

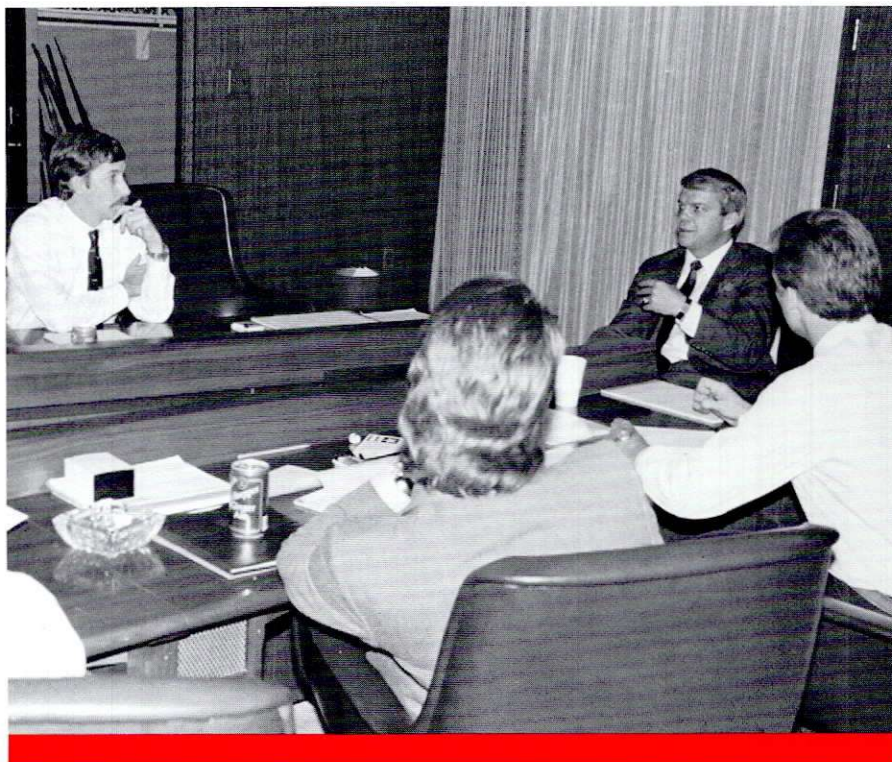


NATCA Executive Board Sets Dates For National Convention and Elections

The NATCA Executive Board recently voted at its November 18th meeting in Washington, D.C. to hold national elections early next year and to extend the interim provisions of the Constitution until the elections are completed.

The nine-member board composed of the Regional Representatives set February 1, 1988 as the opening date for nominations for the offices of National President, Vice President and the Nine Regional Representatives.

Only NATCA members may run for office, nominate a member for office or vote. A soon-to-be



FAA Administrator T. Allan McArtor speaking to the NATCA Executive Board.

appointed election committee will recommend a closing date for nominations.

The NATCA Executive Board further voted that NATCA's Second Convention will be held from January 26th-29th at the Atlanta Hyatt. Group rates are being arranged. Please consult the NATCA Hotline or your facility rep for updates.

Decisions on the election committee's recommendations for the time frame and balloting procedure for the national election will be made at the convention. NATCA's 1988 agenda will be another crucial segment of this very important meeting.

A special convention edition of the NATCA Newsletter will soon be mailed to all NATCA members.

INSIDE:

Report From the National Coordinator	2
No To Privatization of ATC System	2
Report From the NATCA General Counsel	3
Report From the Nine NATCA Regions	3-6
James H. Burnley IV Sworn In	7
Capitol Hill Wrapup	8

FAA Administrator McArtor came to NATCA National Headquarters to meet the Executive Board for the first time as a group. In a very cordial exchange, Mr. McArtor stressed how pleased he is with the professionalism that NATCA's leadership has shown. He congratulated our new union for the constructive role that it has played in the less than six months since certification and hoped that we could continue to address our differences in a positive working relationship.



National Coordinator's Column

December marks six months since NATCA was certified. I want to take this opportunity to thank everyone who has worked to make NATCA a reality and to send to NATCA's members and their families my best wishes for the holidays and the New Year.

We already have a busy agenda for 1988 beginning with the National Convention slated for January 26th-29th in Atlanta.

I cannot stress enough the importance of this meeting. Our first convention in 1986 laid the groundwork for the election that carried us to victory and certification.



John F. Thornton

Our second convention must establish a firm foundation upon which we can build our organization. This is the time to set aside our regional differences and come together

as a national union with national goals and priorities.

Most of the ATC facilities have already elected a delegate -- in many cases the facility rep -- to attend the convention and vote on the various measures brought before the convention. Of course, all NATCA members are invited to attend the convention although only delegates are allowed to vote.

The convention will give you the opportunity to meet the members/candidates who are seeking national union office. Remember that

candidates for President, Vice President and Regional Rep are running for three-year terms so make sure that you and your fellow Controllers are knowledgeable. Come down to Atlanta and ask the tough questions.

We will also be taking up amendments to the NATCA constitution and various resolutions that should help frame our philosophy and policy. Please let your facility rep/delegate know your views on the amendments and resolutions prior to the convention. Information on them will be distributed in sufficient time to make an informed decision.

I am very optimistic about our second convention and what will result from it. NATCA's members have repeatedly shown that they can pull together for the common good. I expect that January 26th-29th in Atlanta will prove no different.

NATCA Says No To Privatization Of ATC System

(Washington, D.C., December 2)

NATCA told the President's Commission on Privatization that contracting out the ATC system "is not a good idea, nor do we believe that it will work." National Coordinator John F. Thornton added that "shortfalls in funding and shortcomings in management can be overcome by a far less radical approach."

NATCA was joined in its criticism of ATC privatization by a number of highly knowledgeable and respected individuals and organizations in the aviation community including, Reps. James L. Oberstar (D-MN) and Guy V. Molinari (R-NY); former FAA Administrators J.

Lynn Helms and Admiral Donald Engen; the United States Air Force, the AFL-CIO and the Air Line Pilots Association.

The critics contended that there could be a significant diminution of safety standards under ATC privatization. They further argued that although there are problems with the present system, they envisioned even greater ones if ATC left the domain and protection of the federal government. "Privatization is not a realistic nor prudent option in the aviation sector. It will not be more efficient, more cost effective, or safer," concluded Rep. Molinari.

Some of the witnesses, including NATCA, told the Commission that rather than looking to privatize the system, it should take a hard look at making the FAA an independent regulatory agency. "NATCA contends that the FAA has come to resemble a conquered province under DOT's and OMB's rule and that relationship is the root of many if not most of the problems we face today."

"And we believe that Air Traffic Controllers -- just like policemen and firefighters should have the power, authority and government backing and public trust necessary to do their job. As the policeman controls traffic in the streets, the airline traffic controller safeguards the skies."

Rudy Oswald
Director of Economic Research
AFL-CIO

"We remain convinced that shortfalls in funding and shortcomings in management can be overcome by a far less radical approach than privatization."

John F. Thornton
NATCA National Coordinator

Report From The NATCA General Counsel

This month's Legal Report will be devoted to an explanation of the important internal union issues

which were resolved by the NATCA Executive Board at its November 18, 1987 meeting in Washington, D.C. National Coordinator John Thornton and the nine Regional Representatives were required to clear up several difficult problems which were created by the fact that the Interim Provisions of the NATCA Constitution, because of events beyond anyone's control, became literally impossible to comply with.

The Interim Provisions of the NATCA Constitution, adopted at the Founding Convention in 1986, contain very specific dates with respect to voter and candidate eligibility and the scheduling of a National Election and Convention. The dates stipulated in the Interim Provisions were rendered inoperative by events, specifically the election of NATCA, which occurred several months later than originally anticipated. As a result, the Convention

and Election deadlines in the Interim Provisions became impossible to meet. This situation was further complicated by the fact that the Interim Provisions were themselves due to expire on January 2, 1988.

After lengthy and thorough discussion, the Board determined to address these circumstances by scheduling a National Convention at the earliest practical time and by scheduling a National Election soon thereafter. The rationale underlying the Board's decision was two-fold. First, under Article IV, Section 1 of the NATCA Constitution, the Convention is "the Supreme Body, with full and complete authority over all the affairs of the Association." Thus scheduling a prompt National Convention would invoke the most immediate and legitimate constitutional authority over NATCA's affairs and would also allow the organization to correct any possible inconsistencies between the Constitution and the current situation. At the same time, because the National Convention is the most open and democratic union forum, the January Convention will maximize the par-



William W. Osborne Jr.

ticipation of all NATCA members in the important decisions regarding its immediate future. In the several weeks before the National Convention, NATCA's affairs will continue to be conducted by its National Coordinator and National Executive Board.

At the January National Convention, the National Office will present a number of amendments and resolutions at the Convention for your approval concerning the Convention and subsequent National Election and also to edit or modify the current NATCA Constitution as necessary. These amendments and resolutions will be distributed to the field for your consideration in advance of the Convention. The critical internal union questions will be resolved by the delegates elected to represent the NATCA membership at the Convention.

It is, of course, critically important that delegates be selected to represent you at the Convention. But, in order to participate in the delegate selection process and have your voice heard at the Convention, you must be a NATCA member in good standing. If you were thinking of joining NATCA at some point but have not yet done so, now is clearly the time to fill out an application.

Report From The NATCA Regions

Will Faville

Alaska Region

The National Constitutional Convention will be the first time that dues-paying members of NATCA will get together on a national level. We will take the first steps to form a strong

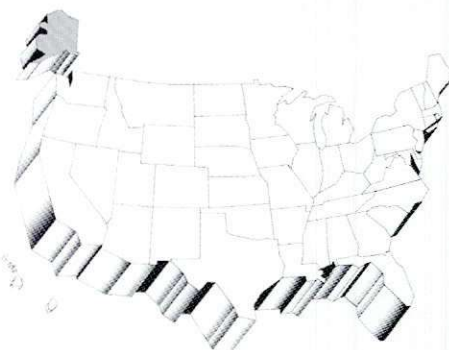
structure that will be around for a long time. And it is up to us to be sure that we set it on the right track. It is our obligation to establish a solid Constitution for a strong organization.

Several amendments will be put forward at the Convention; each and every one will need your consideration and careful thought as to the ramifications and impact that it will have on union membership and union structure. We must remember that each Controller/Member of NATCA must have a voice in this union. We do not want to repeat the mistakes of the past and become so single minded that we don't recognize the needs of all members.

We have accomplished a great deal,

but there is still a lot of work to be done. Our membership drive is something that we must continue to work on. The more voices we have,

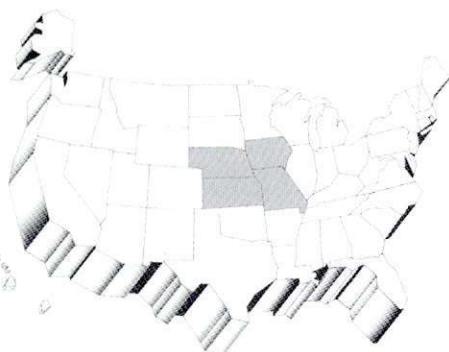
(Continued on page 4)



(Continued from page 3)

the clearer FAA management will be able to hear us.

As your Interim Regional Representatives, we have been working hard to ensure that NATCA is set up as a strong and representational union. We need your participation; it is now up to you to help us get the organization moving. Remember, NATCA has been set up for all of us and we all need to help get it moving. If you have any questions about the above article or any other matter, feel free to contact me or any of the Interim Regional Representatives.



Dan Brandt Central Region

NATCA ACE is really starting to move and take a definite form.

LNK has formed its local which has taken the place of the HRC. Congratulations to Jol King, President, Bill Curry, Vice President and Amy Mellor, Secretary/Treasurer. ICT, SLN, DSM, ALO and OJC are in the process of starting their locals which should be formed soon.

STL has really come alive. It's very important that facilities such as STL take an active leadership role in the region. STL is doing that. They have formed their legislative, safety and communications committees.

We have been able to accomplish many things at the local level. They may seem like small items, but the point is the input, and reception of that input, that Controllers are now enjoy-

ing at all levels. Also, our thanks to management in the Central Region for their overall acceptance of NATCA and willingness to work with us.

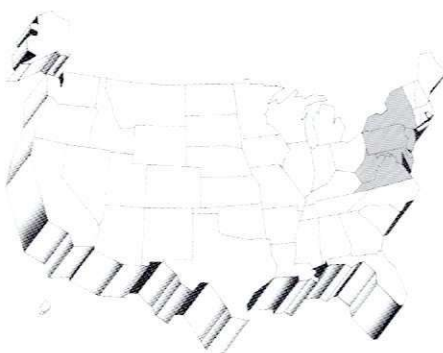
We've been able to get overtime for two Controllers who were owed but not paid due to a misinterpretation of FAA regulations. Collateral duties assigned at another facility, not having to do with ATL, were rescinded and reassigned or volunteered for, according to the green handbook. An untimely overhaul of a schedule, during the holidays, was negotiated to a more opportune time that greatly lessened the impact on numerous Controllers. Negotiations on unwritten dress codes are also under way at facilities so everyone knows what the rules are. Last but not least, a change in shift hours, or use of FLSA, to depict accurately working hours at part-time facilities has also been accomplished.

Minor issues, maybe, but the overall trend is good, and it foretells a better future with meaningful input by all Controllers at all levels.

Steve Bell Eastern Region

When the Controllers at the Founding Convention in Chicago adopted the present constitution, it was their belief that it would suffice as a basic document. Now it is apparent that there is need for change. Many times in the past we have appealed to you for input. Now is the time, to stand up and be counted.

In the next few months, the membership must decide the course NATCA will follow. Don't allow

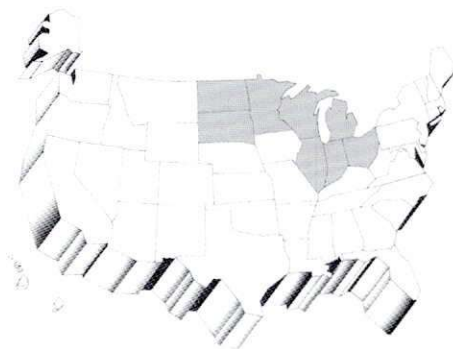


someone else to decide how **your** association will conduct itself. Communicate with your Facility Representative. Communicate with your Regional Representative. Be aware of the issues. It is the membership who must choose the direction of this association. At the NATCA National Convention in Atlanta your delegate will carry **your** vote. Be certain it is your vote they carry.

Do your homework, know your options. This Convention should hold NO surprises. The basis of democracy is not to please all of the people but rather to afford them equal opportunity to voice their opinions and to decide by the will of the majority. The framework is there, it is up to you, it is your organization.

Fred Gilbert Great Lakes

We have concerns centering around the fact that three quarters of the Controllers in the Great Lakes Region were hired since 1981. The vast majority of Controllers have a long time until they can retire. We are anxious to increase the number of members, like anyone else, but we are asking people to join for the right reasons.

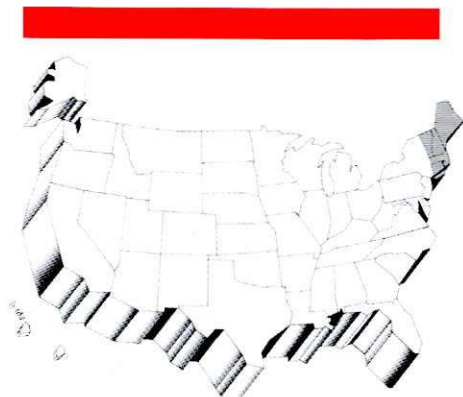


NATCA has a responsibility to work with FAA management, as well as to protect the rights of our members. Recently, we completed the first series of Facility Representative Seminars to acquaint everyone with what our rights and responsibilities are. We need to be sensitive to any changes in our working conditions. We need to know when NATCA has a responsibility to negotiate the impact and/or the

substance of management decisions. We believe that we have taken an important step in fulfilling our responsibility as your representatives.

We are now in the election process for the Great Lakes Board. These individuals will provide advice to the Regional Representative as he/she makes policy for our Region. We have been actively soliciting input for the Constitution and Contract. With the Convention coming up, we are working to insure that NATCA is built on a foundation that will prepare this organization to meet the challenges we will face into the next century.

On behalf of the Controllers in NATCA Great Lakes, we wish to offer our thanks for the help, support, and dedication provided by so many of you over this past year. We wish each of you a very blessed Holiday Season, and a safe and healthy New Year.



Howie Barte New England Region

New England NATCA is proud to announce that as of this writing (early Nov.), we have now achieved **50%** membership. By the next National Newsletter, we know we will exceed that percentage.

I have recently been inundated by calls from Controllers from around the nation, asking me, "What is **REALLY** going on?" In each instance, I have advised these Controllers that the National Executive Board of NATCA has been busy gathering membership in each region -- for a strong membership is imperative to effective negotiations with the FAA, both with issues that "come up", and for contract negotiations which will commence

soon. It is evident that some Controllers and some facilities are not getting "the word." If any Controller reading this newsletter feels that he or she is **NOT** informed as to the intense activity that has occupied the National Executive Board's time and energy over the past several months, **PLEASE** contact your Regional Representative **IMMEDIATELY**, or call me collect at 401-568-7828.

NATCA does **NOT** want to commit the same error the FAA is guilty of: rotten communications. To that end, there is now a weekly National NATCA Facility Bulletin sent to each Facility Representative. But that is not enough. New England NATCA has had a monthly regional telcon for Facility Reps **every month** since December, 1984. Along with personal telephone calls to the Facility Reps, these telcons have served to "get the word out" to the grassroots membership. This is a **CRUCIAL** and **INTEGRAL** part of the total NATCA communications link. **THIS IS THE WAY IT'S SUPPOSED TO WORK!**

As a Controller/Member of NATCA, you, too, have an obligation to be informed. If you don't have complete information, **GET IT!**

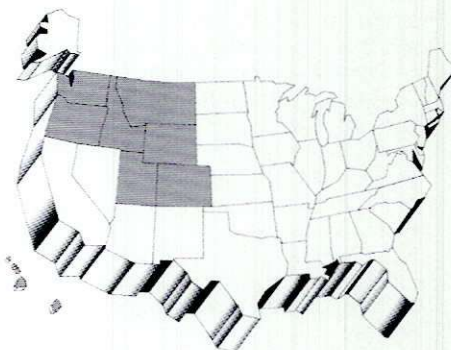
Gary Molen Northwest Mountain Region

I would like to extend my heartfelt thanks to Jim Brawner and Steve Whitman from Stapleton for their assistance to the NTSB during their investigation of the Continental Airline crash. Jim and Steve, who are both NATCA members, put in a lot of long hours of their own time, and I might add with very little support from the FAA.

Most of the complaints I have been receiving focus on the following issues: (1) staffing standards, (2) productivity checks, (3) sick leave, (4) Controller-in-charge, and (5) misapplication of the drug testing procedure.

We have made some headway on drug testing problems; I wish I could say the same for staffing and sick leave. The Controllers seem to be working short while the staff office

appear to be fully staffed. Now that management is doing away with ATAs, it appears that we will have to cover for them too.



Productivity checks are totally ridiculous. As one veteran Controller recently said: "I figure if I spend an eight-hour shift working traffic and I don't have an operational error and don't delay anybody, I have been productive." It appears management does not accept that logic.

However, I do believe that FAA senior management wants to improve the Controllers' situation and find new ways of participatory management. The problems appear to rest with middle management and below which is resistant to change. At least we know where the problem rests.

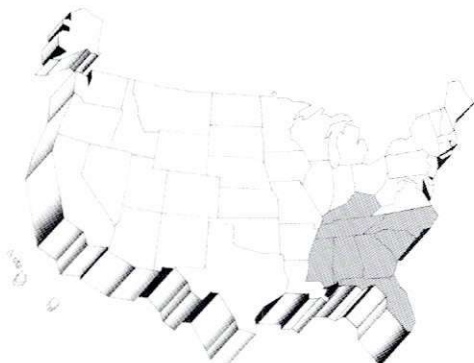
Dennis Delaney Southern Region

Executive Board Elections for Terminal Members: Starting February 1, 1988 nominations will be taken for 5 slots on the Southern Region Executive Board. There is a seat to be filled for each level (1-5) of the terminal option. Each level will nominate and vote on a person presently in that level of the option. (Those elected are not required to remain in that level of the option throughout their term.) The election committee is comprised of three board members from the enroute option. Please send the nominee names and associated level number to So. Reg. NATCA Rep., 400 Sheridan Drive, Pace, FL 32571. The election

(Continued on page 6)

(Continued from page 5)

will take place in conjunction with the National elections this Spring. The balance of the Southern Region Executive board is comprised of the presidents (or their appointees) from San Juan and the 4 enroute centers.



Drug Testing Procedures Challenged (Timothy Leonard, Miami Center): During the second week of December, the Upjohn truck paid Miami Center and Tower their third visit since the implementation of D.O.T. Random Drug Testing. This visit at Miami Center caused more discontent than in the past due to Upjohn's failure to follow procedures established in D.O.T. Order 3910.1, concerning employee privacy during voiding. In addition, a locally agreed-upon procedure allowing employees to receive a copy of what I describe as the chain of custody control invoice (which each person tested is required to sign), was not allowed by the Southern Region Drug Testing Coordinator.

The following day, in my last of 4 contacts with the So. Reg. Drug Coordinator, I was assured that the affected employees would be apologized to individually, that the proper privacy would be afforded in the future and that the National Office had agreed to xeroxing the invoice in question until such a time as the invoice can be updated to carry a fourth carbon for the employee.

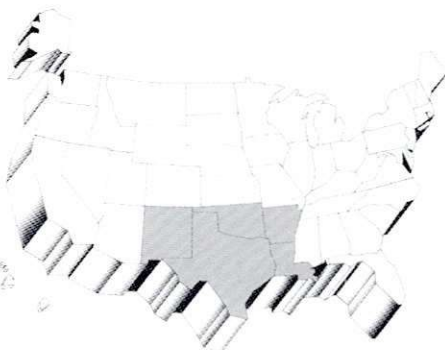
I strongly urge all facility representatives to coordinate all activity, past and present, concerning this Random Drug Testing program with the National NATCA office so the implementation can be accurately appraised.

Ed Mullin Southwest Region

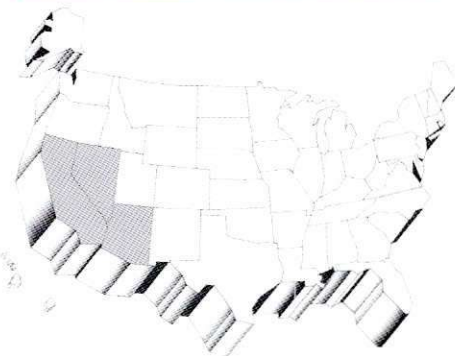
On December 9th, NATCA representatives from the 53 Southwest Region facilities met in Dallas to share experiences and approaches and initiate the regional operation in the "self training mode." FAA SW Region AT, LMR and HR principals were also on hand for one-on-one exchanges with individual facility reps.

Contract talks with the FAA will commence soon after the Atlanta convention adjourns. Controller opinion on the contract has been solicited through a mass mailing in October. All SW Region NATCA members have also been asked to give up one day-off and to travel to another facility to get a final regional overview and to sign up new members.

NATCA SW Region will introduce at the convention an amendment to the constitution on initiation fees. The amendment is not intended to be punitive, but rather a source of additional revenues. There would be no initiation fee for new Controllers (within prescribed limits) or those leaving the bargaining unit for a staff or supervisory position and then returning. The fee would apply to those already eligible Controllers who have not joined NATCA. It would be graduated over a period of time.



Almost half of you who voted for NATCA have not joined and we believe that our evolving association will be of benefit to all Controllers. However, the time comes where you have to support the object of your choice.



Karl Grundmann Western Pacific Region

Why does it seem to always happen in the Western-Pacific? Drug testing, while being a hot issue all over the country, is especially hot out west. Another situation occurred recently that bears national attention. A Controller from northern California was tested during a random test. Without going into too much detail, it was discovered that CompuChem made a grave error. CompuChem reported the results as positive, for a test conducted on a 53 year-old Controller. After some hurried and harried telephone calls, the mistake was discovered. How many other tests has CompuChem reported in error?

With the National Convention rapidly approaching, this Region is busily working on constitutional proposals. The Contract Committee is holding its first meeting on the 18th of December in Los Angeles. In the midst of all this, a Region Executive Board meeting is scheduled for January 12 in Las Vegas. Controllers from anywhere in the country are invited to drop by.

Membership in this Region is growing every day. A concerted effort is being put forth and hopefully we will be able to catch our fellow Controllers in the three Regions ahead of us.

Looking forward to seeing all of you in Atlanta.



James H. Burnley IV Sworn In As Nation's Ninth Secretary Of Transportation

(Washington, D.C., December 4, 1987)

James H. Burnley IV was sworn in today to be Secretary of Transportation. On November 30th, the Senate voted 74-0 to confirm the nomination.

Mr. Burnley's nomination hearing earlier in November before the Senate Commerce, Science and Transportation Committee went smoothly as the nominee displayed none of the contentiousness that had been his hallmark.

Sen. Frank Lautenberg (D-NJ), who has had numerous run-ins with Mr. Burnley over DOT's aviation policy, later remarked during floor debate that Mr. Burnley "has acknowledged some weaknesses and has expressed his desire to work more effectively with the Congress."

However, Commerce Committee Chairman Ernest Hollings (D-SC) said that his support was not "wholehearted" and that "trying to get DOT to act decisively on questions of aviation safety has been like pulling teeth."

Sen. Hollings also warned Mr. Burnley that he was going to keep a close eye on him: "But mind you me, I am going to be watching his performance at DOT and if he fails in any respect to be the 'traffic cop' on safety he says he will be, then he will have to answer to this Congress."



James H. Burnley IV

James H. Burnley On The FAA And Aviation Safety

(The following are excerpts from Mr. Burnley's testimony before the Senate Commerce Committee and answers to prehearing questions. The responses are given for informational purposes only and without comment or rebuttal and should not be taken as an endorsement of Mr. Burnley's views.)

Rebuilding The Controller Work Force

"I believe that the FAA has done a good job of meeting the challenges of rebuilding. Training techniques are being intensified and improved, the airspace has been significantly reconfigured, new equipment has been added and new sector suites are in the offing, and many Controllers who remained on duty during the strike have now brought their skills and experience into FAA management ranks. As the need for adjustment in the number of Controllers and support staff is identified, we have what is necessary to make those adjustments, and we will continue to do so....With regard to rehiring terminated Controllers, I remain opposed."

FAA Structure

"The structure of the Federal Aviation Administration has been relatively unchanged in recent years, while the aviation industry has changed in ways no one could have foreseen only a decade ago. I want to work with the Congress, the FAA, and the entire aviation community in seriously evaluating and reassessing the FAA's organizational structure and programs."

Independent FAA

"I am not wedded to a 'particular solution', and I believe both the independent agency and public corporation ideas should be carefully considered."

Drug Testing

"If confirmed, I would pursue the initiatives laid out by Secretary Dole for drug testing, including random drug testing, of transportation employees in safety-sensitive positions....In the industries regulated by DOT, we are proceeding rapidly to prepare proposals for the imposition of drug testing programs, including random drug testing."

Aviation Trust Fund

"I would hope Congress will ensure that the full amount authorized from the Trust Fund for Operations will be made available for that purpose....New Air Traffic Control equipment will do little good without adequate trained personnel to operate and maintain it. Increasing airport capacity is important to meeting the demand on the system, but we will need more Controllers, safety inspectors, and security people to keep pace with increasing demand."

Off Budget Trust Fund

"I do not support taking the [Trust Fund] off budget. Taking the Trust Fund off budget and exempting its expenditures from sequestration would not protect the general fund contribution, which would fund more than half of FAA's Operations Account under the House and Senate reauthorization bills and has funded 73 percent of Operations over the past six years."



Capitol Hill Wrapup

Staffing Standards

The House Public Works and Transportation Subcommittee on Investigations and Oversight held a full-day hearing to examine FAA staffing standards. The only two witnesses invited were the General Accounting Office and the FAA.

The GAO testimony focused on three points:

"First, staffing standards are critical to the process of determining how many controllers FAA needs."

"Second, the current standards have not been validated and fall short of accurately reflecting FAA's controller staffing needs, particularly in providing sufficient staff to cover peak traffic periods and establishing an adequate training pipeline."

"And third, validated staffing standards that accurately reflect needs would provide FAA with an effective management tool to help restore congressional, controller, and facility manager confidence in FAA judgments about its staffing needs."

In a reversal from previous FAA Administrators, Mr. McArtor said that it was time to "end the heroic attitude the post 1981 strike generated, stop thinking we can do more with less, admit that airspace management means more than separating aircraft, and plan for more non-traffic related work."

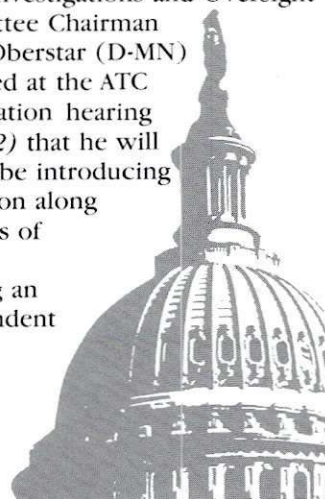
However, Mr. McArtor did not fare so well when he contended that today's Controller job is fundamentally different from the one before the strike. House Aviation Subcommittee Chairman Norman Mineta (D-CA) argued that Mr. McArtor could not make such a comparison because the work force is still saddled with the same equipment as that of their predecessors.

FAA Automation

Rep. Jack Buechner (R-MO) has introduced legislation (H.R. 3779) which would direct the FAA Administrator to conduct research into the consequences of automation upon the Air Traffic Control System. The bill was referred to the House, Science, Space and Technology Committee. H.R. 3779 had eleven co-sponsors at press time.

Independent FAA

House Public Works and Transportation Investigations and Oversight Committee Chairman James Oberstar (D-MN) indicated at the ATC privatization hearing (see p. 2) that he will shortly be introducing legislation along the lines of S.1600, creating an independent FAA.



NATCA NATIONAL HEADQUARTERS

John F. Thornton
National Coordinator
202/347-4572

William W. Osborne Jr.
General Counsel
202/429-1900

NATCA REGIONAL REPRESENTATIVES

ALASKA REGION

William A. Faville Jr. (ZAN) 907/337-2580
8241 Majestic Anchorage, AK 99504

CENTRAL REGION

Daniel L. Brandt (OFF) 402/331-1219
1012 Conestoga Rd. Papillion, NE 68046

EASTERN REGION

Steve Bell (N90) 516/348-1330
182 Parkside Avenue Miller Place, NY 11764

GREAT LAKES REGION

Fred Gilbert (ZAU) 312/897-4881
P.O. Box 26 N. Aurora, IL 60542

NEW ENGLAND REGION

Howie Barte (PVD) 401/568-7828
P.O. Box 446 Mapleville, RI 02839

NORTHWEST MOUNTAIN REGION

Gary Molen (ZLC) 801/561-0440
7906 South 450 East Sandy, UT 84070

SOUTHERN REGION

Dennis Delaney (PNS) 904/994-0147
400 Sheridan Dr. Pace, FL 32570

SOUTHWEST REGION

Edward Mullin (DAL) 214/248-2920
4748 Old Bent Tree Ln. #1202 Dallas, TX 75252

WESTERN PACIFIC REGION

Karl Grundmann (L90) 213/545-0208
125A Gull St. Manhattan Beach, CA 90266



NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION, MEBA/AFL-CIO
Suite 800 444 North Capitol Street Washington, D.C. 202/347-8585

