

## Controllers and Air Line Pilots Join Hands in Safety Drive

(Washington, D.C., August 19th)

**T**he Controllers have begun their journey back into the mainstream of the aviation community and the drive for improved air safety," said NATCA National Coordinator John F. Thornton at today's session of the Air Line Pilots Association Annual Safety Forum.

Mr. Thornton thanked ALPA for its help during the NATCA organizing drive and said that the new union stood by its campaign poster, "Partners in Professionalism" which stressed the historic links between the two groups. He said that NATCA was planning to hold joint safety meetings with ALPA in the future.

The NATCA National Coordinator stated that the safety forum



could not have come at a better time: "The past two months and the past two weeks have once again focused on a System that is starting to go off course." He stressed, however, that NATCA believes that the System is safe but "this does not preclude us from examining a patient who is displaying some alarming symptoms."

Mr. Thornton underscored that NATCA's "number one priority is and will continue to be air safety." He pointed out that NATCA has made its National Executive Board also its National Safety Committee as an indication of how important it believes air safety to be.

During the forum, the NATCA National Coordinator spelled out NATCA's six-point program for improving the System: (1) restore reporting immunity for Controllers; (2) increase the number of FPL Controllers by 3,000 over the next three years; (3) consider creating an independent FAA whose sole responsibility would

be safety; (4) require the FAA to report back to Congress within 90 days on any NTSB recommendation; (5) initiate an independent audit, perhaps by the GAO, into the chronic equipment problems plaguing the System; and (6) terminate contracting out at FAA facilities.

**"NATCA believes that the ATC system is safe. However, this does not preclude us from examining a patient who is displaying some alarming symptoms. I agree completely with Senate Aviation Subcommittee Chairman Wendell Ford who recently said that the time to deal with those symptoms is now -- not when those symptoms have been permitted to grow into a true disaster."**

**John F. Thornton**  
NATCA National Coordinator

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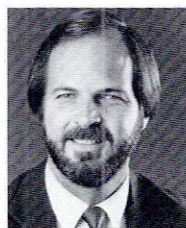
## National Coordinator's Column

**A**fter a recently televised discussion on air safety, I had the opportunity to sit down and talk to the new FAA Administrator, T. Allan McArtor. I came away from our meeting very enthused; Mr. McArtor was espousing many of the same ideas as NATCA. Couple this meeting with the one I had earlier in the week with Joe Noonan, Director of Labor Relations and I believe that we have a unique opportunity to alter the nature of federal sector

labor relations -- from a battlefield to a cooperative program built on mutual respect and understanding.

In my discussions with both Mr. McArtor and Mr. Noonan, it was acknowledged that we would not agree on all issues; but we understood that those issues would be resolved in an open and even-handed manner.

The DOT drug testing program is this type of an issue. (More on drug testing and the NATCA response in our legal column.) Prior to requesting to bargain on the impact and implementation of



John F. Thornton

the program, and prior to joining the AFGC suit challenging the program, we met with the FAA to explain our concerns and inform them of our intentions. NATCA presented the Controllers' position on random testing in a forceful yet professional manner. The FAA understood our position and although it did not agree with us, the agency appreciated the manner in which we were conducting our business. NATCA has proven that an aggressive advocacy program tempered by cooperation and respect will be in the Controllers' best interest.

John F. Thornton  
NATCA National Coordinator

## Report From The NATCA General Counsel



August 18, 1987

**T**his month NATCA was compelled to act on the issue of mandatory drug testing on two separate but related fronts. NATCA has joined in a suit originally filed in the District of Columbia by the American Federation of Government Employees, AFL-CIO, against DOT. The object of the suit is to enjoin DOT's proposed compulsory random urinalysis program. NATCA will contend in court that the program violates the Fourth Amendment which protects citizens from unreasonable "search and seizure."

While NATCA vigorously opposes drug use by Air Traffic

Controllers, DOT's program is unconstitutional in our view for a number of reasons. First, we are unaware of a single instance of a drug-related safety incident by an ATC, and the FAA has confirmed that none has been recorded. Second, DOT's program is in reality not a drug safety program but instead a criminal law enforcement initiative by the current Administration and, as such, a violation of the Fourth Amendment rights of ATCs.

NATCA has also argued that the proposed DOT program improperly subjects Controllers to urinalysis testing in the event of alleged Controller error in the absence of any reasonable basis that drugs were in any way involved; and that DOT's program lacks sufficient guarantees that it will be administered in a truly "random" manner.

The second arena in which the drug testing problem has arisen is in negotiations. DOT's proposed implementation of the drug testing program triggered the agency's duty to negotiate with NATCA over testing to the extent

allowed under the Federal Labor Relations Statute. We have demanded bargaining with the FAA and requested extensive information from the agency concerning the details of its proposed program. NATCA expects to negotiate procedures to protect Air Traffic Controllers from at least the most arbitrary and onerous aspects of the program.

NATCA's responses to DOT's proposed drug testing program are precisely the purposes for which NATCA was selected by working Air Traffic Controllers to represent them: protesting oppressive agency programs and negotiating protective contract procedures. Obviously, NATCA's ability and effectiveness in performing these functions will depend upon the active support it receives from Air Traffic Controllers. I will continue to keep you apprised of NATCA's progress on your behalf in the courts and at the bargaining table.

William W. Osborne Jr.



## Report From The NATCA Regions

### Will Faville Alaska Region

With many facilities scattered throughout the state, most accessible by only airplane or boat, the Alaska Region is in the middle of a very difficult organizing effort, but we are working hard setting up functional locals and creating local constitutions. Alaska facilities are severely understaffed and getting time off for the interim union officials is difficult to obtain.

Some issues confronting Alaska are similar to those encountered by the other regions. Lack of adequate staffing, outdated equipment, poor morale and vague or unfair management policies, to name a few. Problems we think are unique to Alaska include inadequate NAVAID and communication coverage, isolation from family in the lower 48, inadequate back-up equipment for NAVAID, and radar or frequency failures.

Mandatory overtime is a common occurrence up here -- the Anchorage Center got another position to be staffed after KAL007 was destroyed several years ago. Controllers at Anchorage Tower are continually being called in to work overtime. While some Controllers desire overtime occasionally, many others don't and it's only a matter of time before Controllers decide that enough overtime is enough.

Alaska Controllers feel like second-class FAA citizens. Our equipment is quite out-dated, much more so than the lower 48. Anchorage International Airport got its Surface Detection Equipment Radar only after two major incidents occurred on the runways during poor weather conditions. Our total regional Controller count may be comparably less than the other regions but our staffing numbers are significantly lower. We greatly appreciate NATCA for recognizing Alaska

as its own region; we have problems here that are unique to Alaska and hope the members of NATCA will continue to listen to and support us.

Controllers in Alaska are signing up in encouraging numbers at many facilities and interest is high among Controllers who have not yet joined. We are striving to prove that NATCA can be a very positive influence on the FAA -- one that benefits the FAA, Controllers and above all, the flying public.

### Dan Brandt Central Region

The Central Region organization is well underway, and the push is on for membership. The following is a sample of situations we're dealing with:

Like many facilities, Des Moines (DSM) is low on manpower. Some Controllers were concerned that short staffing wouldn't allow them to use annual leave. I discussed the matter with the FAA Regional Office, and they pointed out provisions in FAA handbook 3600.4 which cover that situation. If a Controller's leave is cancelled (because of staffing, for example), it can be restored within certain guidelines. An attempt must be made to reschedule the leave to provide a case for restoration. However, the process has only to start within the time parameters mentioned.

In another case, the Regional Office contacted us to provide input on a proposed opening time change at Salina ATCT (SLN). After some research by NATCA, we found that, as a result of the change and current staffing at SLN, a Controller might be required to work alone in the tower for as much as 3 hours without relief. We expressed our concern to the Regional FAA Office who took up the matter with SLN management and we were assured that this would not occur.

In the first example, the problem was identified by local NATCA members -- an ideal situation. In the second, since no one had joined NATCA, the Regional Representative

had to negotiate for non-members which is awkward at best.

Meetings will be held at all unrepresented facilities. Please attend these in order to make an intelligent choice on joining your co-workers in NATCA. Contact myself or Ray Spickler if you'd like to set up a meeting. For those facilities with members, get your local going and get involved in your future. You now have the vehicle to make a significant difference in your work environment.

### Steve Bell Eastern Region

Since this is the first newsletter that each regional representative has been asked to contribute to, I believe it is appropriate to express our thanks to several of the many people who contributed to the organizing effort in NATCA's Eastern Region. First, I would like to thank John Thornton for all his help and advice. From the outset John has been instrumental in helping us establish a solid foundation, and a strong organization here in the Eastern Region. However, I think it appropriate to single out a person whom we believe expended more energy, dedicated more time, and gave more of herself than possibly anyone in getting this region off and running. That one person is Beth Thomas. I/we would like to thank Beth for her hard work and undying dedication, through both the good times and the bad. We shall miss Beth's contributions to our organization very much.

Now on to some great news. NATCA Eastern Region is leading the nation in signed membership. This is simply due to the fact that those in the organizing effort continue to work very hard. Weekly, if not daily, Controllers from all facilities in the Eastern Region are communicating their concerns and hopes for the future to their peers. Communication is still the basic tool

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# An Independent FAA: A Legislative Comparison

## S.1159 — S.1600

This month, the Senate Commerce Subcommittee on Aviation will begin holding hearings on legislation to create an independent FAA.

Starting off the discussion will be S.1600, introduced last month by Aviation Subcommittee Chairman Wendell H. Ford (D-KY); Majority Leader Robert C. Byrd (D-WVA); Aviation Subcommittee Ranking Minority Member Nancy Kassebaum (R-KS) and Appropriations Subcommittee on Transportation Chairman Frank Lautenberg (D-NJ).

S.1600 would create an independent FAA outside of the Department of Transportation. The new regulatory agency would be charged with maintaining and improving aviation safety; all promotional

functions would be left at DOT.

It is also expected that various measures regarding the structure and funding of the FAA might be discussed at some point in the hearings.

The first is S.1159, introduced last May by Senators Daniel K. Inouye (D-HI) and Ted Stevens (R-AK). Both Senators sit on the Commerce, Science and Transportation Aviation Subcommittee and S.1159 was introduced on behalf of the airline industry. It is known colloquially as the Air Transport Association (ATA) bill and would create a wholly-owned federal corporation to operate and fund the ATC system.

Some other measures that could be discussed, at least in principle, include S.784 introduced by Sen. Kassebaum. It would

take the Aviation Trust Fund and Highway Trust Fund off budget and facilitate greater spending from these accounts. A similar measure, H.R. 3149, was introduced in the House by Rep. Larry Hopkins (R-KY). H.R. 2310, the Airport and Airway Improvement Amendments of 1987, introduced by House Aviation Subcommittee Chairman Norman Mineta (D-CA); Public Works and Transportation Chairman James J. Howard (D-NJ); Public Works and Transportation Ranking Minority Member John P. Hammerschmidt (R-AR); and Aviation Subcommittee Member Newt Gingrich (R-GA), would appropriate billions of dollars from the Trust Fund for acquiring, establishing, and improving air navigation facilities.

### SHORT TITLE

**S.1159:** National Aviation Authority Act of 1987.

**S.1600:** Federal Aviation Administration Independent Establishment Act.

### DATE OF INTRODUCTION

**S.1159:** May 6, 1987.

**S.1600:** August 6, 1987.

### PRINCIPAL CO-SPONSORS

**S.1159:** Sens. Daniel Inouye (D-HI); Ted Stevens (R-AK); and Gordon Humphrey (R-NH).

**S.1600:** Sens. Wendell Ford (D-KY); Robert C. Byrd (D-WVA); Frank Lautenberg (D-NJ); and Nancy Landon Kassebaum (R-KS).

### REFERRAL

**S.1159:** Senate Commerce, Science & Transportation Committee.

**S.1600:** Senate Commerce, Science & Transportation Committee.

### HEARINGS

**S.1159:** Could be raised during the hearings listed below.

**S.1600:** Sept. 10th and Oct. 7th in the Senate Aviation Subcommittee.

### HOUSE COMPANION MEASURE

**S.1159:** No.

**S.1600:** No.

### PURPOSE

**S.1159:** To create the National Aviation Authority -- an independent, user-fee supported government corporation that would operate, supply and maintain the ATC system.

**S.1600:** To create an independent Federal Aviation Administration outside the Department of Transportation.

### NEW AUTHORITY

**S.1159:** The National Aviation Authority would hold all functions, powers and authorities of the FAA and DOT directly related to the operation of ATC services. These include the operation of the ATC system, its associated computer operation, information and communications systems and networks, radar navigation, and landing systems along with associated contracting, supply, maintenance, inspection, training, administration, and research and development.

**S.1600:** The independent FAA would retain all functions currently vested by law in the FAA (within DOT) or related to or administered by the FAA. These include the major safety provisions, such as the landmark Federal Aviation Act of 1958, except for those functions under Sec. 305 relating to fostering the development of civil aeronautics

and air commerce, and those relating to economic, international and security matters.

### REMAINING DOT/FAA RESPONSIBILITIES

**S.1159:** The FAA would continue to exist under the bill and the new Authority would "be subject to the aviation safety standards established by the FAA and shall work in consonance with the [FAA] Administrator to maintain the highest standard of safety."

**S.1600:** DOT would keep only those responsibilities relating to commercial promotion, economic, international and security matters; all other functions, i.e. safety would be delegated to the now independent FAA.

### INDEPENDENCE

**S.1159:** "The Director shall have authority and control over all personnel and activities of authority and shall not submit decisions for the approval of, nor be bound by the decisions or recommendations of any committee, board or other organization except as provided herein or by subsequent enactment." As stated above, the Authority would still answer to the FAA on safety issues.

**S.1600:** "The Administrator shall not submit decisions for the approval of, nor be bound by the decisions and recommendations of any committee, board or other organization created by executive order." The FAA would act as an independent regulatory agency much along the lines of the FCC, FTC and SEC.

### FUNDING

**S.1159:** The Authority would establish a schedule of user fees calculated to fund its operations, research, investment and development programs. For the first two years, user fees would remain at current tax levels. Thereafter, fees could be adjusted to offset expenses subject to congressional approval. The initial capital of the Authority would consist of the accumulated Aviation Trust Fund balance. The Authority would also be authorized to borrow money and to issue and sell obligations.

**S.1600:** Introductory remarks indicate intent to seek a guaranteed, continuous stream of funding consistent with the authorization process.

### ORGANIZATION & STRUCTURE

**S.1159:** The Authority would be under the exclusive direction and control of the Director to be appointed by the President and confirmed by the Senate. The Director would serve a single, nonrenewable term of ten years and could be removed by the President only for inefficiency, neglect of duty or malfeasance of office. The model is that of a corporate chief executive officer.

**S.1600:** The independent FAA would be under the control of an Administrator appointed to a seven-year term (no mention of renewal) by the President and confirmed by the Senate. In addition, there would be a Deputy Administrator appointed by the President and confirmed by the Senate. Seven Associate Administrators would be appointed by the FAA Administrator.



## Sponsors of S.1159



Senate Aviation Subcommittee Member Daniel K. Inouye (D-HI)



Senate Aviation Subcommittee Member Ted Stevens (R-AK)



Senate Committee on Labor & Human Resources Member Gordon J. Humphrey (R-NH)



Senate Aviation Subcommittee Chairman Wendell H. Ford (D-KY)



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



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



Senate Appropriations Subcommittee Chairman Frank R. Lautenberg (D-NJ)

## ADVISORY BOARDS

**S.1159:** The bill would establish a National Aviation Authority Policy Advisory Board consisting of the Secretaries of Defense, Commerce, and Transportation and the Chairmen and Ranking Minority Members of the Senate and House Aviation Subcommittees. The Board would meet semiannually to review the operations and future plans of the Authority and advise on the effectiveness of those plans in a written report submitted to the President, the House and Senate Aviation Subcommittees and the Authority Director.

**S.1600:** The bill states that the independent FAA would operate with "the ongoing oversight of the Congress and with the guidance of the President." There is no provision for a formal advisory board.

## TECHNICAL ADVISORY COMMITTEE

**S.1159:** The bill would create a National Aviation Authority Technical Advisory Committee. Appointed by the President, it would consist of ten members to include two individuals representing each of the following groups: the military, the public (but familiar with fiscal, technical or safety matters), commercial air carriers, general aviation interests and airport operators. The Committee would prepare and submit a semiannual report to the Director concerning all aspects of Authority operations which it determines warrant attention. A copy of the report would be submitted to the President and the House and Senate Aviation Subcommittees.

**S.1600:** No such provision is included.

## PERSONNEL MANAGEMENT

**S.1159:** The Director can appoint officers and employees to the Authority "without regard to the civil service laws applicable to officers and employees of the U.S." Under the Authority, the personnel management system should: (1) be consistent with Title 5 of the United States Code relating to merit promotion; (2) prohibit political activities by federal employees as listed in Chap. 73 of Title V of the U.S.C.; and (3) ensure that officers and employees of the Authority are appointed, promoted and assigned on the basis of merit and fitness.

**S.1600:** "Officers and employees shall be appointed in accordance with the civil service laws and compensated in accordance with Title 5, United States Code."

## PENSIONS, BENEFITS

**S.1159:** Senior Executive Service and permanent competitive service employees who were subject to civil or federal service retirement could continue to elect that coverage. Early retirement with reduced annuity would be allowed during a limited period for employees with 20 years of federal service. Sick leave, annual leave and compensatory time would be transferable. However, employees would not be entitled to any lump-sum payout for unused annual leave. The legislation further states that compensation, benefits and other terms

of employment in effect prior to enactment of the legislation would continue to apply, "until changed by the Authority in accordance with this Act."

However, "in no event will any employees transferred under the Act have their level of compensation reduced as a result of any new classification or pay system for a period of two years following such transfer."

**S.1600:** The present system would be carried over to the independent FAA.

## LABOR-MANAGEMENT RELATIONS

**S.1159:** The Authority would accord exclusive recognition to a labor organization when and if the organization has been elected by a majority of employees as their representative. (No mention is made of grandfathering in FAA unions, such as NATCA and PASS.)

Bargaining would be conducted under the rules of the National Labor Relations Board which are much broader than those of the Federal Labor Relations Authority.

The Authority can enter into collective bargaining agreements with any labor organization holding exclusive recognition for a period not to exceed three years. The legislation also provides for binding arbitration by an Arbitration Board on failure to reach a collective bargaining agreement within 180 days of the commencement of talks.

Any labor/management agreement in effect on the day of enactment of the bill would remain in effect according to its terms.

**S.1600:** There would be no change in the laws governing the management of FAA personnel (Chap. 71, Title 5, U.S.C.). The Federal Labor Relations Authority would continue its oversight role and collective bargaining arbitration would fall under the Federal Mediation and Conciliation Service.

## STRIKES

**S.1159:** "An individual may not accept or hold a position with [the Authority] if such person participates in a strike, or asserts a right to strike against the Government of the United States including the National Aviation Authority."

**S.1600:** Similarly prohibited.

## REHIRE OF FIRED CONTROLLERS

**S.1159:** Since the Director is not restricted by civil service regulations, it appears that there might be the authority to rehire Controllers dismissed because of their participation in the 1981 strike.

**S.1600:** Legislation or executive action would still be required to rehire fired Controllers.

## EFFECTIVE DATE

**S.1159:** The Authority would be authorized to commence operations on October 1, 1988.

**S.1600:** The provisions of the Act take effect 180 days following enactment.



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we use to promote and secure membership. ZNY, ZDC, and N90 are the three leading facilities in the national effort. This reflects highly on not only the regional and facility leadership, but also on each and every Controller out there who has turned to a co-worker and said, "I'm supporting NATCA by joining. Is there any question that I could answer that would convince you to support us too?"

I/We challenge each and every one of you to take some time to talk with your facility co-workers. Seek out those who question the need for unionization. Get them to ask you their questions and find out why they are hesitant; then address their concerns. Supply them with the knowledge and the positive feelings you have. Find the answers to their questions using every available means. Each and every NATCA representative is here to support you in this task. Together we can build a strong organization, of, by, and for Controllers. Together we can make NATCA the successful and responsive organization we need!

### Fred Gilbert Great Lakes Region

With the long hot summer, we have had our hands full with traffic and special events, i.e. EAA OSHCOSH 1987. Records are being set wherever you turn. DAY, CMH, and MDW ATCT's, to name a few, are having dramatic increases in their traffic counts. As a matter of fact, you would be hard pressed to find any facility that isn't seeing the same situation. Controllers always rise to the challenge even with difficult odds. How fast the ATC System grows doesn't seem to create the same level of concern to FAA managers as it does to those of us who are making the System work. Administrator McArtor has shown interest in addressing issues that are in desperate need of action. We believe that NATCA's visibility has

helped call attention to conditions such as traffic volume, chronic staffing problems and equipment inadequacies.

In the Great Lakes, we have a region-wide plan to promote involvement for every Controller. Members in Level I and II ATCTs, from our experience, have produced some of our best ideas and results. We are proud of the work that they have done to help shape the direction we are taking. Soon, we will be holding elections for the Board of Directors of the Great Lakes Region. There will be five members representing each of the five levels of ATCTs and five Center members. This will insure that we are presenting a balanced view. The Great Lakes Board will work directly with the Regional Representative advising him/her as how best to represent this region.

Unless and until NATCA has sufficient members, the FAA will not take us seriously. As long as people take a "wait and see attitude", that's exactly what the FAA will also do. In the Great Lakes, we are doing our part to gain an attention-commanding membership base.

### Gary Molen Northwest Mountain Region

The Northwest Mountain NATCA is gaining momentum and we are deeply involved in our membership drive. Salt Lake ARTCC has a local established and will be holding elections soon. Denver ARTCC is in the process of establishing a local organization having held several meetings during the past few months. Seattle ARTCC is still working on getting more members and since Dave Brown, ZSE rep, resigned from the FAA, the drive has slowed down somewhat. However we now have a new rep at Seattle, Tom Bulzoni, and he is working hard on getting more members.

Our terminals are doing fine. We have no 100% facilities yet but we are close at several facilities.

A major problem I see developing in this region is the inability of the Level I and II Tower Controllers to move up to higher grade facilities. I keep getting complaints from across the region from dissatisfied Controllers who feel that they can't get the jobs because the positions are being filled by academy graduates and that transfers may be based on marital status, dependents, home ownership, etc. We need to do some serious work on this and see if we can't come up with a solution.

We have lost our early mid-shifts that we all worked so hard to achieve through our employee participation groups. It seems the region is short on money so the FAA forced us to start working the late mids again. Well, as usual, it is always one step forward and two steps backward for employee concerns and rights.

### Howie Barte New England Region

New England NATCA continues to lead the nation, as it has done for over three years. As of this writing, over 30% of the eligible Controllers in the region have become members. New England is also the first region to have TWO 100% facilities, and have membership in every facility. 100% of the New England facilities are represented in the NATCA family. It is a tribute to all the hard-working people in this region that these accomplishments have been achieved and that we continue to be a beacon for the rest of the country.

We have already negotiated several items both regionally and locally:

At both the regional and local level, we were able to have the five minute pre-brief and five minute post-brief requirement waived at those facilities where the lack of an overlap required a Controller to stay for ten minutes overtime. In those cases, the local facility representative is negotiating with the Facility Manager for the implementation of this briefing requirement.



Also at the regional level, we discovered that some Controllers were being ordered to submit to a second and third drug test because they had initialed the specimen cap with *operating* initials instead of *true* initials. As a result of our intervention, at least one Controller's drug test requirement has been waived for this year, and CompuChem is changing the specimen cap so that initials will no longer be required.

New England NATCA wishes to offer its help and best wishes to all other regions.

## Dennis Delaney Southern Region

This is the first NATCA newsletter which includes space for each of the nine regions. This communications media allows each region to say what they feel is important to all the members of NATCA.

If you have input for the Southern Region section of the NATCA newsletter send your written material to the Southern Region editor:

Tim Leonard  
P.O. Box 840409  
Pembroke Pines, FL 33084

Tim is a NATCA member from Miami ARTCC and has volunteered his time now and in the past to help NATCA achieve its goals.

The articles must be submitted to Tim no later than the 5th day of the month, to be included in the next month's newsletter.

Atlanta ARTCC and Miami ATCT are doing very well in their membership drive. Unfortunately, most of the region is still waiting. In the past, we in the Southern Region have complained of not getting enough input for the union. Remember, *members make the decisions*. Without strong membership in the Southern Region we will again take a back seat to the important decisions affecting our careers. Join now and make a difference.

## Ed Mullin Southwest Region

Friday, June 19th -- the date of the NATCA certification. It was a day that passed quietly, but what was *won* was nothing less than the absolute legal right for Air Traffic Controllers to conduct their own business before the industry, before the courts, and before the country.

We do not believe that *anyone* can possibly *understate* this right and responsibility. For better or worse, NATCA represents the total Air Traffic Controller profession, *and you*. The point is to make the System better, *with you*.

We are doing everything possible to insure that all Controllers have equal access and the opportunity to *include themselves* in the loop. *Now* is the time to make the difference that only you can make. Charter membership packages are being finalized, membership benefits are being developed, facility nominations and elections are occurring, and many regional committees are already operational. We are embryonic, yet a detailed operational matrix is evolving daily, I hope with your participation, but evolving nonetheless. To "wait and see" makes no sense; to "join and try" most definitely does. "Good things" do not just happen; they are "caused" to happen. They are worked for, and sought after.

On June 11th, the date of the election, we emerged as a single cohesive unit with an undeniably clear message and mandate. To quote Sen. Lautenberg (D-NJ), "It was as if you used a two-by-four". We *now* have the forum, the chance, the spotlight, and the association to make it all *safer, better, and more responsive*. We estimate that 3 of 4 Controllers and trainees voting in the SW, cast their vote in favor of NATCA. *Join, support* the association that is actively supporting you and your industry.

## Karl Grundmann Western Pacific Region

The Western-Pacific Region is picking up a head of steam in the membership process. By the time you read this, we will have held our first facility reps meeting since the election. From all indications, I am expecting a good turnout with probably 60-70% of the facilities participating. We plan to finalize our region structure and start working on more specific goals.

As you have probably heard, the TEA in the LA basin was expanded in an emergency effort to preclude any more situations like the one involving an American Airlines B-737 and a light civil just east of the Santa Monica VOR. While the plan's intent is good, I certainly hope its execution will fare as well.

I have started meeting once a week with a representative from the Field Management Branch and from Labor Management Relations to try to head off any problems. While our success rate is about 50%, it appears to be getting better and I recommend this course of action to all regional reps. If you have not already made contact in the region, do so, as soon as possible.

Our committees are getting ready to go to work on their various assigned tasks. They will start to become more active as soon as the facility reps meeting is held.

I have been out of the region once and will be leaving again the week of Aug. 18th. The first trip was to attend an FAA task force meeting to review and implement the Supervisor Identification and Development Program. If the changes that we suggested are made and the program is thoroughly explained, I think the majority of the Controllers will accept the program. Believe me, it's better than the MPP system we have now. The upcoming trip is another task force to develop a Human Relations Critical Job Element for nonsupervisory employees.

Remember you can choose to participate or spectate -- the choice is yours.



**NATCA has been making the editorial page in newspapers across the nation. Below is a sampling of those comments:**

"A public employee union without a right to strike need not be a weakling. It can still bargain effectively on behalf of its members. In the case of the Controllers, there may be many areas where the membership can provide useful input into the safety and efficiency of a vitally important service. A responsible organization of any group of federal employees is in everyone's best interest."

*Evening Gazette  
Worcester, MA*

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**WESTERN PACIFIC REGION**

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"The Controllers' union will be flying in friendlier skies if it can stick to the course charted by John Thornton, NATCA's national coordinator, when he said, 'We promise the users of the system and the flying public our willingness to continue to work to make the American air traffic control system as efficient and safe as possible. What the Controller asks in return is to be heard and to be recognized and to utilize the expertise we have to offer.' That sounds fair enough."

*Daily News  
Los Angeles, CA*

"If the new union can strike a balance between the needs of its members and those of the flying public, it should be good for everybody .... The new union can play a valuable role in safety by pointing out flaws in the system that managers may underestimate. Overtime is one example. While the FAA says Controllers aren't overworked, Controllers at some airports say they are."

*Newsday  
Long Island, NY*

"Coincidentally or not, the formation of NATCA comes at a time when the government is

paying increasing attention to potential problems with the nation's air traffic system. With the government and the new Controllers union apparently operating in harmony of purpose, the relationship has at least started off on the right foot, and in the right direction."

*Arizona Republic  
Phoenix, AZ*

"If there ever was a case for more forceful government involvement, it is in the airline industry. The Air Traffic Controllers' decision to organize could be the first step towards needed reform."

*Miami News  
Miami, FL*

**Post**

**JOURNAL**



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