 over Chicago for long periods of time.

3 I think an analogy that works better and
4 is more true to what we're doing, both because
5 it relates to aviation, because it relates to
6 the FAA, and because it shows the potential of
7 what we're trying to do, is the effort which I
8 think people here know a lot about, or can
9 certainly find out a lot about, when the
10 National and Dulles Airports were taken out of
11 the FAA control in the late '80's.

12 And anybody who has been to those
13 airports or has been through them or talked to
14 them who work there understands that that
15 airport authority has seen a revitalization of
16 that airport, both those airports, in terms of
17 capital improvements, capital investments that
18 have been long-recognized as necessary but
19 unable to be gotten through the appropriations
20 process and the mechanisms for budget control of
21 the FAA for years and decades. And so what had
22 been two sleeping giants, underfunded, underfed,
23 underutilized, vital areas, vital aspects of
24 this nation's air traffic system, have come
25 alive through investments that matter and will

1 help aviation, aviation industries well into the
2 next century.

3 And it has been, I think it's fair to
4 say, a good place to work. And I believe that
5 if you talk to people who work there now, who
6 were transferred from the FAA, they will
7 acknowledge it is a better place to work for
8 lots of reasons, the kind of reasons that we
9 just heard in this panel from John and I am sure
10 from others talking.

11 That is what this is about, what this can
12 do. I want to express my appreciation for
13 inviting me down here, and I want to express my
14 frustration for not getting here on time because
15 I was unable to hear a great deal of what came
16 before.

17 And I don't want to take very long in
18 talking to you, but I just want to allow an
19 opportunity for questions and answers. I want
20 people to understand what it is we're doing, why
21 we're doing it, and why we think it's important
22 to do it.

23 You have heard a lot of this before from
24 Secretary Pena when he was down here on Tuesday.
25 And I spoke with him yesterday after he got back

1 from this convention where he was delighted to
2 report that he received a rousing welcome, for
3 which he was grateful, and rousing approval to
4 the end of his remarks, for which he was
5 appreciative.

6 And I think that he understands in ways
7 that you all understand, in ways that a lot of
8 the traveling public do not understand, and in
9 some cases users of Air Traffic Control systems
10 don't understand, what needs to be done and how
11 hard it is to work in the current system, that
12 this system works because of the people in this
13 room and your colleagues around the country.

14 (Applause.)

15 MR. KRUESI: And I mean that. And I have
16 been in control towers and tracons and centers
17 throughout this nation and I continue to visit
18 them. And I am astonished at the level of
19 competence, knowledge, I am astonished and
20 impressed continually by the determination to
21 make the system work.

22 This system does not work because it is
23 technologically advanced, it works despite the
24 fact that it is technologically backward. And
25 it works because of what you put into this day

1 to day. I mean that.

2 (Applause.)

3 MR. KRUESI: This effort to create a
4 corporation is a part of the Vice-President's
5 National Performance Review. And that's been
6 referred to a lot here. And the question comes
7 up repeatedly why is there an effort to
8 corporatize the air traffic control system, why
9 not simply improve personnel and procurement,
10 make those reforms?

11 My answer to that is simple and the
12 Vice-President's answer was simple. Those would
13 help. They will help. Everything will help,
14 but will it be fundamental? No.

15 The reality is the FAA has had efforts to
16 reform going back a long time, and many of you
17 had have to endure them all. That includes over
18 the last 10 years 24 reorganizations. I don't
19 think anybody would seriously suggest that as a
20 result of those reorganizations procurement
21 programs are better, personnel efforts are
22 better. I don't think that can be taken
23 seriously.

24 The issue is whether we are prepared to
25 deal with revision number 25 or something that's

1 fundamental to have a lasting improvement and
2 impact on what is so vital to for our nation's
3 aviation community, and that includes general
4 aviation, commercial aviation, and public use
5 aviation. And I think that can be done.

6 One of the reasons that can be done I
7 believe is because of the kind of work that we
8 have had, the kind of support, the kind of
9 thoughtfulness and hard work that the FAA, and I
10 have to admit my office, by Barry, by John, and
11 by many other people, the kind of advice and
12 assistance and thought provoking comments that
13 we have heard through the country. That has
14 meant a great deal. And I don't need to go into
15 what we discovered because the reality is you
16 all know it. You live it.

17 I was at a meeting last week with the
18 Vice-President, and there were a lot of other
19 people from the White House. And I think people
20 there were astonished, quite frankly, at the
21 extent of the commitment by the Vice-President
22 to this effort, how important he realizes it is
23 and how determined he is to proceed.

24 At that meeting when a question was
25 raised how do we know whether there is really a

1 need to modernize further Air Traffic Control,
2 how do we know whether there really are capital
3 needs that are not being met right now by the
4 FAA, I pulled out one of my favorites, which is
5 a vacuum tube. And this one is from 1946, the
6 same age as -- this was designed and started
7 production the same year that President Clinton
8 was born.

9 Now, the reality is we may get better, at
10 least up to a point, the older we get, but
11 technology doesn't improve. One vacuum tube
12 equals one vacuum tube. One computer chip
13 which is used in the kind of computers that you
14 can go into a Radio Shack or IBM or IBM clone
15 anywhere in this country and buy off the shelf,
16 one chip has the equivalent of 3.5 million
17 vacuum tubes, and it is much smaller than this.
18 That's where technology has gone in the last 40
19 or 50 years. Unfortunately, the equipment that
20 you have to use each and every day hasn't
21 necessarily followed.

22 Now, when I flew out here this morning
23 and changed in Charlotte I made a point, I was
24 in the jump seat and I made a point of talking
25 to the pilot and co-pilot. And I gave them the

1 tube. And they said, "What's this from?" I
2 said, "Well, guess what? This is from KS-FPS
3 long range radar systems. They are used around
4 the country. That's what is tracking this plane
5 today." And I don't want to have to tell you
6 they were real surprised.

7 And I will also say that when they heard
8 that what they immediately did, every one of
9 them, it was really remarkable, started talking
10 about how great Air Traffic Controllers are and
11 what a great job they do. And I think that they
12 realized that within their cockpit is modern,
13 efficient equipment that allows them to do their
14 job, that our organization's designed to help
15 them do their job. Behind them are you which
16 allow them to taxi around, get off the runway,
17 fly across the country, and land. And you have
18 to have this kind of thing. You deserve better
19 than that. This country deserves better than
20 that.

21 (Applause.)

22 MR. KRUESI: And I want to say that
23 Vice-President Gore and Secretary Pena are
24 committed to making sure this all of us have
25 better than that. And better is government

1 corporation.

2 And I want to say we would not be where
3 we were, we would not be where we are today, and
4 we would not be where we will be in early May
5 when this is unveiled without the absolutely
6 solid, colossal, strong, vital voice of this
7 organization and this leadership. And that's
8 been vital, and I want to thank you all for it.

9 (Applause.)

10 MR. KRASNER: We had originally planned
11 to end this at noon. And I know that there are
12 going to be a bunch of questions. So if our
13 panelists -- I didn't check with anyone -- if
14 their plans will allow what I will do is allow
15 us to go to a quarter after or twenty after.

16 Does anybody, Jim, do you have a problem?
17 Okay. We will allow it to go a little longer.
18 And, of course, anyone else is free to leave
19 understanding, of course, that we will still be
20 starting at 1:30 on the dot. So anyway, let's
21 hit some microphones here. I am going to go
22 around the room. Let's start with mike one.

23 UNIDENTIFIED SPEAKER: I have a couple
24 questions for Mr. Brown from AOPA. Mr. Brown,
25 we appreciate you being here. Individuals base

1 their decisions on information and you talked at
2 length about your surveys with the AOPA
3 individuals who were members.

4 I was wondering the first question is
5 what kind of information did AOPA distribute
6 prior to this survey regarding corporatization
7 because you spoke highly against
8 corporatization? I was wondering did you
9 provide pros and cons providing most of the
10 public are not aware, as most people stated, of
11 corporatization? That's my first question.

12 MR. BROWN: I think the fundamental of
13 your question is what kind of information did we
14 provide to the members prior to the survey and
15 the answer is through our monthly magazine and
16 editorials from the time the first proposals
17 came out until (inaudible).

18 UNIDENTIFIED SPEAKER: Okay. My second
19 question is would AOPA entertain allowing a
20 NATCA a column in your monthly magazine to help
21 provide further information to the users?

22 MR. BROWN: It is a little bit easy for
23 me to say yes, I am the chief office not the
24 chief editor. But clearly we do provide that
25 kind of material in the magazine. We do

1 represent alternative viewpoints. Clearly NATCA
2 can submit an article.

3 MR. KRASNER: Let's go to mike four.

4 MR. ADAMS: I am Patrick Adams from Terre
5 Haute. I am also an aircraft owner and a pilot.
6 And my question would be in response to the
7 information that Mr. Oberstar is reluctant to
8 endorse this because of our great system and
9 that our delays are down. And I would like to
10 know that when you get this information that our
11 delays, our air traffic delays are down, are
12 they including the en route air speed reductions
13 that the airliners are giving up at altitudes
14 that slow them down in their flight?

15 Does it include also the substantial
16 out-of-the way flying that these pilots in
17 general aviation clearly do to comply with
18 preferred departure and arrival routes, the slot
19 times? And then I know at my facility you have
20 not been delayed until you have been delayed for
21 fifteen minutes. Thank you.

22 MR. HEYMSFELD: As far as I know the data
23 is comparing apples and apples, but not going to
24 change the standard of delay to improve the
25 record and this information comes from the

1 Administration. I cannot answer some of those
2 specific details. I think any problems today we
3 will be glad to look into all those specific
4 problems. We want to get an accurate record.

5 MR. KRASNER: Frank, I see you are ready
6 to jump in and respond to that so I will let you
7 do that. By the way, on this panel feel free to
8 jump in and like attack each other. I think
9 that gets pretty good.

10 MR. KRUESI: I am sure you are a
11 commercial referee so that's just fine with me.
12 The data does come from the Administration and
13 we should say it comes from the airlines and we
14 compile it. The reality is it's a reflection of
15 how far off the schedules it is.

16 So, to the extent the schedules have been
17 broadened the expected flying times day-to-day
18 has been broadened to reflect increased use of
19 airways and so forth, delays would be reduced.

20 For example, if a flight actually takes,
21 under ideal circumstances, an hour and a half
22 and the published time is two hours, it used to
23 be an hour and a half, suddenly it's two hours,
24 and it doesn't make an hour and a half too often
25 because of various and sundry problems they had

1 to confront. That's not the fact, it makes it
2 look suddenly like it's more on time. And
3 that's not the fact to the traveling public. So
4 that is a fact an adjustment is to be made.

5 In other words, an old story which is
6 that in World War II we used to say, Mussolini
7 for all his horrific things, he used to make the
8 trains run on time, at least the trains ran on
9 time. The way he did it was he adjusted the
10 schedules. He didn't make them more efficient,
11 he adjusted the schedules to reflect the right
12 time. And I think it's time for us all to
13 confront the fact that we need to not just
14 adjust schedules, but to make the system run
15 right. That's what this is all about.

16 (Applause.)

17 MR. HEMSFELD: In response to that, I
18 have a pretty good feel -- I have a pretty
19 reliable impression that most of the adjustment
20 in airline schedules took place in the early
21 '80's when DoT started publishing the on-time
22 traffic reports. And the airlines, in order to
23 comply with those, changed their schedule times.

24 Our data goes from '83 to '93. To verify
25 this data we talked to the chief of Air Traffic

1 Control and the Air Transport Association. And
2 he said the data shows that the situation is
3 getting better. It was his impression that,
4 Mr. Ryan formerly of the FAA and now the
5 airlines, that, yes, it is getting better. We
6 are very pleased that controllers have been
7 willing to work with us and we have had many
8 improved procedures and the situation definitely
9 has gotten better in the last few years. I
10 think that presents an accurate picture.

11 MR. KRASNER: Jim?

12 MR. LANDRY: Let me just say on behalf of
13 Jack and myself and the airlines that, yes, the
14 delay situation has improved but the bottom
15 line, which I referred to in my own remarks, is
16 that we still have 700 delays per day on an
17 average of fifteen minutes or more, and it's
18 costing \$3 billion, which hopefully if the
19 marketplace is working is being unfortunately
20 passed on to the traveling and shipping public.

21 MR. KRASNER: Okay. I am going to hop
22 over to mike ten. Gary.

23 MR. ZINDARS: Yes, thank you, Barry. I
24 would just like to make a comment to the whole
25 panel and I suppose an introduction of myself is

1 appropriate at this time. I think when I get
2 finished this body will agree with me.

3 My name is Gary Zindars and I am a
4 controller in Atlanta Tower. I currently sit on
5 the Terminal Advanced Automation Systems
6 training work group, I sit on the Advanced
7 Automation Implementation Team, and I am also an
8 air safety investigator for NATCA.

9 I have in my possession a chart that
10 shows how coordination is done just for advanced
11 automation systems within the FAA and it looks
12 like a road map to the United States. It takes
13 forever to get everyone to check these boxes and
14 sign off on a project.

15 Procurement is definitely a problem. And
16 I have also been on the runways during my
17 accident investigation with dead and mangled
18 bodies lying around, and it's not a pleasant
19 scene. It's something that has to be done but
20 it's not pleasant to do. And I would address
21 the end of this conversation to the comment of
22 the vacuum tube. We simply can't continue to
23 operate in this mode. Thank you.

24 (Applause.)

25 MR. KRASNER: Go ahead, Jim.

1 MR. LANDRY: Could I just add one thought
2 to that? I was in a meeting a few months ago
3 with very high senior official in the FAA who
4 was in charge of the introduction of the high
5 tech systems, a very, very dedicated guy, very
6 able. And he said something that to me just
7 boggled my mind. That when the, from the day
8 that they make a decision to introduce a major
9 new system into the Air Traffic Control complex
10 until the day it's actually introduced you have
11 to expect fifteen years to pass. Now, that's
12 just plain unconscienable. That's why we have
13 vaccuum tubes.

14 (Applause.)

15 MR. HEYMSFELD: I think that the problem
16 that was cited, the point I was trying to make
17 the problem being there is too much bureaucracy
18 there are too many sign-offs, this is poor
19 management. You can have too much bureaucracy
20 in a private corporation, a public corporation,
21 or government agency, and you don't solve the
22 problem of getting too much coordination by
23 shifting organizational structure merely by
24 making it a corporation. Whether it is a
25 corporation or government agency, that has to be

1 changed.

2 There is nothing in the procurement laws
3 that say twenty people have to sign off on
4 something or a hundred people or ten people.
5 That's self-imposed within the agency. If they
6 turn the agency over and made it a corporation
7 they would still have to do those processes. It
8 wouldn't be any easier or harder to change that,
9 it would be a mistake in government.

10 MR. BROWN: Just one perspective I would
11 like to add on that. When you look at the
12 advanced automated system or a host of other
13 projects, sure, FAA is not the most efficient
14 organization in the world. But let's remember
15 who the prime contractors are, it is not Radio
16 Shack, it is IBM, it is Martin Marietta, T.R.W.,
17 and a whole list of other blue chip U.S.
18 corporations that are the prime contractors with
19 the prime responsibility. And they produce
20 those systems on cost and on time.

21 Now, did FAA help them in this? They
22 didn't because they are not an (inaudible) in
23 terms of organization and management. But let's
24 remember who the other party in this is. The
25 corporation is not necessarily (inaudible).

1 MR. KRUESI: Let me just make two
2 comments very quickly, if I may, in response.
3 It is true that there are businesses that are
4 run -- sign of I don't know of any business that
5 is run as bureaucratically as the federal
6 government. And I don't know if the federal
7 government or any elements of the federal
8 government that are known to be swift and on
9 their feet and need to be like the best run
10 corporations in this country. Let me also make
11 a suggestion or a comment that I think is worth
12 reflecting on, and that is true the AES system
13 relies on IBM, a blue chip company which is in
14 that and what's happened with that procurement
15 is well-known here. It is also true that IBM is
16 putting together a system, en route system for
17 the Brittish, the CAA, which is a government
18 corporation. And that system is on time, on
19 budget, and is a fixed price contract.

20 Now, that says to me something very
21 important. And I recognize there are
22 differences in the size of the contract and so
23 forth, but it says to me that all of these
24 problems are not the FAA's. All of them are not
25 the structure, all of them are not budgetary,

1 all of them are not procurement, all of them are
2 not personnel, it's a combination of things.

3 And if we are going to get serious about
4 having an Air Traffic Control System that you
5 are proud to work in and that aviation is proud
6 to fly within, then we need to do this and do it
7 right.

8 (Applause.)

9 MR. KRASNER: Let's go to mike two.
10 Mark.

11 MR. SCHOLL: I am Mark Scholl from
12 Chicago Center. And I would first like to thank
13 the members of the panel for their support in
14 the Pay Demonstration Project, a successful
15 project that I might add has shown that
16 compensation can effect safety and efficiency,
17 and probably can be justified by quite a few
18 more facilities in this room.

19 I would like to ask in light of the
20 government corporation how you see this concept
21 of controller compensation as an adjunct to
22 safety and efficiency being improved under a new
23 system?

24 MR. KRASNER: Can we assume that was
25 probably more towards Frank or anybody?

1 MR. SCHOLL: Yes, anyone on the panel.

2 MR. KRUESI: Let me take a first shot at
3 it. I don't want to be hoggie with your time.
4 Let me give another little bit of background to
5 my previous life prior to working in the federal
6 government.

7 There are people who know that Pay Demo
8 occurred when Rich Daley was the Mayor of the
9 City of Chicago, and that was an initiative that
10 he actively worked for. And I was proud to work
11 with our representatives in Washington on behalf
12 of that effort as well as Senator Simon and
13 others. I know that was an important effort.

14 It was one indication of the kind of
15 flexibility that needs to happen to run
16 something right and is very difficult to get the
17 federal government to do because there is a
18 tendency in government, and it's true probably
19 at all levels of government, but it certainly is
20 true especially with the federal, that there is
21 a determination to reduce the strengthening, to
22 reduce judgment, and to reduce everything in the
23 rules, voluminous rules, and that slows things
24 down. It makes it more difficult to make
25 decisions and it reduces flexibility.

1 You want to have an environment where
2 there is flexibility to make those kind of
3 judgments and to act on those judgments. And
4 that, I think, is what a corporation has the
5 capacity to do. You want to have that capacity,
6 and, furthermore, want to have a system set up a
7 way where the incentives are to do those things,
8 are to be creative, to be innovative, to be
9 thoughtful to move forward. That's not the set
10 of incentives that the FAA unfortunately
11 operates under now. That's why we are in the
12 situation we are in and that's why it's got to
13 be changed.

14 MR. THORNTON: On the issue of Pay Demo,
15 it has proven itself. It's worthwhile. It
16 didn't surprise us that money would attract
17 people to higher paying jobs. What we would
18 have as the corporation, you would have broader
19 negotiability rights with the government to
20 start programs like that in other areas of the
21 country for other types of facilities.

22 For example, you would be able to
23 negotiate some sort of program where controllers
24 in Nantucket wouldn't have to let Coast Guard
25 (inaudible). You could negotiate a program

1 where controllers in Aspen could afford to live
2 close to where they work.

3 This is a lot of, lot of flexibility that
4 we don't have today. There are laws on the
5 books that allow for demonstration projects,
6 there just isn't money to pay for it under the
7 current budget process.

8 MR. HEYMSFELD: I would urge you to
9 remember that flexibility is a two-way street.
10 It goes down as well as up. And you might think
11 about airline employees and what kind of
12 protection they've had against RIFs (inaudible).

13 I might add Postal Service employees
14 (inaudible). You should also be aware that
15 there is possible downsizing, and downsizing is
16 a very familiar term in the American economy
17 these days.

18 MR. KRASNER: Let's go to mike five.

19 UNIDENTIFIED SPEAKER: I have sort of a
20 two-edged question here, first being directed to
21 Mr. Heymsfeld. By contracting out Level I
22 towers which serve general aviation traffic, by
23 staffing these towers where people are receiving
24 two to two and a half weeks of training as
25 opposed to nearly a year, which is common at

1 Timmerman, by reducing hours of operation at
2 these towers and reducing the staffing numbers,
3 isn't the FAA right now fragmenting the system?

4 And the second part of my question
5 towards Steve Brown is have you done a survey
6 about the contracting issue and how do your
7 people feel about this? Do they realize that
8 right now under the umbrella of FAA they are
9 being hurt? Hurt not heard.

10 MR. BROWN: For my part, we have not
11 surveyed members yet on the issue of contract
12 towers. But we do know ad hoc from phone calls
13 that come in on the 800 line, and there are
14 thousands of those every week, as well as
15 letters and other input we get from members,
16 that they are concerned this those areas, that
17 where there are proposed contract operations.

18 MR. KRASNER: You do realize that program
19 starts (inaudible) in August and continues until
20 they no longer exist?

21 UNIDENTIFIED SPEAKER: Seems to me this
22 should be a much more urgent matter then on your
23 part, that this should be a real matter of
24 urgency over this. This is a long way away what
25 we're talking about now. Contracting towers is

1 happening.

2 (Applause.)

3 MR. KRUESI: I think that it is an urgent
4 issue and I think it is an issue that -- and I
5 think that corporatization is an urgent issue
6 too. Because I also believe that, speaking for
7 myself, that's the kind of question that a
8 corporation should be looking at, which is one
9 reason that I do hope this corporation can go
10 forward so where that kind of issue can be
11 addressed there.

12 UNIDENTIFIED SPEAKER: What was
13 Mr. Heymsfeld's answer about the fragmenting of
14 the system?

15 MR. HEYMSFELD: I don't have a position
16 from our Chairman Oberstar and Chairman Monetti
17 yet on the contracting out program. It is
18 something they are concerned about and looking
19 into at this point, and we're getting
20 considerable input from your organization. The
21 fact that it might proceed to the first group
22 doesn't necessarily mean it's going to be
23 permitted to go forward with the entire series
24 of towers over five years. But it is something
25 we are concerned about and I expect to be taking

1 a position on before too much longer.

2 UNIDENTIFIED SPEAKER: Okay. Thank you.

3 MR. KRUESI: Let me if I may just add
4 sort of a general comment. There was testimony
5 in Congress on Tuesday when Secretary Pena was
6 down here addressing this group, Kenneth Meade
7 from the General Accounting Office of the United
8 States Government was addressing the
9 Subcommittee on Transportation in the House.
10 And that testimony presents a pretty grim
11 picture, I think it's sobering, of what happens
12 going forward with the FAA in terms of its
13 budgetary situation, in terms of its downsizing
14 efforts that are required by the realities of
15 the budget.

16 And I think that everyone here and,
17 again, across the nation, needs to consider what
18 kind of FAA there will be if you don't take this
19 opportunity to move forward and put this in a
20 posture where it's possible to improve the
21 system instead of dealing with what have become
22 very harsh and unforgiving budget realities in
23 an environment with inflexible procurement
24 personnel rules. And I think that in that way,
25 not only in terms of what the opportunities are

1 for corporatization, but what the consequences
2 are for not following through on that is food
3 for thought.

4 MR. KRASNER: I am going to call mike six
5 and then I am going to allow, I'm sorry, mike
6 nine, and allow one other question after that
7 because time is running on. I still have to do
8 this afternoon. I don't want you guys to kill
9 me for keeping you here through lunch. So
10 anyway, mike nine.

11 MR. REEDY: My name is Rob Reedy. I am
12 from Chicago Dupage. And along the same lines
13 with reference back to the contracting out of
14 the Level I towers, while I would like to say I
15 would be in support of the government
16 corporation, I find myself at odds because we
17 would then become the largest of all the
18 contracting out situations.

19 We have discussed here as part of the
20 convention the change of the FAA reclassifying
21 facilities, changing things around to make more
22 facilities Level I's, which, in turn, then would
23 be contracted out. And while current FAA
24 decisions support the need for a change in the
25 way we do business, I believe all of the

1 aviation community, particularly general
2 aviation, would benefit by having one Air
3 Traffic Control System.

4 So long as the FAA is considering the
5 contracting out of Level I facilities I can't
6 support this issue. I believe if the FAA would
7 postpone the Level I closer on bases, then one
8 corporation could more effectively deal with
9 this issue, then I could support the corporate
10 structure. Would it be possible to get the FAA
11 to postpone with regard to the Level I closures
12 while awaiting a decision on the corporate
13 structure?

14 (Applause.)

15 MR. KRUESI: I was alluding to that issue
16 a few minutes ago when I talked in response to
17 another questioner. I can't answer that because
18 there is no decision. But my belief is this.
19 That this question of contracting out Level I,
20 and a whole host of other questions, are
21 appropriate questions for a corporation to
22 decide. And I feel personally uncomfortable
23 with the idea of these decisions moving forward
24 if the corporation is, in fact, moving forward.
25 Because I think that really causes some

1 difficulties for the kinds of reasons you laid
2 out, one of them being the need to make sure you
3 have a coherent system.

4 To the extent Air Traffic Control is, in
5 fact, corporatized along the lines which we
6 envision, if that occurs and if it occurs
7 quickly, I think there is a decent chance, a
8 very good chance that can happen this year in
9 Congress, and we have got better feel for that,
10 but if that does occur, I think there is a very
11 strong argument to make sure that the question
12 of contracting out Level I towers is one that is
13 left within the corporation.

14 I think that is an impetus for action now
15 quickly rather than waiting to see what happens.
16 Because I think these are, these are all
17 elements of the fact that we have and need to
18 have an Air Traffic Control System that really
19 coheres as a system.

20 (Applause.)

21 MR. THORNTON: We have had throughout the
22 country, Barry has always made that point, that
23 it doesn't make sense to us to go forward on one
24 hand, say that we're going to be contracting
25 out, and on the other hand trying to convince

1 general aviation that they don't have to worry
2 about being gouged pricewise and being squeezed
3 out of the system. They are two separate
4 messages. And no one facility are majorly used
5 by general aviation. (Inaudible) known
6 throughout the system I think the job of getting
7 support for this would be much easier.

8 MR. KRASNER: Dave.

9 MR. HEYMSFELD: One of the questions that
10 we haven't yet gotten in details on for a
11 corporation is that when there is, if there was
12 a corporation who would decide what facilities
13 would stay open and what facilities would be
14 closed? What kind of freedom would the
15 corporation itself have to totally shut down a
16 facility if the airlines didn't think it was
17 needed and they thought it was imposing too much
18 expense. Is the decision on the facilities to
19 be controlled by the corporate board of
20 directors with that board of directors with the
21 kind of votes that the airline's going to have
22 on it, or is that going to be controlled by
23 someone else? That's one of the unanswered
24 questions that we're going to be watching very
25 carefully when you think about what life would

1 look like under a corporation.

2 MR. KRASNER: Mike eleven and then I
3 think will be the last question.

4 MR. DEMITRO: Thank you, Mr. Chairman. I
5 want to direct my question to Steve Brown.
6 Mr. Brown, my name is George Demitro and I have
7 been in the AOPA organization also since 1988.

8 And reading the last couple months your
9 magazine I think that Mr. Krasner asked us to
10 come down here without an opinion on this. And,
11 frankly, I still don't have an opinion on this.
12 It is not enough facts. And after reading
13 through your magazine the last couple months is
14 I think it prematurely came up with, criticizes
15 what we're trying to do. And I think that
16 what's been in there the last couple months is
17 sort of like scare tactics of some of your
18 members about fees and stuff which you pointed
19 out that you have got to have your fees on a
20 reasonable foundation, which I know the
21 gentleman over here on the left says we're going
22 to continue through the fuel taxes and stuff
23 like that.

24 I just wanted to get your opinion on
25 that, that I feel that you are not informing

1 most of your members. And also, I also want to
2 bring up that you are giving out for the survey
3 that you have 300,000 members in your
4 organization, your survey. Most of those
5 surveys don't ask people only on one side of the
6 fence. You asked the people, the gentleman over
7 here before, he said he's also in your
8 organization. I feel that we're more informed.
9 And you can also ask people who have both sides
10 of the fences, you can ask our opinions also.
11 Thank you.

12 MR. BROWN: A couple responses I guess,
13 first the last part on survey technique.
14 Credible survey technique I think is well-known
15 throughout the world. You can do them credibly
16 or not. We make every effort to do them
17 credibly, in other words, to ask on a random
18 basis what our members' viewpoint is. We don't
19 shoot the survey to a certain group, we don't
20 even have the capability to do that. So we just
21 go out to the membership on a random basis.

22 Secondly, with regard to the treatment of
23 the issue within the publication or reference to
24 the reason foundation or other elements of the
25 dialogue, we have only reported on the things

1 that we know about. And I clearly agree with
2 you that there is not a formal proposal that's
3 been advanced by the Administration, so all we
4 have been able to deal with are the things that
5 are out in the public arena.

6 So we have rendered input, opinion with
7 regard to what's out there. If the actual
8 proposal is different from that, of course, we
9 will review it and then we will offer an opinion
10 on that in an objective way. So I hope you
11 understand that institutionally we are not
12 close-minded, but we do express our viewpoint
13 aggressively on the items that are out there for
14 comment.

15 MR. DEMITRO: I was going to say your
16 articles are close-minded. I do remember you
17 saying it is just what's on the board. But I
18 remember in just reading it, I mean \$600 just to
19 go from here to Fort Myers and back is to a
20 normal general aviation recreational pilot,
21 that's all that's going to stick in their mind.

22 MR. KRUESI: There is something even more
23 fundamental I would like to underscore, that is
24 that I have also seen the AOPA mailing, which
25 despite the attack on the Post Office, was sent

1 through the U.S. Mail. But I would like to note
2 that it is based on a lot of assumptions which
3 you have outlined, including reason and so
4 forth, which happened not to comport with what
5 the recommendation is. And I was personally
6 surprised that I hope it did not wait until its
7 meeting with this President Boyer and Secretary
8 Pena for next week for an opportunity for the
9 Secretary to explain why he believes this is
10 important and good for general aviation.

11 In the same way that Jim Landry and
12 commercial aviation understands intrinsically in
13 its gut and in its head that this is good and
14 important for commercial aviation, I think this
15 is good and important for general aviation. And
16 I think that it's something the Secretary will
17 be convincing on that. And like I say, I was
18 personally surprised when the most recent ruling
19 came out before that meeting had an opportunity
20 occur, because the basis for the mailing was
21 assumptions that were just flat out not anywhere
22 remotely close to what the proposal was like.

23 (Applause.)

24 MR. LANDRY: Let me reiterate one last
25 time, and I don't know how, I can't seem to

1 penetrate this communication gap, the commercial
2 airlines do not want to have general aviation
3 pay any greater share for the cost of running
4 this system than they do today. That has always
5 been our position. That will be our position.

6 (Applause.)

7 MR. KRASNER: I think in summation, a lot
8 of people walked out after hearing our briefing
9 yesterday and hearing the panel feeling just as
10 confused as when they walked in. And that's
11 probably normal, because even within our panel
12 we have different people who are lining up on
13 different sides of the concept.

14 And when the proposal comes out, which we
15 hope will be in the next two weeks or so, and I
16 guess at that point we will dig into it and see
17 whether we can still support it. And those who
18 don't support it now we will see whether they
19 can change their minds.

20 But anyway, I do want to thank our
21 panelists for being here. I know it is a lot
22 for people to take time out of their busy
23 schedules. I would like you to give them a
24 round of applause for being here.

25 (Applause.)

(Recess at 12:30 p.m.)

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1 AFTERNOON SESSION

2 1:30 p.m.

3 MR. KRASNER: Okay. Everybody in the
4 room, let's can call it to order.

5 UNIDENTIFIED SPEAKER: Mr. Chairman?

6 MR. KRASNER: Yes.

7 UNIDENTIFIED SPEAKER: If I could get the
8 delegates' attention for just a moment. A
9 member from San Francisco won in the raffle
10 dinner for two and casino pulls it says for
11 10,000. I assume that's a slot machine. And
12 she doesn't want to go to Buloxi, Mississippi.
13 If anybody would like to purchase this, come
14 find me. Thank you.

15 MR. KRASNER: I will trade you my
16 Washington Industries hat. Okay. Hey, it's the
17 best offer you have gotten so far. Let's get
18 the delegates in the room. Let's do it. All
19 right. Let's go. Let's go. Let's go.

20 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
21 two.

22 MR. KRASNER: Yes.

23 UNIDENTIFIED SPEAKER: I would like to
24 make a motion.

25 MR. KRASNER: There is no motion, we

1 don't have the roll of delegates yet. Okay. I
2 would also, if you would suggest, we are not
3 actually open for business at the moment so I
4 would suggest if you hold off on that. I mean
5 you certainly have the right, but I would
6 request you hold off on it until after the
7 reclass meeting anyway.

8 Let's get everybody in. Okay. Are we
9 ready? Before we bring up Mike for his final
10 time, this is his last time up here and, well,
11 his last time up here at this Convention. We
12 will talk over the next two years. Anyway, we
13 have a tendency to work people very, very hard
14 during this convention, people are willing to
15 give their time, donate their effort. And at
16 the risk of offending everybody else, I am not
17 going to recognize them, but the group that I do
18 want to recognize is the Credentials Committee.

19 And the Credentials Committee consists
20 of, of course, Mike Palumbo; Scott Johnstone
21 from Newport News, Virginia, Eastern Region; Dan
22 Morgan from Southern Region, Chattanooga, Jeff
23 Spencer, Southwest Region, Dallas Love Field;
24 and Belinda Bullard from Great Lakes Region,
25 Kalamazoo. These are the people who have taken

1 enormous amounts of grief from members,
2 delegates, convention staff, people in the
3 hotel, and most recently in a new precedent
4 setting move, the Chairman. Anyway, on behalf
5 of the body I personally would like to thank you
6 and the committee for all you have done.

7 (Applause.)

8 MR. KRASNER: Now, without further ado,
9 the first business in order is the report of the
10 Credentials Committee. For his final appearance
11 in Tampa, Mr. Palumbo.

12 (Applause.)

13 MR. PALUMBO: Thanks. The last time,
14 folks. Attached is a list of the names of the
15 voting members of the 1994 Convention and their
16 alternates that have been registered up until
17 1:30, okay, 1330 today, Thursday, 21 April 1994.

18 There are 410 delegates, 113 alternates,
19 representing a total of 9,614 votes. On behalf
20 of the committee I move that the roll of
21 delegates hereby submitted be the official roll
22 of voting members of the convention at this
23 time.

24 MR. KRASNER: The question is on the
25 acceptance of the report of the Credentials

1 Committee. Are there any questions?

2 UNIDENTIFIED SPEAKER: Second.

3 MR. KRASNER: As many as are in favor of
4 accepting the report, signify by saying aye.

5 UNIDENTIFIED SPEAKERS: Aye.

6 MR. KRASNER: Opposed say nay.

7 UNIDENTIFIED SPEAKERS: Nay.

8 MR. KRASNER: The report is accepted. By
9 the way, there is a note on this that says, "I,
10 we will be -- the office is packing. In case of
11 a roll call vote, let me know." Anybody who
12 feels like helping them pack at the office, feel
13 free to go out and help them.

14 Anyway, we are supposed to go into our
15 business and then we have a reclass briefing.
16 With the request of the, I'm sorry, with the
17 indulgence of the body there is a request from
18 Mr. Bellino, Executive Vice-President, who would
19 like to address the body.

20 (Music from The Godfather.)

21 MR. KRASNER: I think that vote has just
22 been taken. Mr. Bellino.

23 MR. BELLINO: I would like to thank --
24 oh. Just a minute. I have got my notes here
25 somewhere. There they are.

1 (Laughter.)

2 MR. BELLINO: I feel a little bit
3 heavier. People were saying, "Joe, looks like
4 you have put on a few pounds over the last
5 twenty minutes or so." Well, here we are and we
6 are special. Congratulations.

7 I would like to thank all of you, each
8 and every one of you, for being here, for being
9 my friend, for being a union member, for being a
10 true believer, and for giving so much of
11 yourselves to the Air Traffic Control industry
12 and to your fellow members.

13 The past couple years -- see now, there
14 we go. I heard that voice crack. I am not
15 going to let that happen, not to you, not to me.
16 Put on that music again. I know what to do when
17 that's on.

18 The past couple years have been exciting,
19 innovative, and according to one prominent
20 attorney, very colorful for the union. These
21 have been very productive years. We have
22 blossomed into the real thing. Our faith in
23 ourselves allowed NATCA to become something
24 very, very special to the labor movement, to Air
25 Traffic Control. And my voice keeps cracking

1 and I don't know why, I must be catching a cold.
2 But anyhow, we have really blossomed into a
3 family. I congratulate all of us on our
4 successes and I believe we will have many more
5 to come.

6 NATCA has proven to the world that we
7 belong and that we are a viable alternative to
8 business as usual. We're a viable alternative
9 to the old way of working air traffic, and that
10 was standing by and hoping mother FAA would help
11 us. We will help ourselves. We have helped
12 ourselves.

13 We have helped ourselves to improving the
14 system and making it safer. That is one of the
15 most important things we have done. We didn't
16 set out to prove negative anything, that wasn't
17 our goal, but we proved a hell of a lot anyway.

18 What are you going to do when you are
19 just the best, huh? I mean, it's really tough.
20 We are the best. We be somebody. We are the
21 best at defending the rights of our members, we
22 are the best at protecting and serving the
23 employer, our employer. Our employer in my
24 opinion is not the FAA.

25 (Applause.)

1 MR. BELLINO: We better than any others
2 know that our employer is truly the President of
3 the United States, United States Congress, and
4 the American people. They are our employer, the
5 FAA is not.

6 The FAA has been more of an overseer to
7 Air Traffic Controllers. And what the FAA has
8 forgotten is that their initial charge and
9 responsibility to the system was to support air
10 traffic. They have attempted to manage it in
11 such a way as to benefit and fill their own
12 pockets rather than benefit and serve the
13 community.

14 We have shown them that that is not a
15 proper way to deal with that issue. The FAA
16 chooses to remain status quo and chooses to
17 operate as they have in the past. We, as their
18 traffic controllers, have chosen to leave the
19 FAA behind. We welcome them to join us in the
20 future. But should they choose not to, we're
21 not going to wait for them.

22 We are the members of NATCA, we are
23 proud, and we have a mission. So far we are on
24 the right path to achieving our mission and our
25 goal. NATCA has not laid prostrate nor

1 prostituted ourselves on any issue. NATCA has
2 not sold out on Potomac fever. NATCA remains
3 focused and poised for the future by remaining
4 true to our ideals, reasonable in our demands,
5 while continuing to fight the good fights. Each
6 day we gained another friend. Each day we
7 gained another ally. Each day we struggle to
8 find ways to help our friends and our allies.

9 We have been successful because we know
10 that inclusion of all is the only path to
11 greatness. We are at that first group inclusive
12 of all who choose to be a part of our being.
13 This includes corporations as well as
14 individuals whether they be terminal, center, or
15 user. They are a part of our family.

16 We would like they be included. It
17 doesn't matter whether they are a Level I
18 controller, a Level V controller, a male, a
19 female, an Asian, Hispanic, short, tall, and
20 others all are welcome within NATCA. We are
21 proud and we should be.

22 Your President, Barry Krasner, and now,
23 don't try to make this a political speech.
24 Members of the National Executive Board and I
25 personally thank you for your faith and for your

1 support in allowing us to speak on your behalf
2 over the last two and a half years. Barry
3 Krasner and Mike McNally have been teaching QTP
4 for years. I, too, have taught my own form of
5 QTP, as the Secretary alluded to yesterday.

6 Although our forums appear to be
7 different, in reality they are identical. We
8 have taught, and we have continued to teach,
9 that we should look back and applaud our
10 successes. I applaud you for yours and ours.

11 (Applause.)

12 MR. BELLINO: One of the ways, one of the
13 ways we use, or I use to take a look at our
14 successes is, and I have always done this, take
15 a piece of paper and you draw a line right down
16 the middle of the paper and you take the things
17 that are good and you put them on the left side
18 and you take the things that are bad and you put
19 them on the right side. And the right side is
20 the fall side. Those are things yet to work on.

21 Now, things that are on the right side
22 for me, things that I believe I personally feel
23 remorse and failure for things I could not
24 accomplish was, first of all, was the Reduced
25 Air Fair Program or Travel Club. I could say a

1 lot of reasons on why that failed. Perhaps it
2 wasn't the right time. It certainly wasn't the
3 right financial situation with the airfare wars.
4 But in either case, when it came time for
5 delivery it ended up DOA or at minimum comatose.
6 I feel as if I failed in that.

7 Second was my elimination, my failure to
8 eliminate one bad seed in the Eastern Region. I
9 feel that as a personal failure.

10 Third was my loss in an arbitration. It
11 was a training failure. And that arbitration
12 and that failure of the arbitration I feel
13 personally responsible for.

14 Now, let me tell you what happened. That
15 was the strongest case I had ever had, the
16 strongest case I had ever seen. During the
17 arbitration the arbitrator was a very nice
18 gentleman, and we had used him in the past,
19 would get up and he would stop in the middle of
20 testimony, I mean I would be on a roll, stop in
21 the middle of testimony, excuse himself, said he
22 didn't feel well.

23 Well, he rendered his decision. I was a
24 little upset with that, figured I would call the
25 arbitrator up, especially since in his finding

1 he said that we provided no witnesses where
2 there had been three, there was a whole bunch of
3 things he missed so I was a little upset with
4 that.

5 Well, when I called up his office they
6 told me that the day after he rendered his
7 decision he died. He really was sick that day.
8 And he kind of killed me, too. But I said,
9 well, gee, God, I mean, if you're upset with me
10 you didn't have to kill the arbitrator and make
11 this person lose their job.

12 But in that the Lord hath provided me a
13 plum to pick, the easiest case I had ever had,
14 the easiest case I had ever seen. Perhaps it
15 was just a way of teaching me, and so I give it
16 to you as a true story, that it may look like a
17 plum, it may appear as if it's ready to be
18 picked, but you must always prepare just in case
19 you can't reach it or just in case it chooses
20 not to let go.

21 One of the things that we, as union
22 members, have done here is we have learned from
23 the past. And even when it appears as if it's
24 ready to be picked, we always prepare that
25 second one. Now, in standard union fashion and

1 Bellino/Krasner fashion, Barry goes, yeah, we
2 are your friend, but, of course, if you don't
3 want to deal you can deal with Guido Bellino
4 over here.

5 So, you always have to have two plans.
6 Never count your chickens. Anyway, I started
7 listing and some of the issues, but for NATCA,
8 this is what we would not have. Aircraft
9 de-icing before departures, that was your union
10 that got that in.

11 There were ten fatal accidents over a
12 ten-year period of time in which hundreds were
13 killed or injured, ten fatal air carrier
14 accidents due to de-icing. It was your
15 testimony that allowed the Congress to change it
16 so that that should never happen again.

17 I would like to mention that while we did
18 that we had the full faith and support of
19 members of the Senate, Senator Simon and such as
20 Congressman now Senator Barbara Boxer.

21 Here are a few of the other things. New
22 taxiway signs so that people, pilots, there is
23 less chance of them getting lost. Memorializing
24 your 5 percent differential that the FAA tried
25 to take away from us during the last contract

1 negotiations, and we were able to maintain it,
2 memorialize it so they can't make a run, they
3 can always try, but so they won't make a run at
4 it without thinking about it.

5 We've won many, many cases for training
6 failure, cases for disciplinary action, the
7 Sunday pay arbitration, the sign-on/sign-off
8 arbitration which should provide all you another
9 check, time and grade arbitration, PCS
10 arbitrations, reimbursement income tax allowance
11 in which one of our members was able to retrieve
12 \$6,000 that the FAA chose to keep from him, and
13 others.

14 The FAA did change its entire way of
15 computing the ITA, or income tax allowance,
16 because of NATCA. Diversity, trying to get
17 diversity so that we can have the training
18 without presenting harm. TCAS, we have taken a
19 lot of hits on TCAS. We have taken a lot of
20 heat, a lot of grief on TCAS. But that's one of
21 the good fights. We know in our hearts that
22 we're not doing any of this for personal gain,
23 we are doing it to try and save lives. We
24 are -- that is a good fight, and those are the
25 fights we take on.

1 Whistle blowing on AAS and TAAS, the
2 Advanced Automated Systems, and the associated
3 contractors, multiple FAM trips on single
4 carriers, increased FAM trips, easier access to
5 FAM trips, retention of grade controllers for
6 Seattle Center, protection for Seattle Center
7 and I believe the High Desert Tracon out at, I'm
8 sorry, Edwards Air Force Base.

9 Protection of environmental issues. We
10 may have asbestos now in a facility and if it's
11 discovered the FAA never fights us on it because
12 in the past you, the members of NATCA, were firm
13 in your belief that we will protect our people
14 at all cost. We will move to Federal Court and
15 convince a federal judge no matter what it took,
16 no matter what it cost, for the protection of
17 our members.

18 This also led to protection from cadmium
19 dust, and our newest step, which we just found
20 out about, and I know very little about, is
21 microorganisms living in breeding colonies. I
22 didn't know about it but it is supposed to be
23 deadly. Sounds like fun to me, but it's deadly
24 and we will protect our people from it.

25 The ability to negotiate hazardous duty

1 pay, which is very close now. Fighting for the
2 Performance Appraisal System so that you can be
3 rated based upon your performance, correction,
4 your job description and not on collateral
5 duties.

6 I have listed more and more and there are
7 more things to come. The night differential
8 complaint, gain sharing, which I talked to a
9 number of you about, and I can go on and on and
10 on. I'm not going to. I have still got more of
11 a list but I am going to move on.

12 We at NATCA believing in demonstrating
13 that we are different, pushing and showing our
14 internal motto, that the more airplanes they can
15 put in the sky the more pilots they need to fly
16 them and the more controllers we need to work
17 'em. This has been NATCA's philosophy and work
18 ethic and has served us well.

19 It is a philosophy and work ethic that
20 people in Washington are not used to hearing,
21 and they have come to love us because of it.

22 We choose to make every entity that
23 touches us a profitable entity. That profitable
24 vision, helping in any way that we can where
25 safety is not impacted, has allowed each of

1 those individual organizations to come to our
2 aid when we needed assistance. But one of the
3 things we have done is we have gone to their aid
4 when they have needed theirs without them
5 asking. We seek forth to help those who need
6 help. We are very, very different than any
7 other organization that I know of. And we do so
8 because it's the right thing to do and for no
9 other reason.

10 In order for the controller to benefit
11 the pilot must benefit. In order for the pilot
12 to benefit the user must benefit. All must
13 benefit, and we work in a system now where all
14 will either benefit or all will fail.

15 Don't let this week, don't let this day
16 or this convention herald the end of an era. We
17 have been very, very, very profitable. Thanks
18 for the salary increase. We have been very
19 profitable over the last two and a half years,
20 very, very profitable as an organization. Don't
21 let this end.

22 Now, you know, somebody came to me last
23 night and said, "National Office got whopped on
24 the volleyball courts, didn't stand a chance,
25 didn't win anything." And I said, "How did that

10 Well, that's what we have got now. You
11 are losing me from the standpoint of your
12 Executive Vice-President, but I am not going
13 anywhere. Instead of being up here I am going
14 to sit there with you. For one thing, I have
15 not been lost as I have been lost from the
16 office of Vice-President but not lost as one of
17 you, I shall remain one of you. I shall always
18 remain one of you.

19 And this team is still cohesive. Instead
20 of playing at the front line where most of you
21 saw some of the spikes that I was able to
22 accomplish, and I thank you for your applause on
23 that. Applause on that.

24 (Applause.)

25 MR. BELLINO: Please, I was doing fine

1 until they called me for touching the net with
2 my head. So instead of being at the front line
3 I kind of moved kind of towards the back, but I
4 am on the same team. I am on the same team. I
5 am in the same court. We are all still together
6 and I want you to remember that. Yes. And one
7 of the reasons is because if you don't have any
8 faith in the new people that are towards the
9 front, then you are not going to hit the ball to
10 that person to allow that person to spike it as
11 well as I did.

12 (Applause.)

13 MR. BELLINO: Thank you. Thank you.
14 Well, just a few other things. I was just going
15 to skip over this and move on. But I have a
16 couple words that I would like to share, and
17 probably the most important thing is that I read
18 it to you because I write much better than I
19 speak.

20 I am going to the days of winners or
21 losers are over, et cetera, et cetera. Only
22 through mutual strength and respect can lasting
23 friendship endure. Our strength as it exists
24 today, remember I said that, our strength as it
25 exists today must increase or be at least

1 maintained at its present level. Through this
2 strength the union and FAA will move to a day
3 when neither will seek to harm the other.
4 Through this strength the agency will some day
5 understand that professionalism is not
6 determined in the manner in which a person
7 dresses. Through this strength, the strength we
8 have today or greater, FAA managers will seek to
9 correct the problem employee without first
10 seeking the demise of that employee.

11 Through this strength the FAA will
12 exchange mindless rule and regulation enforcers
13 or overseers, known affectionately among us as
14 dinosaurs, and may the bio take most of them,
15 are knowledgeable persons gifted with common
16 sense, and this will be a very difficult task
17 for FAA because common sense is very uncommon
18 with the FAA. Through this strength we will
19 learn and understand the cruelest of all lies
20 are often told inside us. In other words, FAA
21 managers knowing about AAS, its inability to
22 function or work, they kept quiet.

23 It is only through us that it's come out
24 that it was a fraud. Those are cruel lies.
25 They continue to fund it, they continue to

1 attaboy it, they continue to pat each other on
2 the back all the time knowing that it was a
3 fraud. I personally am very offended by that.

4 The FAA managers know the contracting out
5 issue is a fraud upon the United States
6 Congress, the American people, and yet they
7 remain silent. You saw an example of that
8 yesterday with Mr. Jeffers coming in here. The
9 silence is the cruelest of lies and the greatest
10 of frauds.

11 Through our strength some day the FAA
12 will seek and respect only the honest contractor
13 and will openly and willingly condemn the
14 dishonest and the frauds. Through our strength
15 and with the assistance of the American people
16 we may some day be able to convince the FAA that
17 it is wrong to allow employees to conduct or
18 produce public policy and then grant themselves
19 waivers to all checks and balances and
20 regulations, hire the internal structure of a
21 government agency, and then allow these same
22 people to retire and escape upon the golden
23 parachute they built at the expense of all.

24 (Applause.)

25 MR. BELLINO: Through our strength I

1 envision the day when the agency and the union
2 will both be guided by persons who are concerned
3 about our mutual future and welfare because they
4 will understand that the future we share is
5 identical and the same.

6 The union is fortunate. We have Barry
7 Krasner. And Barry has operated for us
8 throughout the nation in a manner that in which
9 he has served us rather than has used us. You
10 don't see that within the FAA. FAA managers at
11 the highest level use us for their own goal and
12 benefit.

13 Now, sure, all of you know, all of you
14 are aware of supervisors and managers that are
15 fine human beings. But that information that I
16 have shared with some of you and Barry's shared
17 with some of you this week, that's secret
18 information. We got that information because
19 there is in FAA, there is someone high in FAA
20 management who felt that it was wrong. They
21 passed it on to us so that we could share it so
22 we could try and stop it.

23 My indictment is not at all FAA
24 management or supervisors, my indictment is of
25 those who deserve it. And each one of you know

1 who they are. And I would like us to applaud
2 those that we know do not deserve that criticism
3 but are fine management personnel.

4 (Applause.)

5 MR. BELLINO: In closing, please remain
6 as strong as you have been. I have received
7 many kind words. Yesterday I was -- yesterday I
8 went through most of my tears while I was up
9 here. While I was up here and then I went down
10 to the floor, that's when I fell apart. I am
11 not as -- I am still sad but I feel fortunate
12 that that happened then while I was sitting here
13 and for that short time on the floor rather than
14 it happening now because it's very important to
15 me that I tell you that I do not say goodbye to
16 you today, that I tell you that at the next
17 convention, at the next union get-together I
18 will be with you because I am still with you.

19 And this would be a great eulogy for my
20 death. No, hold off on that. Anyway, thank you
21 very much. To all of you who have been there
22 when I needed you, I thank you. To the National
23 Office, the entire National Office, to the
24 Regional Vice-Presidents, to all of you who are
25 here, I thank you for your support. You have

1 allowed me to fly with the eagles. Thank you
2 very much.

3 (Applause.)

4 MR. KRASNER: I would like to thank you
5 for applauding long enough so I could avoid the
6 tears that he was trying to avoid. Coming up
7 next we have a briefing from the Reclass
8 Committee. I don't envy them. You are a tough
9 act to follow. But that's not my problem,
10 that's theirs. So, why don't we bring up the
11 reclass.

12 Oh, look, they are wearing shirts and
13 ties today. Why don't we bring up the Reclass
14 Committee and we will turn this over to
15 Mr. Haines. As you all know, Tim Haines,
16 Eastern Region V-P.

17 (Applause.)

18 MR. KRASNER: Tim Haines is the Chairman
19 of the Reclass Committee. He has been working
20 on this, oh, God, three years, four years, a
21 lifetime. Since 1990 he's been working on this.
22 And with a little luck it will reach fruition,
23 he won't have to work on it much longer. But I
24 am going to turn it over to him and I will see
25 you in a while.

1 MR. HAINES: Good afternoon, fellow
2 ladies and members. Before we start I would
3 like to make a little announcement about last
4 night in the hospitality suite. I would like to
5 thank my Southern Region counterpart Randy
6 Schwitz and bring him up here. He wants to talk
7 a little bit about the numbers that we
8 accomplished last night.

9 But more importantly, I want to thank the
10 Eastern and Southern Region for putting that on,
11 and also would like to thank all of you that
12 attended and had a good time. And in
13 particular, I would like to thank the Tampa
14 Local for setting that up for all of us.

15 (Applause.)

16 MR. HAINES: In particular, two
17 individuals from Tampa Local I would like to
18 recognize, Steve Buchkovich and Joe Formoso.

19 (Applause.)

20 MR. SCHWITZ: I would just like to echo
21 Tim's sentiments on the job that Joe and Steve
22 did setting that up last night. I think from
23 the numbers we had last night it was like most
24 of you were there. This morning they told us
25 there was 890 individuals at the party last

1 night.

2 During the period that we had an open bar
3 there were 39,516 shots of liquor consumed and
4 210 and a quarter cases of beer, which is 5,046
5 bottles of beer. So it's a wonder you are here
6 today. Thanks a lot. I think that was one of
7 the best parties I have ever seen at one of the
8 conventions.

9 (Applause.)

10 MR. HAINES: Thanks again for attending.
11 Over the next hour or so I and other members
12 will be briefing you on the work that the NATCA
13 Reclassification Committee has done over the
14 past 18 months. It will include a brief history
15 of the origin and makeup of the Reclassification
16 Committee, our strategies and goals, including
17 the steps we have taken to achieve these goals.

18 We will also provide you with a detailed
19 synopsis of the proposed classification standard
20 and why we feel that it accurately reflects and
21 measures what we as air traffic controllers do
22 on a daily basis. We will also present and
23 explain our new proposed pay scale.

24 Some of this information may be difficult
25 to understand and digest given the necessary

1 brevity of this presentation. However, we have
2 alloted time at the end of the presentation for
3 questions. Breakouts will also be held
4 immediately following the presentation. Please
5 make your notes and hold your questions until
6 then, if you would, please.

7 Controllers, members of NATCA, and
8 NATCA's leadership have recognized for some time
9 that both the Air Traffic Control classification
10 standard and its related pay schedule are
11 inequitable, both in terms of controllers' pay
12 compared to other FAA employees and compared to
13 one another. In fact, in 1990, NATCA formed a
14 committee to address this issue, but
15 unfortunately after several meetings the
16 committee was disbanded due to lack of
17 sufficient funds.

18 In 1992, NATCA delegates at the San
19 Antonio Convention expressed NATCA's commitment
20 to rectify the inequities in the standard and
21 pay scale by passing the following resolution:

22 Whereas, many inequities exist in the
23 current pay structure. Therefore, be it
24 resolved that the NEB shall give
25 reclassification of the pay scale and controller

1 upgrades number one priority and shall
2 appropriate adequate funds to secure this
3 objective.

4 In response to this resolution, the NEB
5 established the current NATCA Reclassification
6 Committee and charged it with developing a new
7 classification standard and pay schedule which
8 would fully address the concerns expressed in
9 the resolution.

10 In order to assure that this task would
11 be approached with as broad a base of controller
12 input as possible, controllers assigned to this
13 committee represent the full spectrum of air
14 traffic control facilities and are from all
15 geographical regions of the country. The
16 controller members of the Reclassification
17 Committee were augmented by two professionals
18 with classification experience.

19 At the present time we are going to
20 introduce just the members up here on the
21 podium, and later on I will bring the rest of
22 the Reclassification Committee to come up to
23 help with the question and answer period.

24 To my far right is Steve Ford, Atlanta
25 Center, for the Southern Region.

1 (Applause.)

2 MR. HAINES: To my immediate right was
3 Mr. Joe Kilgallon. Mr. Kilgallon was the
4 consultant that worked with PATCO back in '78
5 and got us our GS-14 grades. He was also the
6 consultant --

7 (Applause.)

8 MR. HAINES: He was also the consultant
9 that worked with the flight service station
10 people and got them their 12's.

11 UNIDENTIFIED SPEAKER: Boo, boo, boo.

12 MR. HAINES: Mr. Kilgallon also assisted
13 in negotiating your Sunday pay. Thank you for
14 the \$5 million.

15 (Applause.)

16 MR. HAINES: To my immediate left is Dick
17 Swauger. He was on the original PATCO
18 Reclassification Committee. He was the only
19 full-time member of that committee and they
20 spent six years developing their product.

21 (Applause.)

22 MR. HAINES: To my far left is Mike
23 Coulter out of Denver Tower from the Northwest
24 Mountain Region.

25 (Applause.)

1 MR. HAINES: At the committee's first
2 meetings, we developed goals and strategies and
3 determined how we would function as a committee.
4 Our next task was to apply and understand the
5 information on the following subjects:
6 Classification principles, laws and regulations
7 relating to classification, the current
8 classification standard, various pay and
9 classification systems which apply to the GS
10 scale as well as other federal pay systems.

11 The plan of the committee was to request
12 OPM to declare the controller occupation as a
13 unique occupation so that it could be removed
14 from the General Schedule scale. However,
15 before making that request, the committee
16 determined it should complete a study so that it
17 would be in a position to recommend a new
18 standard and pay schedule, not leave these
19 decisions without any guidance from NATCA.

20 The committee was also aware that the Air
21 Traffic Control function of the FAA might be
22 transferred to a quasi-government corporation,
23 so we have developed the criteria in the
24 proposed standard with an eye towards collective
25 bargaining over salaries as well as the

1 traditional classification process.

2 At the beginning and several times during
3 this process, NATCA's leadership made several
4 overtures to the FAA to join them in a study and
5 subsequent request to OPM. All of these
6 requests were rejected by the FAA.

7 Members of this committee physically
8 visited 109 facilities and spoke at length with
9 controllers from probably half of the remaining
10 facilities. We have observed your work
11 situation and listened to your complaints and
12 ideas. We have either addressed or incorporated
13 as many of them as possible in our proposed new
14 standard.

15 In May of 1993, the committee began to
16 draft elements of the new standard based upon
17 the debriefings that were held following all
18 field visits. These sessions were useful when
19 sharing ideas and impressions, and specifically
20 in beginning the long and difficult process of
21 determining, measuring, and weighing factors
22 that would assure facilities would be properly
23 classified in relationship to one another.

24 Based on inequities in the current
25 standard we decided to move forward with the

1 idea of filing appeals with OPM on behalf of
2 some selected facilities. Would you put the
3 overhead up, Ann? Which supports our position
4 concerning the need for a new standard.

5 Appeals were filed on behalf of some
6 facilities whose traffic density is two or three
7 times higher than the base figure for the
8 highest grade. We simultaneously filed appeals
9 for facilities whose traffic count is below the
10 specified traffic density for a higher grade but
11 which had significant, verifiable complexities
12 that are not recognized in the way the current
13 standard is applied. As we anticipated, OPM has
14 given us conflicting responses to those appeals
15 which help justify our demand for a new
16 standard.

17 The appeals were filed in different
18 regions of OPM in order to find conflicts among
19 different regional office interpretations and
20 decisions. These conflicting interpretations
21 demonstrate the flaws in the present standard,
22 and helped the committee develop the language
23 and ingredients of its proposed standard.

24 Appeals presently are awaiting decisions
25 in OPM regional offices and OPM headquarters in

1 Washington. While all the appeals decided at
2 the regional level have been denied by OPM, our
3 strategy has been successful. The rationale for
4 the decisions are in conflict with one another
5 and serve as ammunition in our battles for a
6 fair standard and related pay scale.

7 Now that I have explained the history and
8 formation of the committee and the methodologies
9 and strategies we employed to prepare our
10 proposed standard and related pay scale, you may
11 ask how do I know this proposed standard is
12 better than the current standard? What's
13 different about it that makes it better than the
14 one we have now? At this point in time I would
15 like to introduce Steve Ford to highlight the
16 differences between our current classification
17 standard and our proposed standard.

18 (Applause.)

19 MR. FORD: Good afternoon. I will try
20 not to be too long, which is probably not
21 likely. You can't come up to this mike without
22 saying thanks to everybody. It was a great time
23 last night. I appreciate it. This man and this
24 man have made our job very, very easy in a lot
25 of ways by guiding some neophytes through the

1 jungle of classification. So, when and if you
2 get a chance, shake their hands and tell them
3 how much you appreciate their working for us,
4 because they could be working for other people
5 and they're not.

6 So, the task that's fallen to me is
7 explaining to you the difference in the current
8 standard and the 1994 proposed standard that the
9 Reclassification Committee has drafted.

10 If we could go ahead I guess we need to
11 raise the overhead up. You have heard a lot
12 about the standard in classification. And for
13 those of you who may have had a chance to read
14 it, it's about as thick as a 71-10. Those of
15 you who haven't, I don't blame you because it is
16 a considerable document and we have pretty much
17 reworked it completely.

18 What's the standard and what does it do?
19 Number one, the standard is a legal document
20 that describes who Air Traffic Controllers are
21 by defining their knowledge, skills and
22 abilities. It defines what we do as Air Traffic
23 Controllers in relation to the types of
24 facilities and the different missions. And then
25 it takes all this and it says how this

1 information relates to the appropriate grade.

2 Overhead up. Good. All right. Now, the
3 first part. The current standard was adopted in
4 1978. That's after a joint PATCO-FAA study that
5 lasted for six years. The Reclassification
6 Committee, working without the benefit of the
7 FAA experts, we did the job in eighteen months.
8 All right.

9 So the first part of the overhead, we can
10 go to the standard, please. You have got that.
11 Good. Is the statement of coverage. Inside the
12 document there is a statement of coverage, and
13 that's who is described within the standard.
14 The current documents covers us as Air Traffic
15 Controllers. Then it says inclusive in that are
16 the Flight Service Station Specialists, and then
17 the FAA managers, FAA supervisors, FAA staff,
18 and then numerous other FAA administrative
19 positions. That's the blanket. And all of
20 those groups have attached themselves to the Air
21 Traffic Control standard so as to profit from
22 the fruits of our labors.

23 The proposed standard covers us as Air
24 Traffic Controllers and flow controllers or TMU,
25 as some of you know. TMU has been incorporated

1 because, as you know, one of NATCA's initiatives
2 has been to organize and bring them into the
3 bargaining unit. Our inclusion of these
4 individuals into the standard is in anticipation
5 of the achievement of that goal. Notably
6 excluded from our proposal are Flight Service
7 Station Specialists. They need their own
8 standards.

9 (Applause.)

10 MR. FORD: FAA managers are excluded, the
11 supervisors are out of there, staff out of
12 there, and those infamous numerous other FAA
13 administrative positions. They don't even have
14 a standard.

15 (Applause.)

16 MR. FORD: All right. What I need is the
17 next overhead, please. The next thing involving
18 the standard are categorization of flight
19 service facilities. Currently there are five
20 categories of facilities applied in the
21 standard, but the standard is applied to six
22 categories. So the FAA completely decided that
23 CERAPS, they didn't need a definition, they were
24 just going to do what they wanted to do with
25 them.

1 Those are, if I can do this without
2 shaking, (1), the VFR towers. I can't do this
3 without shaking, so, (2), the non-radar approach
4 control; (3), the limited radar approach control
5 and the LRACs; (4), radar approach controls,
6 which not only include the tower tracon but the
7 up/down facility; but also the tracon only, (5):
8 and (6), like I say, currently not defined are
9 the CERAPS or the center radar approach
10 controls.

11 The 1994 standard clearly defines eight
12 categories of facilities. Now, some of the
13 nomenclature will change. But what we have are
14 eight types of facilities that are defined.
15 Those of you who can't see this, eventually
16 we'll have these on handouts that may come in
17 later. The printer was kind of slow this
18 morning. We are trying to get these. You have
19 got one handout. That go with this? I don't
20 think that's come in yet but maybe we will have
21 it before the end of the presentation.

22 The very first type of facility are
23 towers without radar. Those are towers that do
24 not have a BRITE display. These are VFR
25 operations that primarily serve the general

1 aviation public, and we are going to consider
2 them the foundation of the Air Traffic Control
3 standard and classification system.

4 Secondly, are the non-radar approach
5 controls. And they work in association with a
6 tower without radar. And there are only a dozen
7 or so of these. And it seems like sometimes the
8 FAA may forget they exist. But we know they do
9 and we have taken care of them.

10 Third is towers with radar. This is
11 probably the newest type facility. What you
12 have to do is think ahead on this because what
13 we have here, we have combined the limited radar
14 approach and the previous VFR tower which didn't
15 have a BRITE display.

16 These were put together to ensure that
17 those facilities that currently have VFR have
18 BRITE displays will be classified correctly, and
19 that is as radar facilities.

20 (Applause.)

21 MR. FORD: It is the Reclassification
22 Committee's belief, and this is all based on our
23 field interviews, that the vast majority of
24 these types of facilities are already engaged in
25 using this equipment to separate aircraft.

1 The National Transportation Safety Board
2 has gone on record to say it strongly recommends
3 that the FAA allow those controllers with BRITE
4 displays to use the equipment to its fullest
5 potential, and that is for separating airplanes.

6 (Applause.)

7 MR. FORD: To clarify this classification
8 I want to give you a couple examples who would
9 be included. That's going to go as far as
10 saying San Francisco's current Level V limited
11 radar approach control will be in the scale, as
12 well as Farmingdale, New York, which is
13 currently a Level II VRF tower with a BRITE.
14 Those are both radar controlled facilities. No
15 doubt about it.

16 The fourth type is the combination radar
17 approach with tower with radar. That's the
18 up/down facility today where the controller
19 executes (inaudible).

20 Five, tracons. And those are where
21 there's a radar approach control but there is no
22 tower duties assigned.

23 Six, as you can see, it's the multiple
24 hub terminal. Everybody said, "What the hell is
25 a multiple hub terminal?" That's an entirely

1 new class of FAA facility. And it's going to
2 cover such giants as the new Southern California
3 Tracon. Because currently there is no way the
4 FAA standard can be stretched over that space at
5 that facility.

6 Seven is centers, and that's going to
7 cover the system same as it does today. And
8 eight finally defined and categorized correctly
9 will be the new combined control facility. And
10 again, the only question, it could be changed,
11 but that is what today we call CERAP, center
12 radar approach control, where controllers
13 conduct both approach control operations and
14 centers.

15 And how do you get to these? You get to
16 these through classification factors. So we
17 have another note in here. Classification
18 factors. Those are outlined in this standard as
19 the different knowledges, skills, abilities,
20 responsibilities and related complexities for
21 which an occupation's appropriate grade level is
22 determined. These things in combination are
23 used to determine the base grade of an air
24 traffic control class or type of facility.
25 Currently the only other thing used to determine

1 the differences between the class of facilities
2 is volume.

3 The only classification factor that
4 symbolizes the classification to the FAA is
5 volume. The current density formula, which will
6 be shown to you later for those of you who don't
7 know it, it does not properly measure P-track,
8 nor does it measure S-track. The proposed
9 density formula, which will also be covered by
10 the presentation, does accurately measure
11 P-track and it also measures sustained tracking
12 activity. It will measure the controlled
13 environment of each individual facility. The
14 committee visited more than 100 facilities, as
15 Tim told you, and the message was very clear to
16 us: That there are more factors to work in a
17 controlled environment than volume alone.

18 Now, complexity, the current standard
19 makes absolutely no mention of that other than
20 without volume you have no complexity.

21 Reclass didn't buy this. Of course, as
22 the volume of traffic increases, so does your
23 complexity, that's true. But there are many
24 measurable and immeasurable variables that
25 impact the controlled environment regardless of

1 volume.

2 The immeasurable complexities that are
3 shared by a lot of terminals, and this is by no
4 means a complete list, are weather, runway
5 crossings, people cutting the grass, snow
6 removal, to rain, noise abatement. And one
7 thing you have to do when you classify
8 complexities, you have to be able to measure it.

9 Well, if the grass doesn't get cut next
10 week you don't want to lose money, so those
11 things have to be infiltrated in the base pay,
12 and that's what we have done. When you see the
13 pay scale you will see it is significant enough
14 to take care of people cutting your grass and
15 all these other inconveniences you have in the
16 everyday controlled environment.

17 The proposed standard, though, does find
18 and identify and weigh some very measurable
19 operations that will help define facilities.
20 Rates and consideration are given for IFR
21 operations, VFR operations, your traffic mix
22 will be measured and weighed accordingly.

23 Runway configuration, there are several
24 types of runway configuration that will impact
25 how your facility is categorized. The proximity

1 of your runway at your airports as well as the
2 volume, there is no doubt that that increases
3 the complexity of the primary airport. The
4 itinerant traffic versus the local pattern
5 traffic. They will be weighed differently.

6 For those of you who never got credit for
7 VFR advisories in the past, you will get credit
8 for them. And for those who do will get more
9 credit. And for those of you who have never
10 been able to count your over-flights, as we have
11 found out in so many towers without radar, you
12 are going to be able to count those.

13 Now, these complexities can be measured
14 and identified in every facility. Currently
15 some of them aren't counted, but they can be
16 with very little difficulty. And the formula as
17 a result is a true depiction of each facility's
18 complexities.

19 Centers, centers, centers is all I have
20 heard. As a center controller where I started,
21 I sort of believed that, but now I'm not so
22 sure. From a pay standpoint a center is a
23 center is a center is a center is pretty much
24 the rule. But, like the terminal
25 classification, centers suffer from the volume

1 only rule. And like terminals, the current
2 complexities or the current formula doesn't
3 accurately measure peak traffic, nor measure
4 sustained traffic, and there is no accounting
5 for the complexities at each of the different
6 centers.

7 Our proposed standard gives the new
8 density formula, which again will be illustrated
9 later, which again measures the peak and
10 sustained traffic activity and it will give a
11 truer picture of those facilities that have
12 prolonged periods of traffic activity.

13 The committee recognizes that because of
14 the vast amounts of airspace centers covered
15 there were some typical complaints present in
16 varying degrees in all of them. Some of these
17 are weather, limitations on airspace, warning
18 areas, restricted areas, facility boundaries,
19 terrain is a problem in many of the facilities,
20 there are language difficulties for those lying
21 along foreign borders, non-radar control areas,
22 manual coordination, expanded control, we heard
23 it all. There is too many LOAs, too many
24 procedures, I have got to know too many
25 approaches.

1 Well, because these complexity factors
2 exist, and because some of them can be at the
3 FAA's discretion as to how they are counted, the
4 committee made a determination that since they
5 were virtually impossible to account that they
6 also would be computed into the base pay.

7 The committee did find that while there
8 were no truly unique complexities to any one
9 center, that there are some unaccounted for
10 properly again to illustrate the differences in
11 controlled environments.

12 The proposed standard identifies and
13 gives additional weight to transitional traffic,
14 arrivals, departures, and transitional
15 over-flights. Many of the center reps know
16 these because we called and asked about the
17 information. Those are airplanes, of course,
18 that are climbing or descending as they enter or
19 exit the boundaries of your facility.

20 VFR advisories have been counted for.
21 With the FAA's mandate on issuance of safety
22 advisories and the ever increasing number of
23 pilots that require this kind of service, and
24 many of you guys know what I'm talking about,
25 they do increase your workload, they do increase

1 your complexity, and for the most part most of
2 us feel morally obligated to help these people
3 through the sky.

4 Oceanic traffic. Because of its degree
5 of difficulty. (Inaudible.) Once you look at
6 it you realize it is. (Inaudible.) Currently
7 because they are accounted for in such a way
8 that they make it, because of the increase
9 demand the controller's awareness and
10 expeditious control in and around the airport
11 (inaudible).

12 Interviews with controllers clearly
13 indicated that you desire one thing, you want to
14 be recognized and compensated for your full
15 range of duties and responsibilities. And it's
16 been the Reclassification Committee's hope that
17 you will find the proposed standard and the
18 classification system and pay scale fulfills
19 your desires.

20 Now that we have reviewed these
21 differences between the current and proposed
22 classification standard, I am going to turn the
23 podium over to Dick and he's going to come up
24 here and illustrate how the new density formula
25 works when you combine it with complexity

1 factors when it's applied to a specific type of
2 facility. It is all yours.

3 (Applause.)

4 MR. SWAUGER: Thank you, Steve. And I
5 used to think classification was dull. As Steve
6 said, I am going to show you something about how
7 we tried to take density and how we weighted
8 complexity factors. As far as density is
9 concerned, before we to go what we plan to do, I
10 refresh you on what the FAA does today.

11 The FAA in counting their traffic takes
12 183 high days, divides that by 183 to get a high
13 day, and then divides that total by 16 or less
14 depending on the number of hours your facility
15 is open. Now, is that easy? Yes, it is. It is
16 very easy. Is it efficient? No. And is it
17 fair? Absolutely not.

18 Because during your 183 low days you may
19 have some hours that are as high or higher than
20 those days as they exist within the 183 high
21 days. What do we do about that? I think the
22 answer is very obvious, you count by hour not by
23 day.

24 So, for what we have planned you will use
25 1,830 high hours for the year. Where does that

1 come from? If you think about it controllers
2 probably want to be graded on the traffic that
3 is their highest traffic, and for 10 hours of
4 the day usually you're working in traffic that
5 is indicative of your type of profession. That
6 gives you the 10 hours times 183, which is 1,830
7 a year. Then you divide that number by 1,830
8 and you come up with your average hour. That's
9 your average high hour. That's the way we have
10 done that part of it. Now we wanted to show
11 sustained traffic, so we took the second or
12 lower 1,830 hours.

13 That 1,830 hours then is divided by the
14 high 1,830 hours. This gives you a ratio. Of
15 course, that ratio is a percentage. The
16 percentage is useless as far as adding to your
17 high average hour so we add a one to that to
18 make it a whole. And as you can see, that .87
19 then becomes a 1.87. That then is multiplied
20 times your high hour.

21 And, of course, as the two examples show,
22 the higher the ratio or the lower your traffic
23 is sustained, the higher figures you're going to
24 come out with on the end. The top figure, I
25 can't read, but it shows that it is higher than

1 the lower one. The top figure is multiplied,
2 1.87 times 75 and it gives you a 140. The
3 bottom one is the same 75, the same 75 for the
4 higher hours, times 1.27 only gives you a 99.

5 So, we feel we have not only shown the
6 high hourly traffic, but we have shown that that
7 one facility has a sustained traffic that is
8 more than the other facility has.

9 Now, if you will take all of that and
10 just put it aside, I will show you how we
11 applied it to one of our scenarios. Now, the
12 scenario we have selected is the radar approach
13 control and tower with radar. These are the
14 up/down facilities that you know today where you
15 rotate between the radar room and the tower.

16 The reason we selected that is it is a
17 good indication of our other scenarios. If you
18 use the tower portion of this scenario it's
19 exactly the same as our towers with radar. If
20 you use the approach control scenario it's
21 exactly the same as our tracon. And if you use
22 without the exact weights the same scenario,
23 then you would have the non-radar approach
24 control tower without radar.

25 Going through this, and I really don't

1 need to, if you will look at A, B and C you see
2 that we have weighted certain traffic more than
3 other traffic. And the reason we have done that
4 is because there is more responsibility
5 indicated by the ones that have the higher
6 rates. And the reason I stop that at C is
7 because D shows a .50.

8 Let me explain that to you. As you know
9 now, those of you who work up and down
10 facilities, even though you work the tower and
11 the tower is extremely difficult, your grade is
12 based only on the radar room, only the IFR
13 traffic in the radar room, so you get no credit
14 at all for what you do in the tower. We're
15 saying you ought to get credit for your tower
16 work also. So in this combined facility we're
17 going to give you a count for your tower work
18 and add it to the count that you do downstairs.

19 So that .50 that you see up there is not
20 .50 less, it's .50 more than you are getting
21 now. As you move along, you see that we are
22 counting for over-flights, and then you add
23 those numbers together that you come up with
24 through all that time that we have gone through
25 and you come out with an hourly count.

1 Now we come to J, and this is the first
2 complexity. I'm sorry, yes, J is the first
3 complexity that we weighed. I'm sorry, I jumped
4 ahead of myself. Kim, if you would go back to
5 where we were. We have come up with the hourly
6 count and now the first complexity.

7 The first complexity is runway
8 configurations. As all of you know, runway
9 configurations cannot be construed as not
10 difficult, it is just that some are more
11 difficult than others. So what we have done is
12 given some weight to the crossing runways first,
13 and then converging from the airport with one
14 runway, and then finally dual runways can be
15 counted just as one. Then we have given credit
16 for over-flights, and then we count all of those
17 things together and we have an hourly count.

18 The next complexity that we have measured
19 is to try to come up with a figure for traffic
20 mix. Now, there is all kinds of ways of doing
21 this but the way we have done it, we have taken
22 general aviation traffic and said if it falls
23 between 35 and 65 percent of the total then you
24 have got a hard traffic mix. The reason being
25 general aviation is generally slow. Sure there

1 are some fast ones in there, but generally it is
2 slow. Whereas, air taxi, air carrier, and
3 military are generally fast. So if we use this
4 tape of rationale we can come up with a traffic
5 mix that is either more or less difficult.

6 We feel if general aviation is between 35
7 and 65 percent you have got a difficult mix.
8 Now, you have got a figure for the tower. This
9 is the traffic count for the tower, take it, add
10 it up, and stick it over here. Now we have got
11 the traffic count for the tower.

12 Now we go downstairs to the radar room.
13 In the radar room we feel that traffic that is
14 within 15 miles of the primary airport is just
15 the same as traffic that's being worked at the
16 primary airport, it's just as difficult because
17 of the constant intermingling the traffic with
18 the traffic that's coming into the primary. So
19 we have given it a bit of a higher rate than
20 that traffic that's going outside of 15 miles.

21 Of course, we want to give some weight to
22 the traffic that's going to facilities outside
23 of 15 miles and the airports out of 15 miles, so
24 we did. It's just a little bit less than what
25 we did with the inside of 15 miles.

1 We have credited VFR radar services and
2 the IFR over-flights are given a count of one.
3 Now, for every one of those things that we just
4 did we are coming up with another total. That
5 total is a total for the radar approach control
6 portion of this scenario. Take that figure,
7 move it over under the tower count. Add the
8 tower count to the approach control count and
9 you come up with a final figure.

10 Now, go back here to where I was and get
11 that density formula we came up with. Apply the
12 density formula to that final traffic count and
13 you have what we call a classification index.

14 That classification index would be for
15 this one type facility. If you are that type
16 facility you will be measured against only that
17 one type of facility, the radar approach control
18 with tower with radar. You will be measured
19 against no other.

20 So if you are from a tracon or if you are
21 from a radar tower, don't worry because you are
22 not getting a combined count. It looks like
23 these guys are getting on something over you but
24 they are not, they are only going to be measured
25 against one another. The tracon is only going

1 to be measured against one another, the towers
2 with radar will be measured against one another.
3 Don't be concerned that they're able to add
4 these things and you aren't. You must stay
5 within your category. It is the only ranking
6 you are concerned with is in your category.

7 I know I had to go through this quickly.
8 And if you can understand this, I hope you can,
9 but I had to go through it so fast because we
10 have got to get finished. I thank you very much
11 and I hope you learned a little bit from it.

12 (Applause.)

13 MR. HAINES: Thank you, Dick and Steve.
14 I know you are anxious to learn how the proposed
15 classification standard translates into the
16 salary schedule the committee is proposing.

17 Before we do that, however, I think we
18 should indicate where we are with OPM and how
19 what we're doing will fit in with the proposed
20 quasi-government corporation you have heard
21 discussed all week long.

22 Once we reached a point that we felt
23 comfortable with our proposed classification
24 standard, the committee decided it was time to
25 request OPM to designate the Air Traffic

1 Controllers as a unique occupation with its own
2 classification standard and salary schedule.

3 First, however, NATCA once again invited
4 the FAA to join us in this request to OPM. As
5 in the past, the FAA declined. In January Barry
6 sent a letter to Mr. King, the director of OPM,
7 requesting a study to determine if the Air
8 Traffic Controllers should be considered as a
9 unique occupation for classification and pay
10 purposes.

11 Several weeks ago Mr. King responded to
12 Barry's request essentially suggesting that OPM
13 would be happy to act as a facilitator and
14 provide technical assistance to the FAA NATCA
15 and to undertake the required study under the
16 umbrella of partnership, basically Executive
17 Order 12871.

18 White NATCA has experienced several
19 successes with the FAA addressing issues using
20 the partnership approach, Barry did not believe
21 classification would offer one of those
22 opportunities since the FAA had turned down
23 every overture NATCA has made on the issue of
24 classification. Therefore, Barry sent another
25 letter to Mr. King reiterating NATCA's request

1 for OPM to undertake the study.

2 There's been additional conversation
3 between our National Office and OPM and a
4 meeting is planned very shortly. As recently as
5 two weeks ago Mr. (inaudible) met with the Chief
6 of the Senate Appropriations Subcommittee to
7 discuss the deficiencies of the current
8 classification standard, in general, and the
9 issue of LRACs specifically.

10 As a result of that meeting, NATCA has
11 been invited to pose questions to the FAA on all
12 aspects of the classification issue. Joe was
13 assured those questions would either be asked of
14 the FAA officials orally at the hearing
15 scheduled for May 12, 1994, or submitted to the
16 FAA in writing in conjunction with the hearing.
17 The committee has prepared a series of draft
18 questions for that purpose.

19 Finally, from the very outset the
20 committee was keenly aware of the fact that the
21 movement of Air Traffic Control activities to a
22 quasi-government corporation was more than a
23 possibility. As a result, we have been careful
24 to assure that our work product would serve as a
25 useful tool in negotiating salaries and a new

1 classification standard if it becomes a reality.

2 Neither Air Traffic Controllers or,
3 excuse me, whether Air Traffic Controllers are
4 determined to be a unique occupation under Title
5 5 of the Federal Employees Pay and Compensation
6 Act or whether we're subsequently employed by a
7 quasi-government corporation, we are confident
8 that the experience and work product of this
9 committee proved to be very valuable.

10 Moreover, by excluding flight service
11 station specialists, managers, staff, and
12 supervisors from our proposed standard we will
13 allow the FAA or the quasi-government
14 corporation to operate more efficiently.

15 Certainly the salaries of these other
16 personnel will no longer need to be tied to the
17 controllers' pay. They can be compensated based
18 on the criteria used solely for managerial and
19 staff positions in other agencies. This should
20 offer considerable savings to the FAA.

21 (Applause.)

22 MR. HAINES: Now let me turn to the
23 bottom line, the subject you are undoubtedly
24 most interested in. Namely the proposed pay
25 scale. From the very beginning the committee

1 set three goals for the final outcome of its
2 efforts.

3 Number one, that no controller would
4 suffer a loss in salary. Number two, that we
5 would push the movement from the bottom up, not
6 from the top down like PATCO did 15 years ago.

7 Number three, the controller should be
8 compensated at the classification and related pay
9 scale that was fair in making internal
10 comparisons and external comparisons. We
11 believe our full proposal meets all those
12 objectives.

13 At this time I would like to ask Joe
14 Kilgallon to explain the proposed pay schedule
15 and its rationale.

16 (Applause.)

17 MR. KILGALLON: The Reclassification
18 Committee knew from the outset that we needed
19 not only to develop a classification standard
20 that addressed the inequities and deficiencies
21 in the current standard but we certainly needed
22 a to come up with a pay scheduled that measured
23 with that classification schedule or standard.

24 And to make the classification standard
25 work effectively we had to have a pay schedule

1 that was also effective, so we knew that from
2 the outset and we worked on that from the
3 outset.

4 Now, keep in mind with we are seeking or
5 requiring or requesting is that the Air Traffic
6 Controller be termed a unique occupation. You
7 have heard that before. Why are we doing that?

8 We are doing that precisely because if it
9 attains the unique status we can set up a
10 separate pay schedule that applies solely and
11 exclusively to Air Traffic Controllers.

12 What does that do? It gets us out from
13 under the GS system and that is our goal and
14 that is our objective. We have that latitude,
15 then what kind of criteria did the committee set
16 up? What were our goals with that kind of
17 flexibility?

18 The first thing we wanted to do was
19 address the inequities in the current pay
20 schedule. And one of the obvious inequities in
21 our minds was the fact that there is a wide
22 difference in the difference of pay among
23 controllers where there are smaller differences
24 in terms of complexity. Let me give you an
25 illustration.

1 For example, a radar approach control
2 terminal handling 58 instrument operations per
3 hour is classified as a GS-12 and one that is
4 handling 60 per hour, just two more, is a GS-13.
5 Conversely, just the opposite of that, you have
6 a facility that's handling 21 an hour, 37 less
7 than the 58, and they are also a GS-12. So
8 those kinds of variations didn't make sense to
9 us and we wanted to address that.

10 The second thing we wanted to address is
11 that the difference in pay between GS pay levels
12 didn't make a lot of sense to us, at least as it
13 applies to Air Traffic Controllers. For
14 example, I don't know if you have looked at the
15 little cards that you have with the GS pay on
16 it, but the difference in pay between GS-12
17 level, for example, and GS-11 level at base pay
18 is 19.9 percent. Now, if I go to the difference
19 in the base pay level between GS-10 and GS-11
20 it's only 9.9 percent. I go from 13 to 14, it's
21 18.2 percent.

22 Now, why do we have all of those kinds of
23 variations? It just doesn't make sense. So we
24 wanted to address that kind of a problem.
25 Another kind of a problem is that the variations

1 in the steps within the same grade are
2 different. For example, if I look at the Step 2
3 versus Step 1 of the GS-13 level the difference
4 is 3.3 percent. But when I get up to the top of
5 that pay grid of 13, the difference between the
6 10 and the 9 step it's 2.6 percent. It makes no
7 rhyme, makes no reason, so we wanted to address
8 that.

9 Well, how do we address some of that? We
10 have addressed that by proposing that there be
11 ten journeymen base grade levels rather than the
12 five that you currently have in the GS system.
13 With that many different grade levels, we can
14 obviously narrow the percentage difference so
15 that would he don't have the kind of wide
16 difference in pay and small differences in
17 complexity of the job.

18 The second thing we did is say, okay,
19 what kind of a difference should we make between
20 those pay grades? And we determined that 7 and
21 a half percent differential would be an adequate
22 differential between the ten different pay
23 grades. Okay. Then what do we do about steps?

24 We felt that they should remain somewhat
25 similar to what they are today but there should

1 be a rational basis for them, so we have
2 determined that the differential between steps
3 should all be 3 percent instead of varying all
4 over the line.

5 All right. Having gotten to some of
6 these kinds of inequities what was the next
7 thing we wanted to address? We wanted to assure
8 that no controllers would suffer a pay loss in
9 the conversation from the current system to the
10 new system. That was a basic.

11 The next thing we wanted to ensure is
12 that no full-performance-Air Traffic Controller
13 would receive less than what the highest paid
14 full performance Flight Service Station
15 Specialists receives at GS-12 Step 1.

16 (Applause.)

17 MR. KILGALLON: If I can digress a
18 minute, I don't know, I heard a few boos when
19 you were told that I also helped NASS get the
20 12. One of the things you should understand in
21 this whole system is you want to get more than
22 somebody else. You don't knock them, you build
23 on them. So we don't want to say they are not
24 worth it, we want to go higher so we don't tear
25 them down, okay.

1 (Applause.)

2 MR. KILGALLON: Okay. So we have got the
3 base then is the GS-12 Step 1. That currently
4 is \$41,543. Now, this, of course, is exclusive
5 of the variations that take place as a result of
6 locality pay. I recognize there are variations
7 so we are dealing with what we would consider
8 the national norm recognizing there will be
9 variations depending upon locality pay. Okay.

10 We had three criteria then that we wanted
11 to address: We put together a pay schedule with
12 ten grades instead of five so we wouldn't have
13 the wide variations in pay, we put together a
14 constant 7 1/2 percent differential among those
15 pay grades and a 3 percent differential in
16 steps, and we assured that the base salary would
17 be \$46,000.

18 Okay. What does the pay schedule look
19 like? I am sure you are anxious for that. I
20 hope you can see that up there. What we have
21 got the pay base of \$42,000, what's known as an
22 ATC-3. If you go down here in each step, or
23 grade I should say, there will be a 7 1/2
24 percent differential. No matter which step you
25 are in moving from one grade to another the

1 differential will be 7 1/2 percent. As you go
2 across any grade, those differentials will be 3
3 percent. And obviously you have a goal of
4 reaching the century mark over here.

5 One of the things I should point out
6 about getting on a different pay schedule, if we
7 have an ATC pay schedule, as Tim had said
8 earlier, we believe we can justify having a
9 separate pay schedule that controllers can
10 receive more than management personnel in FAA
11 because they don't have to ride on your backs
12 any more in the same pay system. So we believe
13 they are a unique occupation, a separate pay
14 system you won't have the argument now where you
15 have 14 is the maximum and you can't go to a 15
16 because that's what managers get. That's
17 another reason for getting the unique occupation
18 designation.

19 Now, you got all of this? How do you
20 know and how do we know what we are proposing is
21 going to work? Especially since we're saying
22 we're going to rely on hourly data and we know
23 that while the agency does collect information
24 on an hourly basis, it doesn't maintain it.

25 How do we know if the proposed standard

1 will do what we want it to do? We're very
2 certain that it will because what we have done
3 is taken 1993 annual data and daily data that
4 FAA does have. And to the extent we have
5 information dealing with the various factors
6 that were displayed by Dick and Steve, what we
7 have done is tested out what would happen as the
8 result of the application of these various
9 formulas. And we have done it with, put it into
10 our computer and we are quite convinced that
11 using even annual and daily data that we will
12 have the kind of desired result we want and it
13 will be improved when we move to the hourly
14 data.

15 I guess the next question you obviously
16 have is where is my facility going to fit on
17 this scale, right? Unfortunately, we don't have
18 that answer because we don't have everything on
19 an hourly -- the data on an hourly basis, but we
20 can, for example, give some ideas as to what we
21 think might happen.

22 For example, with towers without radar
23 assuming that we talk about the ATC-3 being the
24 full performance level, we could have such
25 facilities going from ATC-3 up to 8, 9, what

1 have you. What does that mean? It means there
2 is potential for the towers without radar to
3 have as many as six or seven grade levels
4 instead of the three that you currently have
5 now. We also anticipate that there will be a
6 small number of centers, tracons, multiple hub
7 facilities, up and down radar facilities, that
8 will be at the ATC-13 level but not all of them.

9 We're trying to build into this system is
10 the potential for growth. I don't know if you
11 are aware of it or not, but in 1978 when the
12 current standard went into place, for example,
13 there were only two centers, maybe three that
14 were at the top level. And now look at what's
15 happened. So we have built in here the
16 potential for movement as the traffic increases
17 or as the complexity increases.

18 You might then ask, well, this might be
19 an easy sell to us, what kind of a sell is it
20 going to be to the federal government and to
21 Congress? And we recognize that it may be more
22 difficult to sell the federal government on this
23 pay scale or this classification system.
24 However, we think that we have put together a
25 good data base to justify everything that's in

1 here.

2 Certainly we believe, and we believe we
3 can convince any objective analyst or
4 decision-maker, that if the Air Traffic
5 Controller is put in his or her rightful place
6 that the lowest paid Air Traffic Controller
7 should at least equal the salary of the highest
8 paid flight service station specialist at Step 1
9 of grade 12. The rest falls into place. And we
10 think we have the data to support that and the
11 data to make that argument go. And in any case,
12 we can rest assured that there will be no
13 compromise in our negotiations either with a new
14 corporation or our dealings with OPM that any
15 controller will receive less under this proposed
16 system than they currently do now, and we're
17 confident that all will get some kind of a
18 increase.

19 I do want to point out one other thing
20 with respect to the pay schedule, however, which
21 I overlooked. We have ATC-1 and 2 and you say
22 what's that for? That is for developmentals.

23 We realize, however, that those salaries
24 are quite high and we may back those down to 15
25 percent differentials in order to sell the pay

1 scale so that people coming right out of the
2 academy will have to prove themselves before
3 they move on to the higher pay schedule that we
4 have for the full performers.

5 (Applause.)

6 MR. KILGALLON: If I may, we had a lot of
7 conversation with respect the corporation and
8 what your concern is about the corporation.
9 Okay. I do an awful lot of interest arbitration
10 and testifying, and I can tell you that the
11 thing that sells most in an interest arbitration
12 case where you are dealing with salary is the
13 facts. And I think this committee has put
14 together the facts. If we have to negotiate on
15 this we are in great shape. Thank you.

16 (Applause.)

17 MR. HAINES: That's pretty much it for
18 right now. I would like to call up the rest of
19 the committee members. These individuals spent
20 18 months about four or five days a month on the
21 road of their own time, annual leave and
22 sickleave, leave without pay, whatever, just to
23 get here.

24 I would like to bring them up, just make
25 it a question and answer period. And I would

1 like to call Paul Vitale from the Central Region
2 Wichita, Kansas from a Level III. Bev Milas,
3 Southwest Region originally from Fayetteville
4 Level I non-radar approach control now at Fort
5 Smith. Pat Forrey from the Great Lakes Region,
6 Cleveland Center. Kevin Propheter from the
7 Eastern Region originally from the New York
8 Tracon now at Washington National. Bob Franklin
9 from the Western Pacific Region from Stockton, a
10 Level III. Mike Coulter, come on back up, from
11 Denver, Northwest Mountain Region, Denver Tower.

12 On the overheads we have Pam (inaudible),
13 she's from New England, Nantucket Tower, Level
14 II. And I believe Dennis Wilson is around here
15 somewhere.

16 MR. WILSON: I am here.

17 MR. HAINES: From the Alaska Region, now
18 Level II. I know I called them up here. I have
19 two people I need to recognize that have been
20 real helpful to this project, one is Judy
21 Stemmler out of my office.

22 (Applause.)

23 MR. HAINES: And the other one has been
24 travel with us putting together the minutes,
25 keeping track of all the information, probably

1 have a stack 25-foot high of information keeping
2 it filed, putting out all the reports for this
3 committee, that's Amy Gorley, my secretary.

4 (Applause.)

5 MR. HAINES: We are going to keep this
6 real short. We're only going to do about ten or
7 fifteen minutes worth of questions. Immediately
8 following us leaving here we are going to be in
9 the Sand Hill North and the Sand Hill South and
10 we will have two breakout rooms it is on the
11 second floor waiting for any questions you have
12 that may pertain to your particular facility.

13 At this point in time I would like to
14 keep the questions focused to our overall
15 approach regarding classification efforts. And
16 it's mike three.

17 UNIDENTIFIED SPEAKER: The invisible
18 microphone, yes.

19 MR. HAINES: I saw you.

20 UNIDENTIFIED SPEAKER: Michael
21 (inaudible) Seattle Tracon. I have two easy
22 ones and maybe one tough one. The first one is
23 have we come up with a figure based on the pay
24 scale you displayed up there and what you feel
25 the facilities will be graded at, how much it

1 will cost? I had to go talk to Mr. Bellino, I
2 might have missed that, what total cost of PCB
3 would be?

4 MR. HAINES: No, we don't really know
5 where your facility is going to fit yet.

6 UNIDENTIFIED SPEAKER: No, I mean the
7 general. Right now we pay \$73 million PCB, will
8 it be \$95 million under the pay scale.

9 MR. HAINES: We don't know where the
10 facilities fit in the pay scale yet so we
11 haven't figured that out exactly. We don't have
12 a dollar figure.

13 UNIDENTIFIED SPEAKER: Is that a factor?
14 Does OPM take that much time to figure that out
15 and make that a factor on whether they approve
16 it? Is this approval based on money?

17 MR. HAINES: It could be, yes.

18 UNIDENTIFIED SPEAKER: Is there increased
19 money?

20 MR. HAINES: There will be increased
21 costs to the agency and it will have to go
22 through Congress eventually.

23 UNIDENTIFIED SPEAKER: The last question
24 is will there be -- in other words, now, when
25 facility traffic decreases is there a

1 possibility, will it be as easy to downgrade a
2 facility under the new scale as it was under the
3 presenting GS scale?

4 MR. KILGALLON: We think because of the
5 various factors that we put into the proposed
6 standard that it will take more of a change
7 either up or down in terms of all the factors to
8 create movement even though we have more grades.

9 For example, as Dick explained, we're
10 dealing with both a sustained amount of traffic
11 as well as the peak. And even if there is a
12 drop off if that ratio stays high that should
13 keep, because of the multiplier should keep you
14 in that same pay band, if I can use that
15 expression.

16 UNIDENTIFIED SPEAKER: So it may be a
17 little more difficult?

18 MR. KILGALLON: It may be a little more
19 difficult. It certainly won't be any easier.

20 UNIDENTIFIED SPEAKER: Great, thank you.

21 MR. HAINES: As far as the pay scale, we
22 have had some questions about pay scale, we're
23 going to have copies of that in the breakout
24 rooms. I don't know if we are going to
25 distribute them to everybody but we will

1 certainly allow to you look at it closer because
2 it was a little fuzzy up there. Mike eight.

3 MR. CLARK: Alan Clark, Honolulu CERAP.
4 I guess Alaska and Hawaii are most interested in
5 this. Would you include KOLA under your new
6 plan?

7 MR. HAINES: I will answer this one. You
8 are basically going to keep your KOLA, you are
9 going to keep your Sunday differential, your
10 night differential, everything remains the same
11 except for your base pay scale.

12 MR. KILGALLON: I would point out since
13 the different regions are on a percentage basis
14 and you have a higher salary the amount would be
15 higher.

16 MR. HAINES: Mike four.

17 UNIDENTIFIED SPEAKER: How long will it
18 take to go from Step 1 to Step 10. To get hour
19 is there any kind of rolling over to the next
20 pay scale for someone to escape a facility
21 (inaudible).

22 MR. KILGALLON: We are proposing that the
23 movement through the steps be precisely the way
24 it is today and we haven't given any
25 consideration to rolling over, no.

1 HAINES KRASNER: Mike seven, just walked
2 away.

3 MR. GATELY: Mike Gately, Hilo, Hawaii.
4 I was just wondering where in the categories
5 your trade caps were going to fall? Would they
6 be like at tracon even though they close down it
7 will be the same work.

8 MR. HAINES: Paul?

9 MR. VITALE: The trade caps are going to
10 fall under the same concept as the up/down or
11 the combined radar approach control and the
12 tower with radar.

13 MR. HAINES: Mike nine.

14 UNIDENTIFIED SPEAKER: Yes, I am noticing
15 this says more weight will be given to class B
16 and C airspace while ensuring that VFR and all
17 others will receive a count. We have an overall
18 higher separation standard than class C and the
19 FAA hasn't told us we are not going to be
20 (inaudible) any more.

21 MR. KILGALLON: You might be correct, we
22 may have forgotten you.

23 UNIDENTIFIED SPEAKER: Everybody does.

24 MR. KILGALLON: Can you bring that to the
25 breakout if you get a chance?

1 MR. HAINES: Mike eleven.

2 UNIDENTIFIED SPEAKER: Hi. I just have
3 one question.

4 MR. HAINES: Ten is okay, we will go to
5 eleven next.

6 UNIDENTIFIED SPEAKER: Sorry about that.
7 I just had a question about the complexity
8 thing. You said you didn't list all the factors
9 up there. I'm wondering if you took into
10 consideration type equipment available like
11 really old, outdated stuff?

12 MR. VITALE: That stuff was all covered
13 under the skills, knowledge, and abilities and
14 the text of the standard. Those were all
15 counted they are just all counted with all our
16 traffic control.

17 MR. KILGALLON: There is on the problem
18 with that. If you were getting credit for old
19 equipment as soon as you were introduced new
20 equipment you would be downgraded.

21 UNIDENTIFIED SPEAKER: I see. Okay,
22 thank you.

23 MR. HAINES: Mike eleven.

24 UNIDENTIFIED SPEAKER: You may have
25 already answered this question on KOLA, but that

1 will come under the same thing, you get that
2 beyond what you showed on the screen?

3 MR. HAINES: Yes, nothing changes, all
4 that changes is your base pay. You still are
5 entitled to everything else. All the way in the
6 back, nine I guess.

7 UNIDENTIFIED SPEAKER: Yes, I may have
8 missed this also. Is there part of the
9 complexity in figuring in the demonstrated
10 language barrier on a regular basis?

11 MR. KILGALLON: There was no way that we
12 can measure that. As Steve indicated at the
13 outset, we recognize there are a lot of
14 complexities out there. But unless we can
15 somehow measure them and put some weight on them
16 and do it consistently across all facilities so
17 we treated everybody fairly and objectively, we
18 couldn't and didn't attempt to do that.
19 However, that is included in our consideration
20 of what the base salary should be for the whole
21 scale.

22 MR. HAINES: I am only going to take two
23 or three more questions and then I need to wrap
24 this up. Mike two over there.

25 UNIDENTIFIED SPEAKER: One question about

1 the ceiling, the top levels. The problem we
2 have with the 14 through 4's, if you start your
3 facilities out at that there is no room for them
4 to go. Is there any provision made for
5 expanding the upper end or are we going to run
6 into the same problem again?

7 MR. VITALE: Well, you have drawn a
8 conclusion that might not necessarily be
9 correct. What you know today as GS-14 Air
10 Traffic Controller will not necessarily be the
11 ATC-12. They won't lose any money but that
12 facility maybe a 10 facility or even down to a 9
13 depending on where they fall within the pay
14 category of facilities. So not necessarily are
15 all 14's going to be 12's. But you are not --

16 UNIDENTIFIED SPEAKER: I understand that
17 but the problem is still there.

18 MR. VITALE: You cannot create a pay
19 grade for OPM that you can't put somebody in.
20 So we couldn't build in heavenly pay up to
21 150,000 with nobody in those categories. So
22 what the language of our standard says is that
23 we recognize that because of ever changing
24 factors that this will have to be revisited on,
25 and basically it says, it doesn't say an annual

1 basis but in a reasonable time.

2 UNIDENTIFIED SPEAKER: Okay. There is a
3 provision for it?

4 MR. VITALE: Absolutely, you cannot do it
5 without some sort of intraspection on part of
6 the people involved.

7 MR. HAINES: Now we want to get back to
8 the general session so we want to take one more
9 question. Mike seven.

10 UNIDENTIFIED SPEAKER: Richard
11 (inaudible), Southern California Tracon. We're
12 in a place now where our partnership will be
13 heading in the direction of additional duties
14 other than Air Traffic Control, specifically
15 other supervisory duties that are going to be
16 accomplished at the facility. Will this be
17 recognized for additional compensation?

18 UNIDENTIFIED SPEAKER: We considered
19 that. We were thinking about including a CIC
20 differential or something in the standard and, I
21 mean, we came to the conclusion that then we
22 would be justifying the high pay that the
23 supervisors get now. So we just kept that
24 totally out of the scenario altogether.

25 (Applause.)

1 UNIDENTIFIED SPEAKER: I have a question
2 real quick for the consultant. I would like to
3 know is this a bigger mountain to climb than the
4 mountain you climbed back in '78 for the NATCA
5 controllers?

6 MR. KILGALLON: Is this a bigger mountain
7 to climb? The mountain back in 1978 was pretty
8 big also, and we managed to climb it. There is
9 a series of negotiations and compromises in the
10 process. I don't think it's any bigger than it
11 was then. Keep in mind, therefore, there were
12 no 14's back then and I think that was a pretty
13 big accomplishment. I think if we can do this,
14 and I think we can, this will also be in the
15 same range of accomplishment.

16 MR. HAINES: I would like to close it out
17 now. I would close by thanking --

18 UNIDENTIFIED SPEAKER: Excuse me, I just
19 had one other question. You said we were going
20 to keep our differential but you is there any
21 provision, this is an ATC pay grade I think
22 we'll also need your 5 percent?

23 MR. HAINES: Different laws. Our
24 differentials are already legislated and has
25 nothing to do with our base pay or our pay

1 schedule.

2 Okay. I would like to close this out by
3 thanking Barry and Joe Bellino and the rest of
4 the Executive Board for their continued support,
5 committee members for their dedication and
6 commitment. They have spent a lot of time and
7 energy, 18 months doing this. And most of all
8 you, the facility representatives, for your
9 cooperation and enthusiastic.

10 We have labored long and hard to meet the
11 challenges of the San Antonio resolution. As we
12 transition from Phase I of this project into
13 Phase II, I would like to ask you for your
14 continued support in this effort.

15 We are confident that we can deliver a
16 new classification standard and pay scale that
17 is fair and equitable and compensates us for all
18 the work that we have performed. Thank you.

19 (Applause.)

20 MR. KRASNER: All right. What do you
21 want to do, take a ten-minute recess come, back
22 and do some business?

23 UNIDENTIFIED SPEAKERS: Yes.

24 MR. KRASNER: Wait. Before you go, we
25 have a lot of resolutions. My first request is

1 going to be look through them, whichever ones
2 you really don't think you want to argue, A lot
3 of them are going to fall by the wayside due to
4 time, start thinking about withdrawing them. So
5 take a break. Hold it. I have got accused
6 twice this week of calling a break without a
7 motion to recess.

8 UNIDENTIFIED SPEAKER: Motion to recess.

9 MR. KRASNER: There is a motion to recess
10 for ten minutes. Second?

11 UNIDENTIFIED SPEAKER: Second.

12 MR. KRASNER: Opposed? Done.

13 (Recess at 3:20 p.m.)

14 AFTER RECESS

15 3:30 p.m.

16 MR. KRASNER: Okay. Let's call this to
17 order. Let's call it to order. Would everybody
18 please be seated.

19 UNIDENTIFIED SPEAKER: Mr. Chairman?

20 MR. KRASNER: Okay. Before we entertain
21 anything, once again, everybody be seated. I
22 want people to seriously consider withdrawing
23 amendments.

24 Additionally, I want you to understand
25 that everybody in this room who submitted an

1 amendment is going to be attempting to suspend
2 the rules to hear theirs first. You may want to
3 think about keeping that to a minimum somewhat
4 because otherwise we could spend the next two
5 hours entertaining motions to suspend the rules
6 rather than doing resolutions.

7 So anyway, with that having been said I
8 do want to make one other announcement. Frank
9 Kruesi who sat up on the panel, I meant to
10 mention this in the introduction, Frank Kruesi
11 is the only individual within DoT or FAA who
12 actually has a union bug on his business card,
13 somebody who truly believes in it. Okay. Let
14 the games begin.

15 UNIDENTIFIED SPEAKER: Mr. Chairman?

16 UNIDENTIFIED SPEAKER: Mr. Chairman?

17 UNIDENTIFIED SPEAKER: Mike seven.

18 UNIDENTIFIED SPEAKER: We will do this by
19 size.

20 MR. KRASNER: No, we will do this by the
21 will of the Chair. Mike seven.

22 MR. MACKIE: Thank you, Mr. Chairman.
23 Joseph Mackie, Greenville-Spartanburg. I do
24 have a motion not to suspend the rules, not to
25 hear my own resolutions, but one I feel is

1 important, the most important issue left to
2 resolve. I wish to suspend the rules to
3 consider R-058 followed immediately by R-060.

4 MR. KRASNER: Okay. So you wish to hear
5 058 and 060. You want to hear 058 followed
6 immediately by 060?

7 MR. MACKIE: Yes, sir.

8 MR. KRASNER: I have a question for you,
9 Mr. Mackie. Is 060 that important to you would
10 take a chance on losing hearing 058?

11 MR. MACKIE: No, it is not, Mr. Chairman.
12 I just request we hear just 058 first.

13 MR. KRASNER: Okay. There is a motion to
14 suspend the rules to hear 058. Is there a
15 second?

16 UNIDENTIFIED SPEAKER: Second.

17 MR. KRASNER: Moved and seconded to
18 suspend the rules to hear 058. As many as are
19 in favor of the suspending rules to hear 058,
20 signify by saying aye.

21 UNIDENTIFIED SPEAKERS: Aye.

22 MR. KRASNER: Opposed say nay.

23 UNIDENTIFIED SPEAKERS: Nay.

24 MR. KRASNER: The ayes have it. The
25 rules are suspended.

1 MR. WILHELM: Mr. Chairman.

2 MR. KRASNER: Yes.

3 MR. WILHELM: Todd Wilhelm, St. Louis. I
4 would like to withdraw R-059.

5 MR. KRASNER: R-059 is withdrawn. I
6 thank you very much, Mr. Wilhelm. Good thing I
7 don't read these in advance. Okay. The
8 business in order is R-058. Is there a second?

9 UNIDENTIFIED SPEAKER: Second.

10 MR. KRASNER: Moved and seconded to adopt
11 R-058. Are you ready for the question? Please
12 stay away from the mikes unless you are
13 debating. Just step back if you are waiting to
14 jump to the mikes. Are you ready for the
15 question?

16 MR. PHELPS: Mr. Chairman?

17 MR. KRASNER: Where? Give me a mike.

18 MR. PHELPS: Twelve.

19 MR. KRASNER: Twelve, you wish to debate?

20 MR. PHELPS: I wish to debate.

21 MR. KRASNER: Speak, sir.

22 MR. PHELPS: As the author of this it is
23 simply an attempt to show our solidarity and
24 places incumbency on each union officer to
25 support this position. That's all.

1 MR. KRASNER: Okay. My question is you
2 want local officers, is that correct, as well?

3 MR. PHELPS: It is stating all union
4 officers, local and national.

5 MR. KRASNER: And what does the author
6 envision as recourse if the local officer does
7 not call this resolution, a grievance procedure?

8 MR. PHELPS: None, it just simply a show
9 of solidarity of the union officers at this
10 convention.

11 MR. KRASNER: Okay. It is moved and
12 seconded. Mike nine.

13 MR. HANSARD: Mr. Chairman, my name is
14 Bill Hansard and I am from Alexandria Control
15 Tower. I am one of the 25 and I stand in
16 opposition of this resolution. This is going to
17 tie my hands as a facility representative to
18 adequately represent the members of my facility
19 who desire to have our tower contracted out. We
20 have a 100 percent consensus, and I will not be
21 able to do my duty as a FAC representative to
22 represent their views if this resolution is
23 passed.

24 MR. KRASNER: Mike three. Do you wish to
25 speak, Mikie? Mike twelve, do you wish to

1 speak? No, nobody there. Mike ten. Okay. Are
2 you ready for the question?

3 MR. MACKIE: Mr. Chairman?

4 MR. KRASNER: Yes, where are you?

5 MR. MACKIE: Mike seven, Joseph Mackie,
6 Greenville-Spartanburg. I move to amend the
7 resolution after where it says NATCA officers
8 insert the words "at the national level."

9 MR. KRASNER: Okay. Now, understand that
10 while you could do that and it is in order, it's
11 really not proper to pass a resolution where the
12 effect of the resolution is to do nothing.

13 Our current resolution in opposition to
14 it mandates that we do that and we have done
15 that and will continue to do that. The passage
16 of this resolution will do nothing more.

17 MR. MACKIE: I will withdraw the
18 amendment.

19 MR. KRASNER: Wait a minute, it's already
20 been seconded. Is there anybody in this room in
21 objection to withdrawing it? So withdrawn.

22 MR. MCDANIEL: Mr. Chairman?

23 MR. KRASNER: Yes.

24 MR. MCDANIEL: Mike number two, Jerry
25 McDaniel, Salina Tower. I rise in opposition to

1 this.

2 MR. KRASNER: You rise in opposition to
3 what, withdrawal?

4 MR. MCDANIEL: Rise in opposition to --
5 has the motion already been made?

6 MR. KRASNER: The motion has been made
7 and seconded. Are you rising in opposition to
8 its withdrawal?

9 MR. MCDANIEL: No, sir.

10 MR. KRASNER: What are you rising in
11 opposition to?

12 MR. MCDANIEL: Go ahead and vote and then
13 I will rise in opposition to the resolution.

14 MR. KRASNER: No, it's just been
15 withdrawn since nobody rose in opposition to it.

16 MR. MCDANIEL: Yes, just the amendment.

17 MR. KRASNER: I'm sorry, were you
18 withdrawing the amendment or the entire thing?

19 MR. MACKIE: I was just withdrawing my
20 amendment.

21 MR. KRASNER: Oh, nevermind. I
22 misunderstood. I'm going back to New York.

23 MR. MCDANIEL: Mr. Chairman, Jerry
24 McDaniel, Salina Tower. I would just like to
25 regard this as a slap in the face for the NATCA

1 officers because I feel that they are always in
2 their best interest to do what is right for the
3 union. That is a said done deal, it does not
4 need to be in writing. And I think they are
5 doing a good job.

6 MR. KRASNER: Okay. Further debate. Is
7 there another mike waiting to speak? As many as
8 are in favor of the adoption of R-058, signify
9 by saying aye.

10 (No response.)

11 MR. KRASNER: My hearing is going, Joe.
12 As many as are opposed say nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: The nays have it. R-058 is
15 defeated.

16 MR. HOOD: Mr. Chairman. Mr. Chairman,
17 mike ten.

18 MR. KRASNER: Mike ten.

19 MR. HOOD: Mark Hood from Louisville. I
20 would like to move for the consideration in
21 gross of the following resolutions.

22 MR. KRASNER: Okay. You understand you
23 wish to suspend the rules to consider what
24 amendments in gross?

25 MR. HOOD: R-047 through R-050.

1 MR. KRASNER: Hang on. 48, 49.

2 MR. HOOD: And R-068.

3 MR. KRASNER: And 68. Are they all on
4 today's page or are they not?

5 MR. HOOD: Yes, they are on Thursday
6 day's page.

7 MR. KRASNER: Okay. Let me just see what
8 we have got here. And 48, 49.

9 MR. HOOD: Also, Mr. Chairman, I would
10 like to add zero 51 also.

11 MR. KRASNER: Okay. Wait a minute. Who
12 is making this motion to suspend the rules?

13 Okay. And that was 50 and 68.

14 MR. HOOD: And 51.

15 MR. KRASNER: And 51. 68, okay. This is
16 a proper motion but I caution you, the Chair
17 does caution you, doing motions such as these in
18 gross are dangerous. You could lose them all
19 because the body does not like one of them.
20 This is your call. There is a motion to suspend
21 the rules the deal with these at this time in
22 gross 047, 048, 049, 050, 051, 068. Is there a
23 second?

24 UNIDENTIFIED SPEAKER: Second.

25 MR. KRASNER: Moved and seconded to do

1 so.

2 MR. HOOD: Mr. Chairman?

3 MR. KRASNER: Yes.

4 MR. HOOD: Move for unanimous consent on
5 this motion.

6 MR. KRASNER: Okay. Wait, we're not
7 there yet. We are not there. As many as are in
8 favor of suspending the rules to consider these
9 at this time in gross, signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: All opposed, say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The ayes have it. The
14 rules are suspended. These are now on the table
15 for consideration in gross.

16 MR. HOOD: Mr. Chairman, mike ten.

17 MR. KRASNER: Say again.

18 MR. HOOD: Call the question and request
19 unanimous consent.

20 MR. KRASNER: Hold on one second. Is
21 there debate?

22 UNIDENTIFIED SPEAKER: Yes, there is,
23 Mr. Chairman.

24 MR. KRASNER: I would be leery of calling
25 the question without any debate having been

1 offered. The Chair would allow a few debates on
2 it anyway. Mike five. Oh, I know you.

3 MR. LASKER: Mr. Chairman, T. Craig
4 Lasker, Yucatan Local.

5 MR. KRASNER: I almost called you out of
6 order and then I remembered.

7 MR. LASKER: First of all, I would like
8 to make a short statement of my deep
9 disappointment in the Chair for abandoning his
10 volleyball team last night.

11 MR. KRASNER: Sorry, sir, without my
12 psychic coaching you couldn't have gotten as far
13 as you did.

14 MR. LASKER: That's true. And remember,
15 your teammates are members, not mushrooms. And
16 I will have the timekeeper put that away where a
17 proctologist will have to remove it.

18 MR. KRASNER: I should have quit when I
19 had the chance.

20 MR. LASKER: I would like to speak in
21 favor of all four and especially 047. It is
22 very personal to me. For those of you who don't
23 know Jimmy Breen, he was the Regional
24 Vice-President of the New England Region until
25 he suffered a slight stroke last summer which

1 caused a blood vessel in his eye to burst which
2 cost him partial loss of the sight in one of his
3 eyes causing his medical and his early
4 retirement.

5 I know most of the delegation has at one
6 time or another been at the role of a FAC rep
7 and it truly is a thankless job. I do believe
8 that it is the least that we can do as a body to
9 recognize the tireless efforts to those and
10 especially to those who have, you know, given a
11 lot that can't be replaced.

12 His eyesight can't be replaced. And he
13 gave it for this organization. And I think that
14 the least we could do is bestow an honorary
15 lifetime membership on Jimmy Breen. Thank you
16 very much.

17 (Applause.)

18 MR. KRASNER: Mike three.

19 MR. MOTTA: Mike Motta, Seattle Tracon.
20 As the author of 048 I think it is appropriate
21 for this body to recognize Gary and his
22 contributions that he made to NATCA. He did
23 retire this year. And he worked tirelessly for
24 this region and for NATCA as a whole. And I
25 believe it is appropriate to recognize him by

1 bestowing him this title. He suffered a
2 personal loss during his term, a lot of personal
3 sacrifice, and this is the appropriate
4 recognition. Thank you.

5 (Applause.)

6 MR. FRANKEL: Mr. Chairman?

7 MR. KRASNER: Are you calling me?

8 MR. FRANKEL: Point of information.

9 MR. KRASNER: Yes.

10 MR. FRANKEL: Drew Frankel, Cleveland
11 Lakefront. In reference to R-051 I was just
12 curious as to what it entails as to be
13 recognized by NATCA?

14 MR. KRASNER: This is a courtesy motion
15 and a courtesy motion that passes by this body
16 is their recognition.

17 UNIDENTIFIED SPEAKER: Point of
18 information.

19 MR. KRASNER: I'm sorry, were you asking
20 what happened that they are being recognized or
21 were you asking what form their recognition will
22 take?

23 MR. FRANKEL: What form there recognize
24 will take.

25 MR. KRASNER: Oh, okay. Who else? Where

1 am I? Mike six. No, incorrect.

2 MR. NICHOLS: Point of information. Mike
3 one.

4 MR. KRASNER: Yes.

5 MR. NICHOLS: I was wondering -- Jeff
6 Nichols from Hagerstown. I think that honorary
7 titles or memberships or Emeritus, does that
8 have to be brought in front of the body or is
9 there another way?

10 MR. KRASNER: It has never been -- we
11 have two honorary lifetime members at this time.
12 Our first one was John Thornton, which was
13 bestowed what, two conventions ago, and then the
14 last one is John Leyden.

15 They have only been done before this
16 body. We've never simply considered anything
17 else, nor would the Executive Board, I would
18 venture to say, nor would they consider any
19 other way. Okay. We are on mike twelve.

20 MR. PHILLIPS: Rich Phillips, Houston
21 Center. I would like to speak in favor in the
22 entirety, and especially 049, Mr. Edward Mullin.
23 I think we don't give justice to three
24 gentlemen, in 047, Mr. Gary James Breen,
25 Mr. Gary Molen, and Mr. Ed Mullin. I will be

1 brief.

2 Mr. Molen has led this region for nine
3 years. He is presently the Senior Regional
4 Vice-President and on our Executive Board. He
5 did with his leadership, his courage and his
6 ability bring this region together at a time
7 when it couldn't be done. And I think this is
8 the least we can do, this body can do and this
9 region can do.

10 (Applause.)

11 MR. KRASNER: Mike four.

12 MR. FRUSCELLA: Joe Fruscella, New York
13 Tracon. I support all of these resolutions
14 wholeheartedly, and I call for the question.

15 MR. KRASNER: Okay. There is a call for
16 the question. Is it seconded?

17 UNIDENTIFIED SPEAKER: Seconded.

18 MR. KRASNER: As many as in favor of any
19 ending debate, signify by saying aye.

20 UNIDENTIFIED SPEAKERS: Aye.

21 MR. KRASNER: All opposed say nay. Okay.
22 Debate is ended. Big daddy, did you wish to
23 reinstitute your call for unanimous consent?

24 MR. HOOD: Yes, I do.

25 MR. KRASNER: Okay. There is a call for

1 unanimous consent on the adoption of 47, 48, 49,
2 50, 51, 68. Absent any objection, so moved.

3 (Applause.)

4 MR. KRASNER: The next business in order
5 is --

6 MR. HANSARD: Mr. Chairman?

7 MR. KRASNER: Yes, mike?

8 MR. HANSARD: Mike twelve.

9 MR. KRASNER: Sold.

10 MR. HANSARD: I would like to ask for
11 suspension of the rules to consider resolution
12 062. And as the author of that, my name is Bill
13 Hansard, I would like to reserve the right to
14 speak on it first, please.

15 MR. KRASNER: There is a motion to
16 suspend the rules to -- R-062, I do believe
17 R-062 would be in conflict with our existing
18 bylaws. I would, therefore, rule it out of
19 order.

20 (Applause.)

21 MR. KRASNER: The next business in order
22 is --

23 MR. PALMER: Mr. Chairman, mike seven.

24 MR. KRASNER: Yes.

25 MR. PALMER: I am Ken Palmer, Craig

1 Tower. I would like to suspend the rules in
2 order to consider R-052 at this time. I would
3 also like to reserve the right of first debate.

4 MR. KRASNER: Okay. There is a motion to
5 suspend the rules for the consideration of
6 R-052. Is there a second?

7 UNIDENTIFIED SPEAKER: Second.

8 MR. KRASNER: Moved and seconded. As
9 many as are in favor of suspending the rules for
10 that purpose, signify by saying aye.

11 UNIDENTIFIED SPEAKERS: Aye.

12 MR. KRASNER: All opposed say nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: Not hearing two-thirds in
15 the affirmative, the motion is defeated. Next
16 business in order is Bylaw 008.

17 MR. MCDANIEL: Mr. Chairman?

18 MR. KRASNER: Yes.

19 MR. MCDANIEL: This is mike two.

20 MR. KRASNER: Yes.

21 MR. MCDANIEL: Okay. I'm sorry, you are
22 asking about a second?

23 MR. KRASNER: No, you were interrupting.
24 I am asking, yes.

25 MR. MCDANIEL: No, I am the author of

1 that one.

2 MR. KRASNER: Okay.

3 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
4 six.

5 MR. KRASNER: Wait, hold it one second.
6 My question to the author before we entertain
7 the second is what does it mean, that we would
8 go to that facility and they would tell us what
9 their views were, or we would poll all Level I's
10 and II's and ask what their view was on that
11 specific closing? What is the intent of it?

12 MR. MCDANIEL: I have an amendment to
13 that bylaw. But per the current bylaw stated I
14 just took out a couple of things that I felt
15 that -- the body has not changed their view and
16 Level I's and II's are still included in my
17 amendment and it is also included in the current
18 bylaw as stated 90-006.

19 MR. KRASNER: That's correct, so with the
20 absence of that other line what is the intent of
21 the mechanics? How would the mechanics work?

22 It's the last line that you seek to
23 remove that make made the mechanics unnecessary
24 because it was a position of intent by the body.
25 Without that position of intent, how will the

1 mechanics work?

2 MR. MCDANIEL: Okay. I removed that last
3 line, Mr. Chairman, in order to basically
4 clarify the statement that some of my local and
5 also some other locals that had questions about
6 that last sentence.

7 I deleted it for the reason because of it
8 was a wish and it was aware as and not an
9 action, therefore, I just deleted it, you know.
10 And also under Article 1, Section 2 it is also
11 covered where you will preserve and promote the
12 union's views, so I just tried a little bit of
13 an editorial thing. To me it didn't make one
14 difference one way or the other.

15 MR. KRASNER: Okay. So the question I
16 have, if I take out the position of opposition
17 what is the desires of the Level I and II's?

18 MR. MCDANIEL: I cannot speak for the
19 desire of the Level I's and Level II's for just
20 myself. I am not -- I'm sorry, I don't
21 understand your question.

22 MR. KRASNER: Okay. Bylaw 008, looking
23 for a second.

24 UNIDENTIFIED SPEAKER: Second.

25 MR. KRASNER: Moved and seconded to amend

1 Bylaw R-006 as in Bylaw 008. Are you ready for
2 the question? Did you wish to debate?

3 MR. MCDANIEL: Yes, sir. Jerry McDaniel,
4 Salina Tower. Mr. Chairman, distinguished
5 colleagues and others. As author of this
6 resolution to amend Bylaw 006, I respectfully
7 bring forth before the body an amendment to
8 Bylaw 008 line two to strike the words "Level I
9 and Level II."

10 Furthermore, I would like to amend line
11 four and strike the symbol "4" and put in its
12 place "or," the symbol "and/or," the slant, put
13 and or insert the word "or."

14 Furthermore, I would like to amend line
15 four and strike the words "Level I and Level
16 II." Furthermore, I would like to amend line
17 five and strike the word "towers" and insert the
18 word "facilities." Therefore, the amended
19 resolution to the amended bylaw would read as
20 follows--

21 UNIDENTIFIED SPEAKER: Point of
22 information.

23 MR. KRASNER: Yes, what is the point of
24 information?

25 UNIDENTIFIED SPEAKER: What resolution is

1 this gentleman speaking of?

2 MR. KRASNER: BL-008. It is on the,
3 you're amending this, correct?

4 MR. MCDANIEL: Yes. Because after
5 further discussion from what I heard with
6 Mr. Jeffers and you yesterday I want to include
7 some, to encompass some more elaborating on it.

8 MR. KRASNER: Why don't you read to me
9 what the new bylaw will say?

10 MR. MCDANIEL: "NATCA will represent the
11 views of Air Traffic Controllers during
12 negotiations on proposed contracting or closing
13 of Air Traffic Control facilities."

14 Mr. Chairman, I submit this amended
15 resolution amended bylaw with good intentions.
16 The first change at the beginning of the current
17 bylaw is the wording of "NATCA National" to
18 "NATCA." NATCA National in this context could
19 denote segregation. As we are one voice and one
20 body, I propose NATCA be all inclusive.

21 The second change as to Level I's and
22 II's to include all controllers. And the
23 current fight of LRAC to VFR tower redeeming
24 that was mentioned by Mr. Krasner, it is
25 definitely not a Level I or Level II issue.

1 The next change that I put in was "and/or
2 the contracting of retired military personnel to
3 operate Level I and Level II ATC towers," I
4 deleted that.

5 UNIDENTIFIED SPEAKER: Point of order.
6 Is the gentleman amending his amendment to his
7 proposed resolution?

8 MR. KRASNER: Yes, he is.

9 UNIDENTIFIED SPEAKER: Has there been a
10 motion made for that?

11 MR. KRASNER: Which is the bylaw.

12 UNIDENTIFIED SPEAKER: The changes he's
13 making are not listed on this sheet. Is he
14 amending what he submitted?

15 MR. KRASNER: Yes, he is proposing an
16 amendment to what he submitted.

17 UNIDENTIFIED SPEAKER: It's already been
18 seconded.

19 MR. KRASNER: And that's been seconded
20 and now he's debating. Okay. You may continue.

21 MR. MCDANIEL: Thank you. The next
22 change "and/or the contracting of retired
23 military personnel to operate Level I and Level
24 II ACT towers" is deleted. Although I concur
25 with the intentions of it, this bylaw as stated

1 right now says to my understanding is that we
2 would have to fight all Level I and II towers
3 that are now contracted with retired military
4 personnel.

5 UNIDENTIFIED SPEAKER: Point of
6 information.

7 MR. KRASNER: This better be important to
8 interrupt the speaker.

9 UNIDENTIFIED SPEAKER: It is. It is my
10 understanding you asked him to read it as it
11 would be and not do alterations during that. I
12 want to hear exactly what it said and that's all
13 so I can understand it.

14 MR. KRASNER: He did. I asked him to
15 read it as it would be. He did do so. I asked,
16 "Are you ready for the question?" He chose to
17 debate. He has two minutes so he can spend it
18 as he likes.

19 MR. MCDANIEL: Since we don't have an
20 agreement with the contractors this statement
21 would be not workable. I would be open to any
22 suggestions on how we could reword that maybe,
23 but my understanding is that the current one
24 says that it's military controllers in all of
25 the I's and II's to my understanding. I also

1 changed the bylaw to include facilities
2 (inaudible) so these members may have the full
3 attention that they need, too. I include it in
4 closing.

5 And lastly, with all due respect to the
6 author of R-006 I deleted the last sentence to
7 clarify the bylaw. The last sentence
8 (inaudible). I agree wholeheartedly with the
9 intent of the author.

10 MR. KRASNER: I need to clarify this.

11 MR. MCDANIEL: Yes.

12 MR. KRASNER: I do need to because I have
13 to deal with this when I get back. Stop the
14 clock. This time is mine. When I go to the FAA
15 next week and they say what is the position of
16 the union on contracting out Level I towers,
17 what do I tell them based on the new wording?

18 MR. MCDANIEL: Sir, based on the
19 convention's overwhelming --

20 MR. KRASNER: No, based on the wording
21 what do I tell them?

22 MR. MCDANIEL: Based on the wording you
23 would have to fight the contracting. Because
24 under article, and this was I was going to
25 continue on this, under Article 1, Section 2 to

1 my understanding it does include that that
2 action right there, the association's actions,
3 will fight what's ever in the best right of the
4 union. And if you have a problem with it we can
5 just leave it in or whatever. But I just
6 thought that, you know, under Article 1, Section
7 2 --

8 MR. KRASNER: Gentlemen, please.
9 Gentlemen, please.

10 UNIDENTIFIED SPEAKER: Point of
11 information.

12 MR. MCDANIEL: Tell you what guys. You
13 guys got so many problems with this I am just
14 going to go ahead and withdraw this thing.
15 Okay.

16 (Applause.)

17 UNIDENTIFIED SPEAKER: Although, sir,
18 I --

19 MR. KRASNER: In all fairness, in all
20 fairness, people should not withdraw by
21 intimidation. Okay. A delegate has a right to
22 make a motion, has a right to be heard.

23 (Applause.)

24 MR. KRASNER: The author has a right to
25 have it voted on without us booing.

1 MR. MCDANIEL: I just want to say I
2 respect the body greatly. And with the action
3 that I am getting right here I will just go
4 ahead and withdraw it. One other thing that I
5 did want to say is that I want to thank Joe and,
6 thank you, Joe. I think maybe you may stand
7 small in height but I will always look up to
8 you. Thanks.

9 MR. BELLINO: Thank you.

10 MR. KRASNER: Is there any objection from
11 this body to its withdrawal? Hearing no
12 objection, so withdrawn. The next business in
13 order --

14 MR. DRENNAN: Mr. Chairman, mike nine.

15 MR. KRASNER: Mike nine.

16 MR. DRENNAN: I would like to withdraw
17 BL-019.

18 MR. KRASNER: So withdrawn.

19 MS. GILBERT: Mr. Chairman?

20 MR. KRASNER: Yes.

21 MS. GILBERT: Patricia Gilbert, Houston
22 Center. I move to suspend the rules to consider
23 Bylaw 020, Thursday's.

24 MR. KRASNER: There is a motion to
25 suspend the rules to consider Bylaw 020. Is

1 there a second?

2 UNIDENTIFIED SPEAKER: Second.

3 MR. KRASNER: Moved and seconded to
4 suspend the rules for Bylaw 020. As many as are
5 in favor of suspension of the rules for that
6 purpose, signify by saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: Opposed say nay.

9 UNIDENTIFIED SPEAKERS: Nay.

10 MR. KRASNER: Not hearing two-thirds in
11 the affirmative, the motion is defeated.

12 MR. KRASNER: Next business in order is
13 Bylaw 009. Bylaw 009, correct me if I'm wrong,
14 you are amending it to add in the
15 decommissioning, is that the change in it?

16 MR. WEST: There is three specific
17 changes. One is NATCA rather than --

18 MR. KRASNER: Say that again.

19 MR. WEST: Removing the word "National"
20 so that all of NATCA will represent the views.

21 MR. KRASNER: Okay.

22 MR. WEST: Adding the word
23 "decommissioning" and adding the word "absolute
24 position of a proposition."

25 MR. KRASNER: An absolute, okay. I

1 understand. Okay. The business in order is
2 Bylaw 009. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Moved and seconded for
5 adoption of Bylaw 009. Are you ready for the
6 question?

7 UNIDENTIFIED SPEAKER: No.

8 MR. KRASNER: You don't have to say no.
9 That's a clue for me to look to the mikes.
10 Okay, author.

11 MR. WEST: Yes, James West, Grand Island
12 Tower. I would like to tell you why contracting
13 is a fantastic idea. I live two blocks from the
14 Level III Tracon and less than five miles from a
15 Level III Tracap. I drive 150 miles each way to
16 work to my Level I VFR tower. I have been doing
17 this for almost three years. My family is
18 falling apart. My daughters are in counseling
19 and failing school. This is absolutely because
20 I am not there for them.

21 I don't think there is anyone in this
22 agency who has a stronger argument of why they
23 want contracting to happen. Brothers and
24 sisters, I want to go home. This is my chance
25 to do just that. I stand here today at the

1 expense of my family to tell you do not let them
2 close these facilities, do not allow them to
3 disappear. It is the beginning of the end for
4 all of us.

5 (Applause.)

6 UNIDENTIFIED SPEAKER: Point of
7 information.

8 MR. KRASNER: What?

9 UNIDENTIFIED SPEAKER: Point of
10 information, mike one. I just want to know how,
11 I didn't know how it is going to read now.

12 MR. KRASNER: It is going to read exactly
13 how it's written there.

14 UNIDENTIFIED SPEAKER: Yes, as it has
15 been amended.

16 MR. KRASNER: No, he has not amended.
17 What I asked him was what were the changes
18 between that and the existing bylaw.

19 UNIDENTIFIED SPEAKER: Thank you.

20 MR. KRASNER: The way he's written it is
21 the way it will read. I was just too lazy to
22 reference it. Okay. Mike nine. Nevermind,
23 mike nine. Mike six. Six is gone. Mike one.
24 Mike twelve.

25 MR. SCHAUMAN: Paul Schauman, Stinson.

1 Although I have to say that I am opposed to the
2 contracting of Level I facilities, I have to
3 stand in opposition to this because of the word
4 "any." My facility, representing their views,
5 they all want out, they're a hundred percent for
6 contracting. It was might pretty much mandated
7 by them that I do this. Also, the word "any" I
8 have problems with because there are facilities
9 that we do not need people in, mine in
10 particular.

11 There is several of you who are aware of
12 the fact that I have had to go through NATCA to
13 force the city, well, the FAA to force the city
14 to provide security so that my people could get
15 in and out of the building safely. We have had
16 three break-ins in the last seven months, there
17 have been murders all around the airport right
18 across from the runway. There have been satanic
19 rituals and drive-by shootings. And I just
20 think my people made the decision. It might
21 sound like it's all untrue and like too much to
22 be believed, but just believe me. Come down and
23 visit the facility.

24 MR. KRASNER: For anyone who is doubting
25 any of it, it is true. Stinson Tower is in San

1 Antonio, just south of San Antonio, is that
2 where it is? It is in the middle of like a real
3 bad area. Apparently to get into the gang that
4 patrols the area all you have to do is kill
5 somebody, anybody. Okay. Any volunteers?
6 Okay. So we have an opposition. Give me a
7 mike. Number four.

8 MR. ABRAHAM: Steve Abraham, Teterboro
9 Tower. Call the question.

10 MR. KRASNER: There is a call for the
11 question. Is there a second?

12 UNIDENTIFIED SPEAKER: Second.

13 MR. KRASNER: Moved and seconded to end
14 debate. As many as are in favor of ending
15 debate, signify by saying aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: All opposed say nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: Hearing two-thirds to the
20 affirmative, debate is ended. The issue before
21 you is Bylaw 009. As many as are in favor of
22 its adoption, signify by saying aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: All opposed say nay.

25 UNIDENTIFIED SPEAKERS: Nay.

1 MR. KRASNER: The nays have it. 009 is
2 defeated.

3 MR. WEST: Mr. Chairman, mike two.

4 MR. KRASNER: Mike two.

5 MR. WEST: Request a standing vote.

6 MR. KRASNER: Okay. I will do it.

7 Everybody please be seated if you are not.

8 Okay. As many as are in favor of the adoption
9 of Bylaw 009, please rise.

10 (Rising.)

11 MR. KRASNER: Why don't we get an actual
12 count just to be sure. It will take a couple
13 seconds. Give me some Sergeant at Arms, please.
14 I need three Sergeant at Arms.

15 Okay. While we are doing this count, and
16 it's totally improper for me to do so, let's get
17 some messages out of the way. Brian Koontz, is
18 Brian Koontz in this room?

19 MR. KOONTZ: Yes.

20 MR. KRASNER: Okay. Brian, the Western
21 Pacific Reno rep is looking for you reference
22 Genie questions at your leisure.

23 Richard Poalillo from Guam CERAP would
24 like to talk to Allen Dye about his FAM trip to
25 DFW. 1995 NATCA Luau, February 22 through 26,

1 that would be in 1995, those needing fliers to
2 post, please see Mike Gately. And if Mike will
3 get me fliers they will also go in the FAC rep
4 mailings.

5 I have a note that says we've talked
6 about the green book on Level IV issue, Regional
7 V-P's now have duplicate copies. Is that
8 correct, Joseph? Okay. That's what they say.
9 Anybody finds one that doesn't, complain to
10 Joseph.

11 Please remain standing if you were
12 standing. Nothing is painless. Are you
13 finished? Please be seated. Okay. All those
14 opposed to the adoption of Bylaw 009, please
15 rise.

16 (Rising.)

17 MR. KRASNER: And let's see what else we
18 have got to tell you. Please remain standing.
19 The remaining PAC raffle prizes in the Great
20 Lakes raffle will be drawn this evening during
21 the reception prior to the banquet somewhere
22 between 6:30 and 8:00. Anybody who plans on
23 winning anything of any major magnitude, forget
24 it. Barry Krasner already has the fix in.
25 What? Just so you know we were getting better,

1 for my hundred dollars I now won a hat and a
2 spill-proof mug.

3 There have been some questions on proper
4 attire for tonight's banquet. While we would
5 all like you to look as sharp as tacks, we would
6 rather have you there than not have you there,
7 so use your discretion.

8 (Applause.)

9 MR. KRASNER: Okay. Here's one for Labor
10 Relations. Labor Relations Department needs the
11 names of those facilities that work no more than
12 8 hours on Sunday and receive credit hours for
13 same or all of the shift. Doesn't make sense.
14 I will get back to L.R. and let you know.

15 Okay. Please be seated. It is so tough
16 being right. Anyway, there are 140 votes to the
17 affirmative, 157 votes to the negative. The
18 nays have it. Bylaw 009 is defeated.

19 MR. WHITLEY: Mr. Chairman?

20 MR. KRASNER: Yes.

21 MR. WHITLEY: Mike nine. Whereas we as
22 an organization recognize (inaudible) is an
23 executive privilege, and in the interest of time
24 and business at hand I respectfully withdraw
25 Resolution 056.

1 MR. KRASNER: I'm sorry, Resolution 056?

2 Oh, thank you.

3 MR. MCGEE: Mr. Chairman?

4 MR. KRASNER: Now, Joe doesn't have to
5 clean out the inside of his sport jacket.

6 MR. MCGEE: Mr. Chair? The hoarse man in
7 the back.

8 MR. KRASNER: The hoarse man in the back.

9 MR. MCGEE: After discussions with legal
10 counsel, I respectfully withdraw R-057.

11 MR. KRASNER: R-057 is withdrawn.
12 Richard, you are talking about like working on
13 Sunday outside their normal work week, correct?
14 Okay. So we're looking for the Labor Relations
15 Department needs the names of those facilities
16 that work no more than 8 hours on Sunday and
17 receive credit hours for some or all of the
18 shift and don't receive premium pay. Is that
19 correct, Richard?

20 UNIDENTIFIED SPEAKER: Yes, it would be
21 outside or within the normal work week as long
22 as they receive credit hours rather than
23 compensation for working on Sunday.

24 MR. KRASNER: Okay. How about comp,
25 Rich?

1 UNIDENTIFIED SPEAKER: Credit hours right
2 now.

3 MR. KRASNER: Credit hours. He wants to
4 know credit hours instead of compensation for
5 working on Sunday. So please, this information
6 should be given to Diana Sanchez at the NATCA
7 office. I assume you mean the NATCA office here
8 and not necessarily back in D.C., is that
9 correct? He's not nodding one way or another.
10 Nevermind, the office is almost shut down.
11 Please get the information to Diana Sanchez at
12 National NATCA as soon as possible. Thank you.

13 Okay. The next business in order is
14 Bylaw 010. Let me see what I have got here.

15 UNIDENTIFIED SPEAKER: That's dead.

16 MR. KRASNER: Pardon?

17 UNIDENTIFIED SPEAKER: We did that
18 already.

19 MR. KRASNER: Did we take care of it?

20 UNIDENTIFIED SPEAKER: Yes.

21 Mr. Chairman?

22 MR. KRASNER: Yes. Did we kill it
23 already?

24 UNIDENTIFIED SPEAKER: Yes, we killed
25 that with my motion to rescind.

1 MR. KRASNER: Oh, so this is dead?

2 UNIDENTIFIED SPEAKER: Yes.

3 MR. KRASNER: Okay. Thank you very much.

4 Bylaw 011 is a motion to reconsider Bylaw 12.

5 Bylaw 12.

6 MR. TURNER: Point of order. Mike seven.

7 MR. KRASNER: Mike seven, speak.

8 MR. TURNER: Rodney Turner, Nashville

9 Tennessee. Mr. Chairman, it is my recollection
10 that Mr. Bieber did not vote in the majority and
11 therefore would not be eligible to move to
12 reconsider.

13 MR. KRASNER: I don't even know what
14 Bylaw 012 is.

15 UNIDENTIFIED SPEAKERS: 757s.

16 MR. KRASNER: This is your recollection.
17 Where is the author?

18 UNIDENTIFIED SPEAKER: Not here.

19 MR. KRASNER: Actually, you would be
20 correct. He did not vote in the majority. This
21 would be out of order. Okay. Next business in
22 order is Bylaw 012. Bylaw 012 already conflicts
23 with bylaw R9-0-13 and, therefore, is out of
24 order.

25 Next business in order is Bylaw 013.

1 Move that we suspend any consideration of any
2 amendment, resolution, or any rescinding of any
3 Bylaw 1 through 10 that was passed as a group.
4 I don't think so.

5 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
6 eleven.

7 MR. KRASNER: Yes.

8 UNIDENTIFIED SPEAKER: Resolution 055 is
9 also authored by the same person. Resolution
10 055.

11 MR. KRASNER: That may not be a problem
12 depending on the resolution. The individual
13 does not have to be here to have his resolution
14 heard.

15 UNIDENTIFIED SPEAKER: Okay.

16 MR. KRASNER: No, one that was out of
17 order because it was a motion, it is not a
18 submission of a resolution. That's a motion to
19 make before the body. And if you are going to
20 make a motion before the body you have to be
21 here to do it. That's a parliamentary motion.
22 And written notice of a parliamentary motion is
23 not proper.

24 MR. NICHOLS: Mr. Chairman?

25 MR. KRASNER: Yes. Where are you?

1 MR. NICHOLS: I am Jeff Nichols. I would
2 like to withdraw Bylaw 015.

3 MR. KRASNER: 015 withdrawn. The next
4 business in order at the time adoption of Bylaw
5 014. Let's see what this one says.

6 MR. FORD: Mike six.

7 MR. KRASNER: Move to amend Bylaw 83 to
8 establish that all working shifts at air control
9 facilities be staffed with a minimum of two
10 controllers, one of which can be developmental,
11 work in a tower, in an up-down facility. Is
12 there --

13 MR. FORD: Point of order.

14 MR. KRASNER: Point of order where?

15 MR. FORD: Mike six.

16 MR. KRASNER: Yes.

17 MR. FORD: Kevin Ford, Dulles Tower. I
18 am the author I just want to make an amendment
19 to that.

20 MR. KRASNER: Okay. What would that be?

21 MR. FORD: I want to add "with the
22 optimum being two FPL controllers."

23 MR. KRASNER: "With the optimum being two
24 FPL controllers." Okay. So it is amended to
25 read at the end a coma instead of a period "with

1 the optimum being two FPL controllers." "With
2 the optimum being a minimum of two FPL
3 controllers" right?

4 MR. FORD: No, with the optimum being --

5 MR. KRASNER: Two FPL controllers. So
6 you have a problem with three?

7 MR. FORD: With the optimum being two.

8 MR. KRASNER: So you do have a problem
9 with there being three? Did you want two FPL
10 controllers?

11 MR. FORD: Minimum.

12 MR. KRASNER: Minimum, that's what I
13 thought you said. "With the optimum being a
14 minimum of two FPL controllers." Okay.

15 MR. FORD: The reason I didn't put that
16 in is because --

17 MR. KRASNER: Wait, hold on. We don't
18 have the second yet. Would the body please come
19 to order.

20 UNIDENTIFIED SPEAKER: Second.

21 MR. KRASNER: Okay. I did hear a second.
22 It is moved and seconded to adopt Bylaw 014 to
23 amend as follows and add at the end "with the
24 minimum being a minimum of two FPL controllers."
25 Okay. Right of first debate, mike six. That's

1 you, Kevin.

2 MR. FORD: Thanks, Barry. I had three
3 basic reasons real simple for that. One, the
4 only 50 percent of the controllers at my
5 facility are FPLs. Number two, two FPLs in an
6 up-down facility still does not allow for
7 breaks. And three, it does not provide for
8 additional safety for the individual. Thank
9 you.

10 MR. KRASNER: Okay. Further debate.
11 Mike five.

12 UNIDENTIFIED SPEAKER: I would like to
13 make a motion to amend this motion or this
14 resolution so that it reads instead of working
15 shifts midshifts to establish that all midshifts
16 at Air Traffic Control facilities be staffed
17 with a minimum of two controllers, et cetera, et
18 cetera.

19 UNIDENTIFIED SPEAKER: Point of order.

20 MR. KRASNER: And the point of order is?

21 UNIDENTIFIED SPEAKER: Are we not dealing
22 with the amendment that is presently or because
23 he had seconded, did he not? The initial
24 amendment was seconded and then he amended it
25 the author so we are not dealing with the

1 amendment? I am just trying to clarify.

2 MR. KRASNER: No, he amended it before it
3 was seconded.

4 UNIDENTIFIED SPEAKER: Okay. Thank you.

5 MR. KRASNER: He amended it on
6 submission. The amendment is proper.

7 UNIDENTIFIED SPEAKER: Thank you very
8 much.

9 MR. KRASNER: There is an amendment
10 proposed to replace the word "working" with
11 "midnight." Is there a second?

12 UNIDENTIFIED SPEAKER: Second.

13 UNIDENTIFIED SPEAKER: Point of order,
14 Mr. Chairman. Mike seven.

15 MR. KRASNER: And the point is?

16 MR. MACKIE: Does this not change the
17 intent of the paragraph?

18 MR. KRASNER: It would be allowed. Okay.
19 It's moved and seconded to change the word
20 "working" to "midnight." Is there discussion?
21 Please stay in order here. It is getting
22 tougher as we go on. Did I hear a point of
23 order?

24 UNIDENTIFIED SPEAKER: Point of
25 information.

1 MR. KRASNER: Okay.

2 UNIDENTIFIED SPEAKER: That number of the
3 caption where it's highlighted Bylaw 08 is a
4 midnight staffing bylaw, wouldn't that cover it?

5 MR. KRASNER: No. Mike five.

6 UNIDENTIFIED SPEAKER: What he just said
7 is exactly a good part of the reason that I
8 would like to change this. It is titled
9 midnight staffing. My understanding is that's
10 what it was intended for. And I have talked
11 to -- they are putting word groups together
12 right now trying to determine how to break out
13 pods to Level I's. I have talked to our
14 regional representative for that purpose earlier
15 after this was passed and she did feel that this
16 amendment would, to some extent, restrain them.

17 It does to some extent tie their hands.
18 And I am telling you from a Level I right now we
19 work one-person shifts. It shouldn't be that
20 way but it is. There is nothing we can do about
21 it. We have got to accept it.

22 MR. KRASNER: Okay, please --

23 UNIDENTIFIED SPEAKER: Point of
24 information.

25 MR. KRASNER: Please keep the noise level

1 down. Everybody has a right to be heard in this
2 assembly. Mike seven.

3 UNIDENTIFIED SPEAKER: Point of
4 information.

5 MR. KRASNER: Which is?

6 UNIDENTIFIED SPEAKER: Mike four, Dave
7 Bury (sic), Cincinnati. I just want to know the
8 legality of having a developmental in the tower
9 by himself on a midnight shift, can he sign-on
10 is a CIC or can he combine that downstairs?

11 MR. KRASNER: One would think that you
12 could not do it. But I guess only the FAA could
13 answer that.

14 UNIDENTIFIED SPEAKER: Well, my point is
15 if you have an up-down facility you have got one
16 guy in the tower.

17 MR. KRASNER: I'm sorry, the issue that
18 we are working with now is the word "working
19 shift" or "midshifts." Any debate is that is
20 not germane to that is out of order.

21 UNIDENTIFIED SPEAKER: Could you answer
22 my question? If you said it I didn't understand
23 you. Is it legal to have a developmental in the
24 tower by himself on a midshift?

25 MR. KRASNER: I have no idea. Where I

1 work at Tracon, is it legal? This gentleman
2 here says that (inaudible) an up/down tower that
3 it is legal for him to be in the tower by
4 himself. Hold it. Hold it. I told you I don't
5 know. He works an up-down, he told you yes.
6 There's a debate of whether it's legal. I don't
7 know.

8 MR. JOHNSON: Mr. Chairman, mike eight.
9 I want a clarification. Phil Johnson, Hayward
10 Tower.

11 MR. KRASNER: Yes.

12 MR. JOHNSON: I would like to be sure
13 that the word she added is midnight not mid --

14 MR. KRASNER: I think what she said was
15 mid, I just kind of assumed it was meant to be
16 midnight. What, mid or midnight? Okay.
17 Midnight.

18 UNIDENTIFIED SPEAKER: Point of
19 information. Mike six. I just want to verify
20 the author's intent. Whether this amendment was
21 to exclude all other shifts from the minimum
22 staffing requirements that are in this
23 resolution.

24 MR. KRASNER: Say that again.

25 UNIDENTIFIED SPEAKER: I wanted to verify

1 that the author's intent by adding "midshift" or
2 "midnight," however you heard that, was to
3 exclude all other shifts from the minimum
4 staffing requirements of this resolution.

5 MR. KRASNER: That was the Chair's
6 impression, yes, that was the intent.

7 UNIDENTIFIED SPEAKER: Thank you.

8 MR. KRASNER: Let's hit the mikes. Mike
9 seven, did you wish to debate?

10 MR. MACKIE: Yes, I did, Mr. Chairman.
11 Joseph Mackie, Greenville-Spartanburg. It makes
12 no sense to me that the union would take the
13 position to mandate two people on the midshift
14 but allow one-man shifts during the day when
15 there is traffic and at night there is nothing
16 going on. I don't see the logic in that at all.

17 MR. KRASNER: Mike eight.

18 MR. RHEA: Mr. Chairman, Rodney Rhea from
19 Burlington, Vermont. I rise in opposition. To
20 me the question is what is safety or staffing
21 costs. The FAA now says to admit one person,
22 they don't want to because of cost. I guess as
23 a union we support safety, we should support
24 safety for the entire structure and the FAA
25 should staff all facilities fully. I don't

1 think we should allow cost to be an excuse for
2 us to reduce safety.

3 MR. KRASNER: Mike nine.

4 MR. REEDY: Rob Reedy from Chicago
5 Dupage. I would like to rise in support of the
6 wording of the midnight shift for single person
7 staffing excluding the day shifts because
8 midnight shifts at Chicago Dupage are manned by
9 one person. And one person standing watch alone
10 during the night, and you do that once every two
11 weeks, it is exceptionally hard to get the
12 amount of rest that you need to maintain any
13 awareness all night long. Whereas, during the
14 day shift when you may have a hard day when one
15 person can handle the tower, you still have
16 other people downstairs available should you
17 need help. But on a midshift if you are tired
18 and you are fighting sleep and there is nobody
19 to call, you're out of luck.

20 MR. KRASNER: Mike five. No mike five.
21 Mike twelve.

22 UNIDENTIFIED SPEAKER: I rise in
23 opposition to the change to the amendment to
24 this resolution. It doesn't matter what FAA
25 staffing is, it is a matter of safety for air

1 not only for air traffic safety but for personal
2 safety. If I am in a Level I it doesn't matter
3 if I have a heart attack at two o'clock in the
4 afternoon or two o'clock in the morning, it is
5 the same effect on me.

6 MR. KRASNER: Mike nine. No mike nine.
7 Mike eight.

8 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
9 two. I have a point of order.

10 MR. KRASNER: Mike two.

11 UNIDENTIFIED SPEAKER: I don't believe
12 Kevin Ford voted in the affirmative for bylaw 8.

13 MR. KRASNER: Bylaw 8? What did we --
14 I'm sorry. What Mr. Ford introduced was a
15 motion to amend something previously adopted. A
16 motion to amend something previously adopted has
17 no such requirement as having voted on the
18 prevailing side. Your point is not well-taken.

19 UNIDENTIFIED SPEAKER: Thank you very
20 much, Mr. Chairman.

21 MR. KRASNER: Where were we? Mike seven.

22 UNIDENTIFIED SPEAKER: I call the
23 question.

24 MR. KRASNER: There is a call for the
25 question. There is a call for the question. Is

1 there a second?

2 UNIDENTIFIED SPEAKER: Second.

3 MR. KRASNER: Moved and seconded to call
4 the question. As many as are in favor of ending
5 debate, signify by saying aye.

6 UNIDENTIFIED SPEAKERS: Aye.

7 MR. KRASNER: All opposed say nay.

8 UNIDENTIFIED SPEAKERS: Nay.

9 MR. KRASNER: Hearing two-thirds in the
10 affirmative, debate is ended. The question
11 before you is on the adoption of the amendment
12 to the resolution which would replace the word
13 "working" with "midnight." As many as are in
14 favor of its adoption, signify about by saying
15 aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: Opposed say nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: The nays have it. The
20 amendment to the resolution is defeated. The
21 issue before the body is the bylaw itself.

22 UNIDENTIFIED SPEAKERS: Mr. Chairman?

23 MR. KRASNER: Yes.

24 UNIDENTIFIED SPEAKER: Mr. Chairman?

25 MR. KRASNER: Where are you?

1 UNIDENTIFIED SPEAKER: Mike one.

2 MR. KRASNER: Okay.

3 UNIDENTIFIED SPEAKER: As author of 016,
4 I would like to withdraw it.

5 MR. KRASNER: Not at this time. We are
6 in the middle of an issue.

7 UNIDENTIFIED SPEAKER: I'm sorry.

8 MR. KRASNER: Okay. Please hold that
9 thought. Okay. The issue before you is Bylaw
10 014 as amended. Further debate? Mike seven.

11 MR. POALILLO: Yes, Richard Poalillo,
12 Guam CERAP. I would like to speak in opposition
13 to this amendment, especially the part about
14 developmental. The FAA is not staffing our
15 facilities the way they need to be staffed for
16 safe, efficient operation. They are trying to
17 make us get by with less and less and less and
18 less and less. And if we approve this, it will
19 tell them that they can do whatever they want.
20 It is not our fault that the FAA is not staffing
21 the facilities as we need. I have heard people
22 say they can't get off if they have to be a
23 two-man mid, Joe can't go to the baseball game,
24 whatever, that's a temporary inconvenience. If
25 we allow that temporary inconvenience to guide

1 us at this time then we are you know what down
2 the road. So I speak highly in opposition to
3 this and I call the question.

4 MR. KRASNER: There is a call for the
5 question. Is there a second?

6 UNIDENTIFIED SPEAKER: Second.

7 MR. KRASNER: Moved and seconded to call
8 the question. As many as are in favor of ending
9 debate --

10 UNIDENTIFIED SPEAKER: Point of
11 information.

12 MR. KRASNER: As many as are in favor of
13 ending debate, signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: Opposed say nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: Hearing two-thirds in the
18 affirmative, debate is ended. The Chair will
19 now entertain the point of information.

20 UNIDENTIFIED SPEAKER: Okay. The point
21 of information or order can be --

22 MR. KRASNER: There is a difference.

23 UNIDENTIFIED SPEAKER: -- Speak in debate
24 and then move to raise the question in the same
25 hand. That's two operations.

1 MR. KRASNER: Yes.

2 UNIDENTIFIED SPEAKER: The point of order
3 is that, as we discussed, the amendment they
4 have been speakers standing by the mikes waiting
5 to be in order to discuss the original
6 amendment, yet people have approached the mike
7 during the time of the amended amendment and
8 then had an opportunity speak first before the
9 other people have a chance to speak originally.

10 MR. KRASNER: Okay. I agree. The Chair
11 agrees with your point but it is not true in
12 this case. This gentleman was standing at the
13 mike long before the amendment to the
14 resolution. He was waiting. He was next in
15 line on the list we had to speak when we were
16 originally dealing with the resolution so he was
17 next in line. And, yes, the delegate does have
18 the ability to make debate and call the question
19 in the same motion. One is a motion and one is
20 just debate.

21 UNIDENTIFIED SPEAKER: May I ask a point
22 of information?

23 MR. KRASNER: Yes.

24 UNIDENTIFIED SPEAKER: Understanding the
25 intent of this bylaw to place the monkey on the

1 back of the FAA to staff facilities properly,
2 does not passage of the bylaw require us as the
3 like our facility, our NATCA people do the
4 schedules, does that now because of this bylaw
5 require us to staff our facilities where we
6 actually can't do it because we don't have the
7 staff to replace --

8 MR. KRASNER: I am not even sure it is a
9 valid question because it's a question that
10 should have been used, that should have been
11 used in debate when we passed the bylaw
12 originally. It doesn't change now. It doesn't
13 change now. If anything, the passage of this
14 makes it easier for you to accomplish that.

15 It was the passage of the original bylaw
16 that made it difficult for you to do that as a
17 scheduler, but that's not the issue we are
18 dealing with now. That's in existence already
19 as a bylaw. Unless I am missing something.

20 UNIDENTIFIED SPEAKER: I am just saying
21 this, in effect this is the reverse. It is a
22 paper tiger to the FAA to place the
23 responsibility on me as the NATCA
24 representative.

25 MR. KRASNER: Hey, I do understand that,

1 but that was debate for the bylaw itself. Okay.

2 UNIDENTIFIED SPEAKER: Point of
3 information.

4 MR. KRASNER: Would the body please come
5 to order. Please. Mike seven, point of
6 information.

7 UNIDENTIFIED SPEAKER: Yes, does the
8 original bylaw as set by the NEB apply to the
9 supervisor? When you say controller, you are
10 talking about that applying to them also so you
11 have one supervisor and one controller.

12 MR. KRASNER: I don't think we ever
13 discussed that when we passed it. We are
14 looking for two people.

15 UNIDENTIFIED SPEAKER: Two people. All
16 right.

17 UNIDENTIFIED SPEAKER: One more point of
18 information so I have clarity when I go back.
19 The adoption of the bylaw --

20 MR. KRASNER: Please, please keep the
21 noise down.

22 UNIDENTIFIED SPEAKER: Is it mandatory
23 now upon me to staff my shifts with two men both
24 front and the back end by the fact that this has
25 already passed? Is it now required of me to do

1 that? Am I now required to staff --

2 MR. KRASNER: I don't know. I don't
3 know.

4 MR. MACKIE: Mr. Chairman, I have a point
5 of information which may answer his point of
6 information.

7 MR. KRASNER: At this point I will allow
8 pretty much anything. Yeah, go for it.

9 MR. MACKIE: Correct me if I am wrong,
10 but this bylaw has been in effect since 5/93.
11 The only thing we are doing, this body is doing
12 is reaffirming it.

13 MR. KRASNER: That's correct.

14 MR. MACKIE: Okay. Thank you.

15 MR. SCHOLL: Mr. Speaker.

16 MR. KRASNER: Yes, where are you?

17 MR. SCHOLL: Mike two.

18 MR. KRASNER: Yes.

19 MR. SCHOLL: Considering the state of the
20 body at this time and the successful amount of
21 business that we have concluded, I think we all
22 deserve an early shove. Motion to recess until
23 5:30.

24 MR. KRASNER: Until 5:30? And then you
25 wish to come back at 5:30 and do business?

1 MR. SCHOLL: Point of information. The
2 rules state that the body adjourns at 5:30 each
3 day.

4 MR. KRASNER: So you wish to come back
5 here and entertain a motion to adjourn?

6 MR. SCHOLL: I don't think that would be
7 necessary.

8 MR. KRASNER: Oh, yes, it would. Sit
9 down, Mr. Scholl. Thanks, it was a nice try.

10 MR. REIN: Point of information. Mike
11 one.

12 MR. KRASNER: And the point is?

13 MR. REIN: Yes, sir, I just have a quick
14 question on the author's intent. This is Mark
15 Rein from Crystal Tower. On the shifts we have
16 a shift on a Level II facility --

17 MR. KRASNER: Wait, wait, hold it. Hold
18 it. Let's go back where we were. The author of
19 the bylaw submitted this bylaw, the words "all
20 working shift and all Air Traffic Controllers
21 could, at all Air Traffic Control facilities be
22 staffed with a minimum of two controllers."
23 That was wording from a bylaw that was passed
24 already. His amendment is to say "one of which
25 can be a developmental working in a tower of an

1 up-down facility with the optimum being a
2 minimum of two FPL controllers."

3 The Chair will not entertain debate,
4 point of information or points of order that do
5 not pertain to those words. And there was
6 already a call for the question. I will
7 entertain this last point of information then we
8 are out of this issue.

9 MR. BAKER: Gordon Baker, Peoria Tower.
10 Since the FAA does say that a developmental
11 cannot work a tower alone by himself day or
12 night, what is the effect of this if passed?

13 MR. KRASNER: I don't know. I have one
14 individual telling me that they can, I have
15 another individual telling me they can't. I
16 don't know. Wait, I haven't said it yet today.
17 The Chair has no clue. Okay. The vote is on
18 the adoption of Bylaw 014 as written. As many
19 as are in favor of its adoption, signify by
20 saying aye.

21 UNIDENTIFIED SPEAKERS: Aye.

22 MR. KRASNER: All opposed say nay.

23 UNIDENTIFIED SPEAKERS: Nay.

24 MR. KRASNER: The nays have it. Bylaw
25 014 is defeated.

1 MR. MACKIE: Mr. Chairman, point of
2 information. Mike seven, Joseph Mackie,
3 Greenville-Spartanburg. While we are right
4 there I just would like to request to know if
5 you changed the title only of that could that
6 just be an editorial change that you could do?
7 Nowhere in the body does it specify midnight
8 staff.

9 MR. KRASNER: The title of it, I don't
10 think the title of it would even exist, it is
11 the body that exists.

12 MR. MACKIE: Thank you.

13 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
14 one.

15 MR. KRASNER: Okay. What mike?

16 UNIDENTIFIED SPEAKER: Mike one.

17 MR. KRASNER: That's who I wanted to hear
18 from.

19 UNIDENTIFIED SPEAKER: As the author of
20 the next one, Bylaw 016, I would like to
21 withdraw it.

22 MR. KRASNER: So withdrawn. The next
23 business in order is R-052. Is there a second?
24 Do I hear a yes?

25 UNIDENTIFIED SPEAKER: Yes.

1 MR. KRASNER: Moved and seconded to adopt
2 052. Are you ready for the question? Did you
3 want to speak on it? You don't have to. You
4 have the right of first debate. I don't see
5 anyone else jumping up. Okay. As many as are
6 in favor of the adoption of R-052, signify by
7 saying aye.

8 UNIDENTIFIED SPEAKERS: Aye.

9 MR. KRASNER: Those opposed say nay.

10 UNIDENTIFIED SPEAKERS: Nay.

11 MR. KRASNER: The ayes have it. 052 is
12 adopted. The next business in order is the
13 adoption of 053. Let me see what it says.
14 Okay. The business in order is R-053. Is there
15 a second?

16 UNIDENTIFIED SPEAKER: Second.

17 MR. KRASNER: Opposed? Okay.

18 MR. TURNER: Mr. Chairman, mike seven.
19 Request unanimous consent on this issue.

20 UNIDENTIFIED SPEAKER: I second.

21 MR. KRASNER: Are you ready for the
22 question? There is a request for unanimous
23 consent. Absent any objection, so moved. The
24 issue before the body is R-054. Is there a
25 second?

1 UNIDENTIFIED SPEAKER: Second.

2 MR. KRASNER: Are you ready for the
3 question?

4 MR. ALLERDICE: Mr. Chairman?

5 MR. KRASNER: Mike six.

6 MR. ALLERDICE: Yes, sir, I am the author
7 of this. I just wanted to explain it briefly.
8 I just think this is just one more case where
9 the FAA, in particular in the Southern Region --
10 I am Jim Allerdice, Atlanta Tower. I am also
11 the Southern Region Safety Rep, where they have
12 given us some poor equipment that doesn't quite
13 work right and they are asking us to back it up
14 or augment it again.

15 This would also apply into Lahrs Power
16 (sic). And I just think that briefly we're in
17 the business of controlling airplanes, not being
18 weather people.

19 (Applause.)

20 MR. KRASNER: Okay. Are you ready for
21 the question? I'm sorry, mike five.

22 UNIDENTIFIED SPEAKER: Thank you. I
23 would like to speak in opposition to this
24 amendment. I would like to talk about general
25 aviation and how in the small facilities if the

1 controllers don't do the weather for them --

2 MR. KRASNER: Could the body please keep
3 the noise down? Thank you.

4 UNIDENTIFIED SPEAKER: -- the pilots
5 won't receive weather information. Yet the
6 controllers are the only people at the airport
7 that are able to take the observations. And we
8 are asking for support for general aviation. If
9 we put forward a resolution like this we are
10 going to be slapping them in the face saying we
11 want to stop offering existing services that we
12 are giving you now, services that don't directly
13 cost them anything. And thanks for your
14 consideration.

15 MR. SALLET: Point of information.

16 MR. KRASNER: Point is?

17 MR. SALLET: Bruce Sallet, Fort
18 Lauderdale. The FAA is running behind their
19 appointed schedule for getting out the automated
20 weather stations. As soon as they get those out
21 we won't have to take weather. What we are
22 trying to do is force them into getting them out
23 sooner, fund the automated weather stations.

24 MR. KRASNER: Okay. I allowed that
25 because you were next up anyway. Debate is not

1 points of information. Debate is debate. No,
2 no, points of information are questions you
3 would ask to the Chair to solicit info. Okay.
4 Where are we? Mike six.

5 MR. GAMBLE: Yes, if the automated
6 weather stuff works then I will support the
7 resolution. I am Brian from Jeffco. Until it's
8 in the field and working I don't want to knock
9 general aviation out of weather reporting myself
10 either.

11 MR. KRASNER: Mike one.

12 MR. KELZENBERG: Robert Kelzenberg from
13 St. Paul. I also have to rise in opposition to
14 this wording only. I do agree that if the FAA
15 should give good weather. However, if I am in
16 the tower and observe something I should be able
17 to augment that thing.

18 MR. KRASNER: Mike seven.

19 MR. PARKER: Mr. Chairman, Todd Parker,
20 Orlando Executive. I stand in opposition to
21 this because it will hurt general aviation,
22 particularly a Part 135 operator that is
23 required to have weather observation taken on an
24 airport before they can use it. Also, I call
25 the question.

1 MR. KRASNER: There is a call for the
2 question. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. KRASNER: Moved and seconded to call
5 the question. As many as are in favor of ending
6 debate, signify by saying aye.

7 UNIDENTIFIED SPEAKERS: Aye.

8 MR. KRASNER: All opposed say nay.

9 UNIDENTIFIED SPEAKERS: Nay.

10 MR. KRASNER: Hearing two-thirds to the
11 affirmative, debate is ended. The question
12 before you is the adoption of -- what was it
13 again? I'm sorry. 054. As many as are in
14 favor of its adoption, signify by saying aye.

15 UNIDENTIFIED SPEAKERS: Aye.

16 MR. KRASNER: All opposed say nay.

17 UNIDENTIFIED SPEAKERS: Nay.

18 MR. KRASNER: The nays have it. The
19 motion is defeated.

20 MR. DOWNEN: Mr. Chairman?

21 MR. KRASNER: Yes.

22 MR. DOWNEN: Motion to suspend the -- Ron
23 Downen from Chicago Center. Motion to suspend
24 the rules for purpose of adjourning.

25 MR. KRASNER: You want to suspend the

1 standing rules of the convention and adjourn?

2 MR. DOWNEN: Yes, sir, and adjourn at
3 this time rather than our scheduled 5:30
4 adjournment time.

5 UNIDENTIFIED SPEAKER: Point of order.

6 MR. KRASNER: Point of order.

7 UNIDENTIFIED SPEAKER: Yes, adjournment
8 is a motion and if he wants to make a motion
9 that would be instead of suspending the rules to
10 make a motion.

11 MR. KRASNER: No, one may not adjourn
12 prior to doing -- no motion to adjourn shall be
13 entertained by the Chair during meeting hours so
14 long as there is any business upon which the
15 convention can act.

16 However, the motion to suspend the
17 standing rules of the convention is proper. He
18 may want to reconsider at this point, though.
19 Do you wish to make that motion to suspend the
20 standing rules?

21 MR. DOWNEN: Yes, sir.

22 MR. KRASNER: Okay. Is there a second?

23 UNIDENTIFIED SPEAKER: Second.

24 MR. KRASNER: Moved and seconded to
25 suspend the standing rules of the convention for

1 the purpose of adjournment. As many as are in
2 favor, signify by saying aye.

3 UNIDENTIFIED SPEAKERS: Aye.

4 MR. KRASNER: All opposed say nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: I don't think so, mike two.
7 Okay. At this time before we move on I do have
8 I guess about a three-minute request,
9 four-minute request from Paul Murry from Albany,
10 Georgia. He would like -- he has an issue
11 pertaining to Level I's that he would like to --
12 actually pertaining to contracting out.

13 I told him that I would bring it before
14 the body and try to cut him some latitude in
15 doing it. So, if you see it and you don't like
16 it, then feel free to shut him down. Do you
17 want a mike?

18 MR. MURRAY: Thank you, Barry. And thank
19 you for your indulgence here. As some of you
20 know, I am an active Genie NATCAvist. My
21 initials are PBABY FAC rep. You have seen me on
22 there. I am on the contracting topic a lot.

23 And while I was sitting there putting
24 some of that information that Barry picked off
25 of Genie about the Nazi statements and stuff,

9 It is a tape recording that I hastily put
10 together. It is my voice and I appreciate the
11 background of Credence Clearwater Revival. And
12 I hope they don't sue me for this, so
13 consequently I am not putting my name on it.

24 UNIDENTIFIED SPEAKER: Play it.

25 MR. MURRAY: Play it. Okay, here we go.

1 MR. KRASNER: Just follow the bouncing
2 ball.

3 MR. MURRAY: Do you want to do the
4 bouncing ball? All right.

5 (Tape played.)

6 (Applause.)

7 MR. KRASNER: I would like to thank you,
8 Paul, and I would like to thank mister bouncing
9 ball over there.

10 MR. HEPLER: Mr. Speaker?

11 MR. KRASNER: Where are you?

12 MR. HEPLER: Over here. Bob Hepler, Las
13 Vegas. Next issue R-055, I object to the
14 consideration of this question.

15 MR. KRASNER: There is an objection to
16 the consideration of the question R-055.
17 Question before the body is shall the question
18 be considered. As many as are in favor of
19 considering the question, signify by saying aye.

20 UNIDENTIFIED SPEAKERS: Aye.

21 MR. KRASNER: All opposed say nay.

22 UNIDENTIFIED SPEAKERS: Nay.

23 MR. KRASNER: I don't think we will hear
24 this one. Next business in order is R-060.

25 MR. KRASNER: Okay. R-060. I have a

1 question for the maker or the author of R-060.
2 Presumably you meant at the local's expense,
3 right?

4 MR. POALILLO: Yes, sir, I figure about
5 two or three dollars for a disc and a copy.

6 MR. KRASNER: No, I meant, I don't know
7 how it works with transcripts. I know when we
8 get the transcripts we don't get them in
9 floppies, we get them in volumes. And a
10 convention transcript stands about that high in
11 volumes. I don't know what it would take to put
12 it back into the computer or even how it's
13 available from the transcription service.

14 MR. POALILLO: We, my intent is I assumed
15 you got it on disc and also the stack of paper
16 this high, I realize the paper is very
17 expensive, but if you do get it on disc it would
18 be very nice if we could get a copy if we sent
19 you a disc or something.

20 MR. KRASNER: I don't know if it's
21 available. We could check that out.

22 MR. POALILLO: I will withdraw it and
23 hopefully we will work on it.

24 MR. KRASNER: We can check it out. If
25 it's available on disc we certainly don't have

1 any problem sending out the disc. Okay. It is
2 withdraw.

3 MR. KRASNER: Next business in order is
4 consideration of R-061. Is there a second?

5 UNIDENTIFIED SPEAKER: Second.

6 MR. KRASNER: Okay. Moved and seconded
7 to adopt R-061. Are you ready for the question?
8 Mike eight.

9 UNIDENTIFIED SPEAKER: I just wonder if
10 this would affect the government corporation?
11 Will we be considered government employees at
12 that point?

13 MR. KRASNER: No, you would still be
14 employees of the U.S. Government. Okay. Mike
15 nine.

16 MR. CARR: I guess it is a question more
17 than anything else. John Carr, O'Hare Tracon.
18 Is this -- co-op students are government
19 employees also so you have to be kind of careful
20 about what you say. Postal workers are
21 government employees as well. I guess the
22 question is is this intended to preclude the
23 contract, is that the author's intention?

24 MR. KRASNER: I guess military personnel
25 are government employees. Okay. Anyone else

1 rising in debate? No. As many as are in favor
2 of the adoption of R-061, signify by saying aye.

3 UNIDENTIFIED SPEAKERS: Aye.

4 MR. KRASNER: All opposed say nay.

5 UNIDENTIFIED SPEAKERS: Nay.

6 MR. KRASNER: The nays have it. The
7 motion is defeated. Next business in order is
8 R-063. Is there a second?

9 UNIDENTIFIED SPEAKER: Second.

10 MR. KRASNER: Moved and seconded to adopt
11 R-063. Are you ready for the question? As many
12 as are in favor of the adoption of R-063,
13 signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: All opposed say nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: The ayes have it. It is
18 adopted. Next business in order is the adoption
19 of R-064.

20 MR. MARCOTTE: Mr. President?

21 MR. KRASNER: Yes.

22 MR. MARCOTTE: I am the author of 064. I
23 am going to withdraw it.

24 MR. KRASNER: So done. Next business in
25 order is R-065.

1 MR. FITAS: Ditto.

2 MR. KRASNER: Ditto what?

3 MR. FITAS: I move to withdraw it.

4 MR. KRASNER: I'm sorry, are you
5 withdrawing?

6 MR. FITAS: Yes.

7 MR. KRASNER: Okay. I want to hear you
8 say it loud and clear.

9 MR. KRASNER: Say who you are and tell us
10 that you are with drawing it.

11 MR. FITAS: Dan Fitas, Minneapolis
12 Center. I withdraw R-65.

13 MR. KRASNER: Thank you, sir. I
14 appreciate you saying it.

15 MR. FITAS: Ditto.

16 MR. KRASNER: Ditto. Next business in
17 order is the adoption of R-066. Is there a
18 second?

19 UNIDENTIFIED SPEAKER: Second.

20 MR. KRASNER: Moved and seconded to adopt
21 R-066. Are you ready for the question? As many
22 as are in favor of the adoption of R-066,
23 signify by saying aye.

24 UNIDENTIFIED SPEAKERS: Aye.

25 MR. KRASNER: All opposed say nay.

1 UNIDENTIFIED SPEAKERS: Nay.

2 MR. KRASNER: The ayes have it. It is
3 adopted. Next business in order is the adoption
4 of R-067.

5 MR. RUBIN: Mr. Chairman?

6 MR. KRASNER: Yes.

7 MR. RUBIN: As the author of this
8 amendment, I wish to correct a typo after the
9 second "joint" insert the words --

10 (Laughter.)

11 MR. KRASNER: I'm sorry, how long should
12 we wait for you to return, sir? You said after
13 the second joint.

14 MR. RUBIN: No, I meant typo on the
15 floor.

16 MR. KRASNER: Okay.

17 MR. RUBIN: After the second use of the
18 word "joint" please use the words
19 "decision-making and."

20 MR. KRASNER: Where is this?

21 MR. RUBIN: In the first whereas.

22 MR. KRASNER: Joint decision-making?

23 MR. RUBIN: Yes.

24 MR. KRASNER: Okay. So it will read,
25 "Whereas, NATCA and the FAA are evolving into a

1 partnership process requiring joint agreements
2 and joint decision-making," and the rest of it
3 unchanged. Okay. On the adoption of R-067, is
4 there a second?

5 UNIDENTIFIED SPEAKER: Second.

6 MR. KRASNER: Moved and seconded to adopt
7 R-067. Are you ready for the question? Mike
8 seven.

9 UNIDENTIFIED SPEAKER: Point of
10 information. I am not sure I understand the
11 intent of this. I would like a little
12 clarification.

13 UNIDENTIFIED SPEAKER: Who are you?

14 MR. KRASNER: Feel free.

15 UNIDENTIFIED SPEAKER: Also how many
16 regions are involved in the selection QTP.

17 MR. KRASNER: Ah-ah-ah. You can ask me
18 how many are involved --

19 UNIDENTIFIED SPEAKER: Mr. Chairman, how
20 many regions are doing selection of QTP?

21 MR. KRASNER: I don't know.

22 UNIDENTIFIED SPEAKER: Can you find out
23 real quick by polling the Regional V-P's that
24 are here?

25 MR. KRASNER: Go ahead, let's go with the

1 time intent first.

2 MR. RUBIN: Yes, Mitch Rubin, LaGuardia
3 Tower. As far as QTP, we sit on the selection
4 panels for our facility. It is not a QTP
5 function yet, it probably will be hopefully some
6 day soon. And the intent of this amendment, I'm
7 sorry, this resolution is that we're, in the
8 facilities where we do have some say in the
9 movement of controllers back and forth I think
10 it's imperative that we open, keep the union
11 lines of communication open. Managers come back
12 and forth regularly. I know no manager picks up
13 anybody without calling their counterpart in the
14 other facility where the controller was coming
15 from. I think we as union representatives need
16 to do the same, sir.

17 (Applause.)

18 MR. KRASNER: Okay. Next, mike four.
19 Nevermind. Mike seven.

20 MR. TURNER: Mr. Chairman, Rodney Turner,
21 Nashville, Tennessee. I am opposed to this
22 resolution only because if QTP is done properly
23 as it's done in our region with selections, and
24 we are a region that does selections through
25 QTP, my manager never calls a manager any more

1 without me being in the room and I am not going
2 to call a FAC rep without my partner being in
3 the room. He's going to hear everything I say
4 and I am going to hear everything he says. And
5 that way it's done fair and equitably. This
6 should be done through the QTP process, not
7 through our constitution or resolution or bylaw.

8 (Applause.)

9 MR. KRASNER: Okay. Mike four.

10 MR. GRUNDMANN: Bill Grundmann, New York
11 center. I rise in favor of this. It's
12 basically a statement saying that we should
13 communicate better with each other. And it
14 doesn't strictly deal with QTP, it also deals
15 with traditional decisions. And I just feel
16 that it's a statement asking the FAC reps to
17 better communicate with each other to make sure
18 this is an equitable and just decision-making
19 between each facility.

20 MR. KRASNER: Okay. Mike eight.

21 MR. SHERRY: Yes, Mark Sherry, San
22 Francisco Tower. In addition to what Rodney has
23 to say, we complained for years to the FAA that
24 the good-ole-boy network would select people.
25 And what this does is create our own

1 good-ole-boy network. Two wrongs don't make a
2 right.

3 UNIDENTIFIED SPEAKER: I call the
4 question.

5 MR. KRASNER: There is a call for the
6 question. Is there a second?

7 UNIDENTIFIED SPEAKER: Second.

8 MR. KRASNER: Moved and seconded to end
9 debate. As many as of in favor of ending
10 debate, signify by saying aye.

11 UNIDENTIFIED SPEAKERS: Aye.

12 MR. KRASNER: All opposed say nay.

13 UNIDENTIFIED SPEAKERS: Nay.

14 MR. KRASNER: Hearing two-thirds in the
15 affirmative, debate is ended. The question is
16 the adoption of R-067. As many as are in favor,
17 say aye.

18 UNIDENTIFIED SPEAKERS: Aye.

19 MR. KRASNER: Opposed say nay.

20 UNIDENTIFIED SPEAKERS: Nay.

21 MR. KRASNER: The nays have it. The
22 motion is defeated. Next business in order is
23 BL-017. Is there a second? Okay. I'm sorry, a
24 little quiet. Bylaw 017. Is there a second?

25 UNIDENTIFIED SPEAKER: Second.

1 MR. KRASNER: Moved and seconded to adopt
2 Bylaw 017 which would rescind R90-008.

3 MR. WILHELM: Mr. Chairman, mike two.

4 MR. KRASNER: Mike two.

5 MR. WILHELM: Todd Wilhelm, St. Louis
6 Tower. It is my recollection that Mr. H.M.
7 Riley voted against this resolution.

8 MR. KRASNER: Is H.M. Riley here?

9 MR. RILEY: That's not correct.

10 MR. KRASNER: Mr. Riley says that's not
11 correct. But nice try again.

12 MR. MACKIE: Mr. Chairman, point of
13 information.

14 MR. KRASNER: Yes.

15 MR. MACKIE: Did we not pass a similar
16 bylaw earlier which required NATCA to support
17 the NATCA controllers being rehired? This one
18 was the original one that just fought for the
19 allowance of them to apply for rehire and I
20 don't believe that the bylaw has any meaning.
21 Does it have any meaning?

22 MR. KRASNER: Does which one have any
23 meaning?

24 MR. MACKIE: The bylaw that this
25 resolution seeks to strike.

1 MR. KRASNER: Actually, I will tell you
2 what, rather than answer the point of
3 information we can make this real clean and
4 simple. Bylaw 017 was out of order there was a
5 motion before us earlier to rescind R90-008
6 before the other one was passed. Okay. That
7 came up in our original recommendations of the
8 Constitution Committee, came up Wednesday
9 morning. The motion to rescind, it was
10 defeated. This is this is a similar motion
11 dealing with the exact same thing and,
12 therefore, out of order.

13 MR. MACKIE: Mr. Chairman, I would still
14 like an answer on the point of information if
15 you have it readily available.

16 MR. KRASNER: I'm sorry. Now I have to
17 listen. What was it?

18 MR. MACKIE: Disregard.

19 MR. KRASNER: Okay. Let's talk about
20 Bylaw 018. Bylaw 018 is out of order. Anybody
21 want to know why?

22 UNIDENTIFIED SPEAKER: No.

23 MR. GUERRA: Yes.

24 MR. KRASNER: Bylaw 018 is out of order
25 because we as a body passed a resolution that

1 said before we can ask for any change in dues we
2 must let the membership know 120 days in
3 advance. So, 018 is out of order, will not be
4 heard. Okay. The next issue before the body is
5 Bylaw 020 which amends Bylaw R90-001. Is there
6 a second?

7 MR. WILHELM: Mr. Chairman, mike two.

8 MR. KRASNER: Mike two.

9 MR. WILHELM: I make a motion to table
10 Bylaw 020. Todd Wilhelm, St. Louis Tower.

11 MR. KRASNER: I'm sorry, the motion is
12 out of order. It hasn't been seconded and
13 stated before the body so there is nothing to
14 table.

15 MR. WILHELM: Very well.

16 MR. KRASNER: I'm sorry. It's getting
17 late. I'm running out of play toys. Okay.

18 UNIDENTIFIED SPEAKER: Mr. Chairman?

19 MR. KRASNER: Yes.

20 UNIDENTIFIED SPEAKER: I will second the
21 motion.

22 MR. KRASNER: Sorry, what?

23 UNIDENTIFIED SPEAKER: I second the
24 motion.

25 MS. GILBERT: Mr. Chairman?

1 MR. KRASNER: Yes.

2 MS. GILBERT: Request the first right to
3 speak as the author of this amendment to the
4 bylaw.

5 MR. KRASNER: You would have the first
6 right to speak but the motion to table would
7 take priority over it. We do have -- okay.
8 Let's get serious. We are four from the end.
9 Bylaw 012 is moved and seconded.

10 UNIDENTIFIED SPEAKER: 020.

11 MR. KRASNER: I'm sorry, 020. Are you
12 ready for the question?

13 MR. NICHOLS: Mr. Speaker.

14 MR. KRASNER: Yes, who is saying it?

15 MR. NICHOLS: Curt Nichols, Green Bay. I
16 would like to rise in support of this amendment.

17 MR. KRASNER: I'm sorry, I did have a
18 request for first right of debate. I will grant
19 it. Where was first right of debate? Mike
20 twelve.

21 MS. GILBERT: Okay. This amendment would
22 accomplish two things. One, it would do what
23 Houston Center has always done which is help our
24 lower level facilities attend the convention by
25 giving them financial support. And two, it

1 would keep the locals from rebating the
2 initiation fees and make it a true fee.

3 MR. KRASNER: Okay. Mr. Nichols, now,
4 sir. Yes, sir, now.

5 MR. NICHOLS: Is it my turn?

6 MR. KRASNER: Yes, sir, it is.

7 MR. NICHOLS: I would like to rise and
8 speak in favor of this amendment. We
9 constantly -- I'm sorry. Curt Nichols from
10 Green Bay, National Finance Committee. I would
11 like to rise to speak in favor of this. We
12 consistently come to our conventions and we talk
13 big about initiation fees, we're going the make
14 these people pay, they are not going to get no
15 free rides.

16 Every time I go to the National Office
17 and audit this account I find almost 80 percent
18 of our facilities are giving back this money. I
19 would suggest to this membership that if you're
20 going to come to the convention and talk tough
21 about initiation fees, why don't you pass this
22 so it has some meat in it, they are not getting
23 their money back. Thank you.

24 MR. KRASNER: Mike nine.

25 UNIDENTIFIED SPEAKER: Michael

1 (inaudible), Fort Worth Tracon. And I rise in
2 favor of this amendment. I think it's immoral,
3 the current situation where some members have to
4 buy their way into NATCA and other members are
5 allowed to tag along as a free ride. We need to
6 close this loophole once and for all. Earlier
7 this body determined that we do want an
8 initiation fee. If we want an initiation fee
9 let's put some teeth in it and make it an
10 initiation fee for everyone.

11 (Applause.)

12 MR. KRASNER: Okay. Mike seven.

13 MR. EDMONDS: Mr. Chairman, Dean Edmonds,
14 Kona Tower. I rise in opposition to this
15 amendment. Basically, although I agree with the
16 fact that initiation fees as the body has agreed
17 should be continued, I do not like the idea that
18 anybody would take the money away from a small
19 local like myself where that money could become
20 very valuable. If I am going to charge an
21 initiation fee I want it in my local so I can do
22 with it what I want and I don't want it sitting
23 in the National Office for some other expense,
24 whether it be for the convention or not. That
25 was also voted down. So I kind of think this is

1 kind of meeting both sides. You either want the
2 initiation fee and let people have it back at
3 the facility so they can determine what they
4 want to do with it or you don't want an
5 initiation fee.

6 MR. SMITH: Point of information.

7 MR. KRASNER: Yes.

8 MR. SMITH: Eddie Smith, Bismarck Tower.

9 If this were to pass how would it affect the
10 current people that are awaiting the checks back
11 from the National on the initiation fee now?

12 MR. KRASNER: It wouldn't affect them at
13 all.

14 MR. SCHMIDT: Thank you.

15 MR. KRASNER: Mike four.

16 UNIDENTIFIED SPEAKER: I rise in
17 opposition to this amendment based on the very
18 fact that Kona Tower just did. This is a large
19 part of the money that we do get from members is
20 the initiation fee. It makes a very big
21 difference when you obtain this amount of money
22 from a local, that's more than a Level I gets.
23 You are taking more money than they make in a
24 period of a year away from them.

25 MR. KRASNER: Mike six.

1 UNIDENTIFIED SPEAKER: I rise in
2 opposition to this measure. I agree with the
3 brother from Kona for all the reasons he stated.
4 Also, if indeed it is a fact that 80 percent of
5 them are being rebated, is that not already
6 established what most of the members want to do?

7 MR. KRASNER: Mike twelve.

8 UNIDENTIFIED SPEAKER: (Inaudible) from
9 Houston Center. I speak in favor of this. We
10 passed two resolutions here so far, one to say
11 we need to help Level Is and II's to come to the
12 convention and we have asked the question of
13 where can we get the money from. Number two, we
14 have said we want to charge initiation fees to
15 members who were not in NATCA, took
16 administrative positions and came back.

17 If you are in a facility that gives back
18 the dues you have never charged that man an
19 initiation fee. This will stop that loophole.
20 And it's time that we start saying to those
21 people you do have to pay an initiation fee and
22 you will not get it back.

23 MR. KRASNER: Mike seven.

24 MR. BRINDLEY: Randy Brindley, Memphis
25 Tower. I call the question.

1 MR. KRASNER: There is a call for the
2 question. Is there a second?

3 UNIDENTIFIED SPEAKER: Second.

4 UNIDENTIFIED SPEAKER: Point of
5 information.

6 MR. KRASNER: Yes.

7 MR. LEONARD: Tim Leonard, Miami Center.
8 How many speakers did you hear for and against?

9 MR. KRASNER: I don't know. The Chair
10 would say it was well balanced. Okay. Moved
11 and seconded to end debate. As many as are in
12 favor of ending debate, signify by saying aye.

13 UNIDENTIFIED SPEAKERS: Aye.

14 MR. KRASNER: Opposed say nay.

15 UNIDENTIFIED SPEAKERS: Nay.

16 MR. KRASNER: Hearing two-thirds in the
17 affirmative, debate is ended.

18 UNIDENTIFIED SPEAKER: Mr. Chairman, mike
19 twelve.

20 MR. KRASNER: Mike twelve.

21 UNIDENTIFIED SPEAKER: Move to amend.

22 MR. KRASNER: Unable at this time. We
23 have called the question. The next business
24 will be to call the question. Okay.

25 UNIDENTIFIED SPEAKER: Mr. Speaker, point

1 of order.

2 MR. KRASNER: Yes.

3 UNIDENTIFIED SPEAKER: Mike twelve. The
4 question was on whether or not we were going to
5 end debate, not whether or not we were going to
6 go on to something else.

7 MR. KRASNER: A call for a question has
8 the effect of ending debate. The call for the
9 question is saying we will vote on the question
10 pending before this body. That's what a call
11 for the question is. Okay. The question is on
12 the adoption of Bylaw 020. As many as are in
13 favor, signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: Opposed say nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: The nays have it. The
18 motion is defeated. Bylaw 021. I have been
19 advised by general counsel that Bylaw 021 is in
20 violation of Department of Labor regulations as
21 well as our National Constitution, which clearly
22 indicates that any member in good standing has
23 the right to vote or hold office, so we cannot
24 put a restriction on that. In doing so 021 is
25 out of order.

1 MR. BOYER: Mr. Speaker, mike one.

2 MR. KRASNER: Mike one.

3 MR. BOYER: Mr. Speaker, I make a motion
4 to move that we now reconsider our action -- Im
5 sorry. Mark Boyer, Flying Cloud Tower. I make
6 a move now that we reconsider our action
7 relative to R-052 for the purpose of
8 representing the employees and members of NATCA
9 in my facility and surrounding areas. Thank
10 you.

11 MR. KRASNER: Wait a second. R-052, you
12 want to rehear this?

13 MR. BOYER: That's correct.

14 MR. KRASNER: You wish to make a motion
15 to reconsider that, is that correct?

16 MR. BOYER: That's correct.

17 MR. KRASNER: Which side did you vote on,
18 sir?

19 MR. BOYER: I voted on the negative side.

20 MR. KRASNER: You voted on the negative
21 side. You did not vote on the prevailing side.
22 I'm sorry, you can't make that motion.

23 (Applause.)

24 MR. KRASNER: Next business in order
25 is --

1 MS. PATTERSON: Mr. Chairman?

2 MR. KRASNER: Yes.

3 MS. PATTERSON: As the author of the next
4 amendment I would -- next bylaw, I would like to
5 make an amendment to clarify.

6 MR. KRASNER: Go ahead.

7 MS. PATTERSON: The fourth line after the
8 comma strike "so long as qualified candidates to
9 those facilities," insert "unless bids have been
10 put out for those facilities and no qualified
11 candidates have subsequently bid to those
12 facilities." I'm sorry, I read it real quick.
13 The intent is to keep the FAA from --

14 MR. KRASNER: Wait, wait, let's get a
15 second before we enter debate.

16 UNIDENTIFIED SPEAKER: I second.

17 MR. KRASNER: Wait. Okay. Let me get
18 the language. "Unless bids have been put out"?

19 MS. PATTERSON: "Unless bids have been
20 put out for those facilities and no qualified
21 candidates have subsequently bid to those
22 facilities."

23 MR. KRASNER: Okay. Everyone got that?

24 UNIDENTIFIED SPEAKER: No.

25 MR. KRASNER: Okay. It would read,

1 "Amend bylaw" blah-blah-blah "Level II, III, IV,
2 and V terminal facilities unless bids have been
3 put out for those facilities and no qualified
4 candidates have bid to those facilities." Okay.

5 So the question is on the adoption of
6 Bylaw 022. It has been moved and seconded. Are
7 you ready for the question? I have one there.
8 Did you wish to debate on mike six? I do see
9 you standing there.

10 UNIDENTIFIED SPEAKER: No.

11 MR. KRASNER: Thanks. Mike nine.

12 MR. MCGINNIS: Jay McGinnis, Lawton
13 Tower. I would like to make an amendment to
14 this.

15 MR. KRASNER: Go ahead.

16 MR. ANDERSON: The amendment to read to
17 include out, to include select bids. At this
18 time, as to explain that, at this time we have
19 had the experience in the Southwest Region of
20 them putting out bids and not (inaudible). They
21 are not allowed to bid on them, therefore, we're
22 not qualified candidates. However, Level I
23 controllers should be more qualified than a new
24 hire.

25 MR. KRASNER: You want to say "unless

1 bids including slant bids have been put out," et
2 cetera, et cetera, right?

3 MR. MCGINNIS: Yes, sir.

4 MR. KRASNER: Okay. So the proposed
5 amendment is to add in the words "including
6 slant bids."

7 UNIDENTIFIED SPEAKER: Second.

8 MR. KRASNER: Okay. Is there a second?

9 UNIDENTIFIED SPEAKER: Second.

10 MR. KRASNER: Okay. Moved and seconded.
11 Are you ready for the question? As many as are
12 in favor of the adoption of the amendment to the
13 resolution, signify by saying aye.

14 UNIDENTIFIED SPEAKERS: Aye.

15 MR. KRASNER: All opposed say nay.

16 UNIDENTIFIED SPEAKERS: Nay.

17 MR. KRASNER: The ayes have it. The
18 amendment is adopted. The issue before us is
19 the resolution as amended.

20 MR. VERGO: Mr. Chairman?

21 MR. KRASNER: Yes, mike seven.

22 MR. VERGO: Tony Vergo from Sanford
23 Tower. It's north of Atlanta if anybody wants
24 to know. I would like to move to reconsider
25 R-052.

1 MR. KRASNER: Not at this time. We are
2 in the middle of an issue, sir.

3 MS. PATTERSON: As author I would like to
4 speak for this.

5 MR. KRASNER: Okay. Mike six.

6 MS. PATTERSON: I remember the unit
7 saying a couple years ago saying with the FAA
8 saying (inaudible).

9 MR. KRASNER: Mike seven. No, wait,
10 wait, wait. Mike two.

11 MR. WEST: James West, Grand Island. I
12 would like to propose an amendment to the
13 amended proposal, the amended amendment. I
14 would like to strike the word "terminal" after
15 "Level II III, IV and V."

16 MR. KRASNER: Okay. There is a proposed
17 amendment to the amended resolution to strike
18 the word "terminal." Is there a second?

19 UNIDENTIFIED SPEAKER: Second.

20 MR. KRASNER: Okay. Proposed amendment
21 is to strike the word "terminal." Are you ready
22 for the question?

23 UNIDENTIFIED SPEAKER: Point of
24 information.

25 MR. KRASNER: Yes.

1 UNIDENTIFIED SPEAKER: Does he want to
2 strike the word "terminal" in both places?

3 MR. WEST: Yes, I do. I want it to apply
4 to all facilities, not just terminals.

5 MR. KRASNER: Okay. So is there debate?
6 Okay. As many as are in favor of the adoption
7 of the amendment to the amended resolution,
8 signify by saying aye.

9 UNIDENTIFIED SPEAKERS: Aye.

10 MR. KRASNER: All opposed say nay.

11 UNIDENTIFIED SPEAKERS: Nay.

12 MR. KRASNER: All in favor of the
13 adoption to the amendment to the amended
14 resolution, please rise.

15 (Rising.)

16 MR. KRASNER: Please be seated. All
17 those opposed, please rise.

18 (Rising.)

19 MR. KRASNER: Please be seated. The ayes
20 have it. The amendment to the amended
21 resolution is adopted. The issue before the
22 body is the amended resolution as amended. The
23 amended resolution as amended. Are you ready
24 for the question? Sir, did you wish to debate?
25 We had mike eleven up there was next. Mike

1 eleven.

2 MR. SUTCAVAGE: Mr. Chairman, Steve
3 Sutcavage, Salinas Tower. As the author of the
4 next bylaw to be proposed I want to voice that I
5 am in favor of this bylaw as it is now amended.

6 MR. KRASNER: I'm sorry, you want to
7 voice what, that you are in favor of it?

8 MR. SUTCAVAGE: That I am in favor of
9 this bylaw as it is amended now.

10 MR. KRASNER: Okay. Mike seven.

11 UNIDENTIFIED SPEAKER: I call the
12 question.

13 MR. KRASNER: Okay. There is a call for
14 the question.

15 UNIDENTIFIED SPEAKER: Second.

16 MR. KRASNER: And there is a second.

17 UNIDENTIFIED SPEAKER: Point of order. I
18 would like you to tell me how many opposed and
19 supporting there were.

20 MR. KRASNER: I don't know. If you are
21 asking me if the Chair believes that the debate
22 was balanced, the answer is yes. If you are
23 asking me for the number, I didn't write it
24 down. Okay. There is a motion and a second to
25 end debate. As many as are in favor, signify by

1 saying aye.

2 UNIDENTIFIED SPEAKERS: Aye.

3 MR. KRASNER: All opposed say nay.

4 UNIDENTIFIED SPEAKERS: Nay.

5 MR. KRASNER: Hearing two-thirds in the
6 affirmative, debate is ended. The issue before
7 you is the adoption of the amended resolution as
8 amended. All of those in favor of its adoption,
9 signify by saying aye.

10 UNIDENTIFIED SPEAKERS: Aye.

11 MR. KRASNER: All those opposed say nay.

12 UNIDENTIFIED SPEAKERS: Nay.

13 MR. KRASNER: The ayes have it. It is
14 adopted. Can one assume, can one assume that
15 023 is going to be withdrawn?

16 MR. SCHAEFER: Mr. Speaker, mike twelve.

17 MR. KRASNER: Yes.

18 MR. SCHAEFER: I make a motion to moving
19 now to reconsider action relative to Bylaw 020.

20 Excuse me, I am Bill Schaefer, Lubbock, Texas.

21 MR. KRASNER: You want to make a motion
22 or you want to reconsider 020?

23 MR. SCHAEFER: Yes, sir.

24 MR. KRASNER: Which way did you vote?

25 MR. SCHAEFER: I voted in the negative.

1 MR. KRASNER: You voted in the negative?

2 MR. SCHAEFER: Yes.

3 MR. KRASNER: Okay. You voted -- you are
4 sure?

5 MR. SCHAEFER: Absolutely.

6 MR. KRASNER: Okay. There is a motion to
7 reconsider Bylaw 020. Is there a second?

8 UNIDENTIFIED SPEAKER: Second.

9 MR. KRASNER: Moved and seconded to
10 reconsider 020. As many as are in favor,
11 signify by saying aye.

12 UNIDENTIFIED SPEAKERS: Aye.

13 MR. KRASNER: Opposed.

14 UNIDENTIFIED SPEAKERS: Nay.

15 MR. KRASNER: Not this time. Maybe in
16 Pittsburgh.

17 MR. TUCKER: Mr. Chairman?

18 MR. KRASNER: Yes.

19 MR. TUCKER: Mike four, Blair Tucker,
20 Pittsburgh Tower. I move to suspend the rules
21 in order to offer an amendment to R90-001.

22 UNIDENTIFIED SPEAKER: Point of order.

23 MR. KRASNER: If it is going to be the
24 same amendment that was defeated in this
25 previous bylaw, don't waste your time.

1 MR. TUCKER: It is not the same
2 amendment.

3 MR. KRASNER: Okay. There is a motion to
4 suspend the rules for the consideration of an
5 untimely resolution -- well, actually you want
6 to introduce an untimely resolution?

7 MR. TUCKER: That's correct.

8 MR. KRASNER: Okay. There is a motion to
9 introduce an untimely resolution to amend a
10 previously adopted bylaw. Okay. Is there a
11 second?

12 UNIDENTIFIED SPEAKER: Second.

13 MR. KRASNER: As many as are in favor of
14 the untimely resolution, of allowing the
15 untimely resolution, say aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: All opposed say nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: Not hearing two-thirds in
20 the affirmative, try Pittsburgh. Is R-023, I'm
21 sorry, is BL-023 going to be withdrawn?

22 MR. SUTCAVAGE: Mr. Chairman, I am Steve
23 Sutcavage from Salinas Tower. I would like to
24 withdraw Bylaw 023.

25 MR. KRASNER: Withdrawn.

1 MR. SUTCAVAGE: And I would like to say
2 that before Billy gets here and before we all
3 get a chance to leave that I am from Salinas
4 Tower and you are not.

5 (Applause.)

6 MR. KRASNER: Okay. We're almost there.
7 We're almost through. There's two left unless
8 something else comes up. One is Bylaw 024 and,
9 of course, we have our the infamous
10 Parliamentary in closing. The next business
11 in order --

12 MR. LEONARD: Mr. Chairman?

13 MR. KRASNER: Yes.

14 MR. LEONARD: Tim Leonard, Miami Center.
15 I would like to reject the consideration of
16 Bylaw 024. I object.

17 MR. KRASNER: You wish to object to the
18 consideration of Bylaw 024. There is an
19 objection to the consideration of Bylaw 024.
20 The question is shall the issue be heard. As
21 many as are in favor of hearing Bylaw 024,
22 signify by saying aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: Opposed say nay.

25 UNIDENTIFIED SPEAKERS: Nay.

1 MR. KRASNER: Bylaw 024 will not be
2 heard.

3 MR. VERGO: Mr. Chairman?

4 MR. KRASNER: Yes.

5 MR. VERGO: Tony Vergo, Sanford Tower. I
6 would like to consider R-052, please.

7 MR. KRASNER: You wish to consider R-052.
8 Which way did you vote, sir?

9 MR. VERGO: I voted for it.

10 MR. KRASNER: Okay. There is a motion to
11 reconsider R-052. Is there a second?

12 UNIDENTIFIED SPEAKER: Second.

13 MR. KRASNER: Moved and seconded to
14 reconsider R-052. As many as are in favor of
15 reconsideration, say aye.

16 UNIDENTIFIED SPEAKERS: Aye.

17 MR. KRASNER: Opposed say nay.

18 UNIDENTIFIED SPEAKERS: Nay.

19 MR. KRASNER: The nays have it. It is
20 not being reconsidered.

21 MR. WHITLEY: Mr. Chairman?

22 MR. KRASNER: Yes.

23 MR. WHITLEY: Brad Whitley, Midland
24 Tower. I make a motion to adjourn.

25 MR. KRASNER: Hold on. Hold on. Before

1 we do that I will entertain a motion if you want
2 to. Additionally, we always hear from the
3 Parliamentarian who gives us a five or
4 seven-minute debriefing to let us know how
5 screwed up we are on Robert's Rules.

6 We also we still do have seven minutes
7 left. We should throw it out and see if anybody
8 has anything that they want to try to bring up.
9 It is only proper.

10 MR. CHANCE: Yes.

11 MR. KRASNER: Yes. I'm sorry,
12 Mr. Chance, did you wish to address the body?

13 MR. CHANCE: If I may.

14 MR. KRASNER: Go ahead.

15 MR. CHANCE: Thank you. I would just
16 like to let everybody know here that the Miami
17 Tower, Miami Center of South Florida, is
18 sponsoring a golf tournament that benefits the
19 Covenant House. And what we're trying to do is
20 we are trying to get up a large donation. And
21 what I would like for all the centers and all
22 the larger facilities who have money in their
23 funds that can afford it to buy corporate
24 sponsorships at the golf tournament so that we
25 can put all NATCA signs around the course and

1 have all NATCA people playing in it.

2 The facilities that cannot afford the
3 five or \$700 for a corporate sponsorship, we
4 also have fliers available for the smaller
5 facilities for a \$50 donation which we are going
6 to put all the names of the facilities on a
7 sponsor board up on the first tee. Those will
8 be available from the delegates of the Miami
9 Center and Miami Tower. And they are all in
10 this area over here and I have a box of them
11 back here.

12 I also have the fliers for the corporate
13 sponsorships here. And if there is any
14 questions you can see me. I have those and I
15 also have the phone number on it. A \$700 fee
16 will get a force at the golf tournament, plus
17 there will be a large banquet afterward and
18 stuff. I would like your support on this.
19 Thank you very much.

20 MR. KRASNER: Okay. Before I turn this
21 over to Ms. Crowley I just want to let you know
22 that I think that we as an organization have
23 done an enormous amount of business over the
24 last three days.

25 (Applause.)

1 MR. KRASNER: As Chairman of the
2 convention, as President, as somebody whose
3 voice is about to go, I am very pleased it is it
4 is over but I am very proud to be a part of it.
5 So, anyway, let me turn it over to Lila and let
6 her tell us how screwed up we are.

7 MR. CROWLEY: Thank you, Mr. President.
8 You have done it again, haven't you? You have
9 entertained me sufficiently and you have made me
10 work a little while bit while I am here. I want
11 to ask one question. Am I permitted to play in
12 that golf tournament?

13 UNIDENTIFIED SPEAKERS: Yes.

14 MS. CROWLEY: If the President will
15 extend it a few days I will play in it. I do
16 think you have done a wonderful job. First of
17 all, I want to compliment a few people. I want
18 to say the nice things first and then I will say
19 the other things last.

20 Again, your President has just amazed me.
21 How he does it I don't know. Of all the 21
22 years that I have served I have never seen
23 anybody who kept his cool like he does and
24 thinks as quickly on his feet as he does and
25 knows as much about parliamentary procedure as

1 he does.

2 (Applause.)

3 MS. CROWLEY: We're indeed lucky to have
4 him. And I want to tell you Howie's done so
5 good I don't think you are going to need a
6 Parliamentarian any more. He's working at this
7 and I believe he's going to be a registered
8 Parliamentarian.

9 (Applause.)

10 MS. CROWLEY: Again, I couldn't have done
11 without him. I am interested in so many things
12 that you have done and I question some of the
13 things that you do, but that's your right
14 because you don't always do what Robert's says.

15 I notice more parliamentary books,
16 Robert's Rules of Order, specifically Robert's
17 Rules of Order in people's hands, during this
18 meeting than I did before. So I am going to
19 take a little credit for that to say I made you
20 think about studying parliamentary law a little
21 bit more.

22 (Applause.)

23 MS. CROWLEY: I do want to warn you about
24 one thing. It's very easy to misinterpret the
25 meaning of Robert's Rules of Order when you are

1 just reading it without any professional help.

2 And I don't mean necessarily a professional
3 Parliamentarian, but someone surely who is
4 well-versed in this. So I would warn you to be
5 very careful of that.

6 And also, I give you a little tip. If
7 you live in a town where they have a
8 parliamentary unit, you may join as a student
9 member. There are study clubs. Your dues are
10 usually very reasonable, at least about \$15 a
11 year or something like that, and maybe more in
12 some areas. But you could get lots of
13 instruction. And they usually meet once a month
14 as a study group. And I will give you a little
15 tip, that's a good way to get a lot of
16 professional instruction very reasonably priced.

17 Some of your amendments study is how to
18 make your amendments. Robert's tells you very
19 clearly the three ways that you can make
20 amendments. And if you will do that, I think it
21 will save you lots of time and lots of
22 misunderstandings.

23 Again, I am glad I've not been thrown in
24 Tampa Bay so far. It has been a great joy to
25 serve you again. You are a wonderful bunch of

1 people and I thank you for all your friendliness
2 you have shown me.

3 (Applause.)

4 MR. KRASNER: About what Lila said about
5 going to those parliamentary study groups, my
6 job is a lot easier if you don't so just forget
7 she said that.

8 MR. SANDBACH: Mr. Chairman?

9 MR. KRASNER: The Chair at this time --

10 MR. SANDBACH: Mr. Chairman?

11 MR. KRASNER: -- would very much like to
12 entertain a motion unless there is more
13 business.

14 MR. SANDBACH: Mr. Chairman? Mike number
15 six, David Sandbach. Move to adjourn.

16 MR. KRASNER: Mr. Sandbach, I thank you.
17 There is a motion to adjourn. Is there a
18 second?

19 UNIDENTIFIED SPEAKER: Second.

20 MR. KRASNER: Moved and seconded to
21 adjourn this convention. As many as are in
22 favor, say aye.

23 UNIDENTIFIED SPEAKERS: Aye.

24 MR. KRASNER: All opposed say nay.

25 UNIDENTIFIED SPEAKERS: Nay.

1 MR. KRASNER: This convention is
2 adjourned.

3 (Concluded at 5:30 p.m.)

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1 CERTIFICATE OF NOTARY PUBLIC

2 STATE OF FLORIDA

3 COUNTY OF HILLSBOROUGH

4 I, LYNDA J. MILLS, a Notary Public in and
5 for the State of Florida at Large, do hereby certify
6 that the foregoing proceedings were taken before me in
7 the cause, at the time and place, and in the presence
8 of parties as set out in the caption hereto, at Page 1
hereof; that the forgoing typewritten transcript,
consisting of pages 1 to 1064 contained herein,
inclusive, is a true record all proceedings had at the
session aforementioned.

9 I FURTHER CERTIFY that I am neither an
10 attorney or counsel of any of the parties in this cause
11 nor a relative or employee of any attorney or counsel
employed by the parties hereto, nor financially
interested in the event of said cause.

12 IN WITNESS WHEREOF, I have hereunto
13 subscribed my name in affixed my seal this 18th day of
June, A.D., 1994.

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17 NOTARY PUBLIC, STATE OF FLORIDA AT LARGE
My Commission Expires May 27, 1997
18 Bonded Through General Insurance Underwriters
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