

SPECIAL VICTORY ISSUE

NATCA Wins Right to Represent Nation's Air Traffic Controllers

By an impressive, decisive and better than two-to-one margin, the nation's Air Traffic Controllers voted that the National Air Traffic Controllers Association will be their new union and sole bargaining agent before the FAA.

Over 80 percent of the Controller work force cast ballots in the election conducted by the Federal Labor Relations Authority. The final tally released on June 11th showed 7,494 votes for NATCA. That means that 70 percent of those voting wanted representation and knew that NATCA was the group to do it.

There was an air of jubilation and hope at the press conference



NATCA National Coordinator John F. Thornton (l) and NMEBA President C.E. "Gene" DeFries announce NATCA's victory at a crowded press conference in Washington, DC on June 11th.

"I am proud to be associated with Controllers whose hard work and dedication have created NATCA. Controllers have spoken out repeatedly for improvements necessary for a better, safer system. Now more than ever, it is time for Controllers, like their counterparts in the aviation industry, to have an effective united voice before the FAA, the Congress and the American people."

C.E. "Gene" DeFries, President, National Marine Engineers' Beneficial Association

that followed the ballot counting. National Marine Engineers' Beneficial Association President Gene DeFries, who provided professional guidance to and financial support for NATCA, stated that the election results represented a "victory for Air Traffic Controllers who have carried the nation's air traffic system on their backs for nearly six years, with excessive overtime and stress."

The election provided other victories as well, according to the NMEBA President. He stated that the election also represented a

"turning point and the start of a new trend" for American labor: "It shows what can be done to organize professions. . . . And I am confident that the NATCA experience will demonstrate to Americans in other professions the distinct advantage of joining together to achieve goals that the professional person alone cannot hope to achieve."

President DeFries stressed that the election above all was a victory for air safety and the

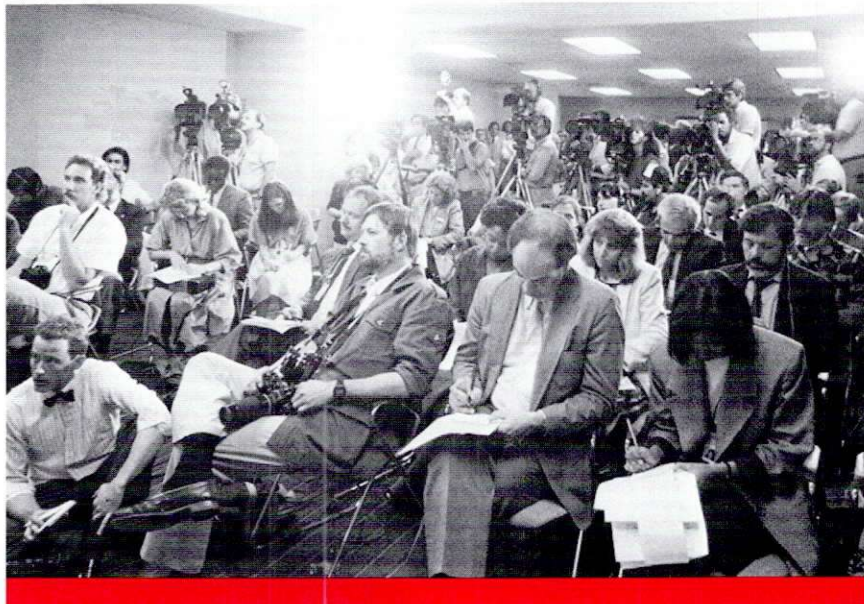
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American flying public. He observed that organized Controller input is vital given the severe strain that the nation's Air Traffic Control System is under. "Now more than ever it is time for Controllers, like their counterparts in the aviation industry, to have an effective united voice before the FAA, the Congress and the American people," the NMEBA President stated.

NATCA National Coordinator John Thornton told the national media that NATCA is looking for a "constructive relationship with the many people in the FAA who understand that the system needs improvement and that a good relationship with NATCA can help improve it. Can we be successful? We feel that we can by being an active participant, not a spectator, in the decision-making process."

Mr. Thornton also offered NATCA's good will to the FAA and its support in rebuilding the ATC System. He observed that NATCA began on the road to certification by stressing its non-adversarial approach to problem solving. "We



The NATCA press conference attracted the attention of every major media outlet in the nation.

feel our success will be measured by our ability to work within the system, not by confronting it. We are not looking for an adversarial relationship," the National Coordinator stated.

Kenneth Young, Executive Assistant to AFL-CIO President Lane Kirkland, added that the AFL-CIO is "delighted to welcome

the nation's Air Traffic Controllers back into the mainstream of the American labor movement." He offered the AFL-CIO's support to help NATCA "secure long-overdue improvements in working conditions and to assure safe and reliable air travel for the American public."

Prior to the press conference, FAA spokesman Jack Ryan stated that the agency is committed to establishing a "cooperative relationship" with NATCA.



The NATCA Executive Board and NATCA organizers listen to National Coordinator John Thornton field a question from the Washington press corps.

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John F. Thornton
NATCA National Coordinator

Have You Signed Up As a NATCA Member?

The election victory on June 11th culminates the first phase in the Controller's quest for a new union. The nation's ATCs now have a certified organization to represent them; NATCA is recognized by the FAA and Federal Labor Relations Authority as the exclusive bargaining agent for the Air Traffic Controllers.

However, the second phase of the campaign has just begun. We now must get our fellow Controllers to sign up as NATCA members.



NATCA Alaska Region Representative Joseph Dunigan shows how to sign up as a NATCA member.

Any Controller who was eligible to vote in the election can join NATCA by signing Office of Personnel Management Form



A post-election brainstorming session takes place in Washington to determine membership drive strategy.

1187 which will be mailed to the Controllers' homes. Form 1187 authorizes the FAA to deduct union dues -- one percent of base pay/step one -- and send them to NATCA. (See accompanying chart.)

By joining NATCA, Controllers will allow the union to carry out the mandate that swept it to victory. The strength of the new union will be proportionate to the size of its membership.

Congress will listen when NATCA representatives testify that an overwhelming majority of Controllers are dues-paying members. We sent a strong message with the election victory; we need to follow up that initial message with a strong show of support.

Remember too, that NATCA was designed to be your union. It is a democratic organization where you will decide on leaders and issues. But you cannot participate in the decision-making process unless you are a member. NATCA needs your voice and ideas. Don't deprive NATCA and yourself by not signing up.

In the weeks ahead, you also will be receiving information on other NATCA benefits. These include low-interest credit cards, access to the AFL-CIO legal aid program and loss-of-license and liability insurance.

If you have any questions about NATCA, the dues structure or benefits, talk to your Facility Representative or call your NATCA Regional Representative or National Headquarters listed on the back of this newsletter.

NATCA Dues Structure

Grade	Bi-Weekly Dues
GS-7	\$7.06
GS-8	\$7.82
GS-9	\$8.63
GS-10	\$9.51
GS-11	\$10.45
GS-12	\$12.52
GS-13	\$14.89
GS-14	\$17.60



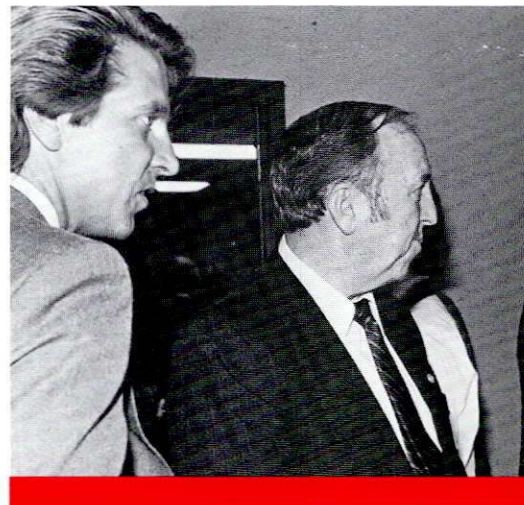
Senate Commerce Committee Chairman Ernest Hollings (D-SC) and his wife, Peatsy (l) meet with NATCA National Coordinator John Thornton and NMEBA President Gene DeFries (r) at the victory party.



AFL-CIO President Lane Kirkland (l); and Senator Hollings (r) listen to Air Line Pilots Association President Capt. Gene DeFries (c) at the victory party.



NATCA Eastern Region Alternate Representative David Pearson (c) was among the Controllers and NATCA employees receiving a plaque of appreciation from NATCA Alaska Region Representative Joseph Dunigan (l) and NATCA Alaska Region Alternate Representative Will Faville (r).



NATCA Western Pacific Coast Representative Kaye (c) is receiving a plaque of appreciation from NATCA Alaska Region Representative Joseph Dunigan (l) and NATCA Alaska Region Alternate Representative Will Faville (r) at the victory party.



Frank Lautenberg (D-NJ)
Henry Duffy (r) give his vote



Senator Thomas A. Daschle
(D-SD) was among the first
Members of Congress to offer
his goodwill and support.



Sen. Frank Lautenberg (D-NJ), an outspoken critic of the
FAA's management of the ATC system, discusses his views
with NMEBA President Gene DeFries.



Grundmann (l) discussing
Henry Duffy (r). NMEBA President



NATCA Miami Center Representative Arthur Joseph (l) celebrating the election victory with
NATCA Great Lakes Region Representative Fred Gilbert and his wife, Judy Gilbert.



Congress Reacts to the NATCA Victory

Here is a sampling of what some key Members of Congress had to say about NATCA's election victory:

Congratulations on the NATCA election victory. As you are aware, I have devoted a great deal of time and energy in recent months to improving the safety of the nation's air traffic system. During that period, I was most grateful for the expertise and suggestions that NATCA provided me and my staff.

I believe that NATCA's role will become even greater now that the association is on its way to being certified. We will be look-

ing more and more to NATCA's help, for not only observations and data, but for concrete proposals on how we can keep our skies safe, orderly, and efficient.

*Robert C. Byrd (D-WVA)
Majority Leader
U.S. Senate*

Please accept my congratulations on NATCA's victory to represent the nation's Air Traffic Controllers. In the past, I have found NATCA's representatives to be highly concerned and dedicated individuals who were always ready to help Congress sort out the difficult issues facing the Air Traffic Control System.

I look forward to continuing that relationship when NATCA is certified.

*Nancy Landon Kassebaum (R-KS)
Ranking Minority Member
Senate Commerce Subcommittee
on Aviation*

All my best wishes and congratulations to NATCA and all Air Traffic Controllers on their victory today. I am delighted to learn that the baby has been finally born. There was never any doubt in my mind that the vote would be favorable.

Let me offer a particular congratulations to those who took the difficult leadership roles in organizing the new union. NATCA will be a great benefit and asset not only to its members, but to Members of Congress and others who are interested in working with your union leadership in improving the conditions

WASHINGTON REPORT:

A monthly update on events and issues affecting the nation's Air Traffic Controllers.

June's big story was drug testing, with Rep. Cardiss Collins (D-IL) holding hearings on post-accident testing. She was forceful in her belief that Controllers, like railroad employees, should be tested in these instances. NTSB Chairman Burnett, citing a recent Conrail accident in which the crew was thought to be impaired, stated, "This tragedy proved once again that alcohol and drug abuse in transportation industries is

a major problem." He then called for post-accident or incident testing of ATCs.

Surprisingly, we find ourselves in agreement with FAA. The agency, unlike DOT, believes that testing should not be part of an investigation unless there is reasonable cause to suspect that alcohol or drug use was a factor. The irony is that it was the FAA that created this air of hysteria. If it had conducted a more professional investigation in Palmdale, we might not have been faced with the problem today.

Several days after the hearing, DOT announced its drug program which includes ATCs. The targeted groups will be subject to the following types of tests: pre-employment, periodic, random, reasonable suspicion,

post-accident/incident and voluntary.

Like the Department, NATCA fully supports a drug-free work environment. NATCA's position is clear-cut: "Drugs and ATC Do Not Mix." We just do not agree with DOT's methods. There has *not* been a single accident or incident where drug or alcohol abuse has been a factor or has been suspected to be a factor. The System needs more Controllers and better equipment -- not more drug testing.

Our main problem is public support of the announced policy. I am setting up a meeting with both PASS and NAATS to determine if we can work together on this issue.

John F. Thornton
NATCA National Coordinator

throughout our Air Traffic Control System. Controller representation will make a big difference, not just toward improved working conditions, but also toward a better, stronger Air Traffic Control System.

Congratulations, again, for a job well done. I look forward to hearing the Controllers' voice when Congress takes up new measures to improve the nation's air traffic system.

Guy V. Molinari (R-NY)
House Public Works & Transportation Committee

I want to congratulate the National Air Traffic Controllers Association on its victory today in the election for Controller representation. Your victory is not only a big victory for American labor, but it is also a major plus for the nation's air safety.

I appreciate the role Air Traffic Controllers play in the safety and the operation of our nation's Air Traffic Control System. Without their dedication, without their sacrifice, the system would not even be functioning today. Controllers have carried on their shoulders a vast increase in operations and passengers since 1981. And, indeed, as every Controller knows, there are still far fewer Controllers now than before the summer of 1981 when the burdens of the system were far less.

But I see their role as a lot bigger than just operating the system day by day. I think Controllers have an important contribution to make toward improving the system, toward making it safer and more efficient. They are the ones who are working air traffic on a daily basis . . . they know where the system is strong and where the system is weak. And if we are going to improve the system, then we need to hear their voice loud and clear.

That's why I am happy to see

that Controllers have formed a professional association. I realize that most Controllers think of the National Air Traffic Controllers Association as something to help them in their relations with management on issues such as pay, overtime, working conditions, career advancement, personal rights, and dignity where they work. They also probably realize that if Controllers speak out effectively they may be able to influence internal FAA decisions, to improve them with Controller input.

But let me tell you, NATCA will also be the Controllers' voice we need to hear on Capitol Hill. We need to hear from a full-time Controller association. We need NATCA to provide a unified voice, an association we can turn to for technical advice, input from the field, and an association that we can be confident speaks for Controllers who put air safety and system effectiveness as their number one priority. I know NATCA will be that kind of association. And that's why we in the Congress look forward to working with you and NATCA in the future. There is a lot that needs to be done and we need your help.

Again, congratulations on your fine election victory!

Richard "Dick" Gephardt (D-MO)
Ways and Means Committee

Congratulations on the victory of NATCA in the election for Air Traffic Controller representation.

I look forward to working with NATCA in the coming years to improve the nation's air traffic system. I hope NATCA will be an effective voice for our nation's Air Traffic Controllers.

Norman Y. Mineta (D-CA)
Chairman
House Public Works & Transportation Subcommittee on Aviation

Congratulations on NATCA's victory in the election for Controller representation. The interests and needs of aviation safety and of Air Traffic Controllers will be well served by NATCA. I look forward to working closely with NATCA for a safer Air Traffic Control System.

James L. Oberstar (DFL-MN)
Chairman
House Public Works & Transportation Subcommittee on Investigations & Oversight

NATCA Board Remains on Duty

Some Controllers have been curious whether there will be any changes in NATCA's structure now that the certification election is over. The answer is no, for the time being.

NATCA will maintain its current nine-member Executive Board. The board members -- in consultation with the Facility Representatives and concerned Controllers -- will make all policy decisions until formal elections can be scheduled. John Thornton will continue in his position as National Coordinator.

These interim procedures should give the new union the time to get a substantial membership base needed to hold a first election.

Once again, it is hoped that all Controllers will get involved in the decision-making process. *But you must be a member in order to participate.*

NATCA will keep you informed as the election process takes shape.

Aviation Panel Chief Confronts DOT/FAA on Air Restrictions

(Washington, DC, June 15th)

The Senate Aviation Subcommittee Chairman wants to know who is in control when it comes to aviation safety. Sen. Wendell H. Ford (D-KY) stated at a hearing this afternoon that he has "become less certain of the answer to that question, as DOT and the FAA seem to be playing catch up."

Sen. Ford expressed his displeasure to DOT Deputy Secretary James E. Burnley IV. In an often heated exchange between the two, the Aviation panel head was incredulous over recent DOT explanations for its proposed hiring of 955 additional air traffic personnel; approximately 580 of that number will be Controllers.

Mr. Burnley stated that the hirings were not the result of increased public pressure. Rather, it

was due to new projections for air traffic growth. "Instead of the projected 3-4% growth for FY 1988, FAA now believes it would be prudent to assume that we will see traffic growth in the 5-6% range."

He went on to say that DOT's requested increase in the Controller work force is not the "final answer" nor should it be viewed as an attempt to quiet critics who complain of delays or an overburdened system. "This request does not and cannot affect the system this summer -- it seeks to meet demands we see developing over the next few years."

Sen. Ford was reluctant to accept the idea that DOT suddenly decided it needed more Controllers. He asked Mr. Burnley whether it "just dawned on you that you needed" the additional personnel, and if "overnight, a light came on."

Sen. Ford stated that Congress had tried on many occasions to give DOT more Controllers but was repeatedly told that the agency did not need them. Sen. Ford was also clearly dismayed by

the inability of DOT/FAA to communicate its findings and desires on the Air Traffic Control system.

Accompanying Deputy Secretary Burnley at the hearing was Keith Potts, FAA Associate Administrator for Air Traffic; Jack Ryan, Director of Air Traffic Operations; and Norbert Owens, Deputy Associate Administrator for Air Traffic. They provided the background on the new FAA flow control program and responded to questions regarding the new hirings.

Sen. Ford asked what the FAA thought of NATCA's assertion that the system needed at least 3,000 additional Controllers. Mr. Owens stated that he would "like to see [NATCA's] staffing standard."

Mr. Owens went on to state that the FAA needs fewer Controllers today than it previously did because Controllers are on position 5 to 5 1/2 hours today, versus the 3 1/2 to 4 hours they worked prior to 1981. Sen. Ford shot back, asking, "Doesn't that burn out an individual faster than before?" Mr. Owens replied that he "hopes it does not."

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