

NAATS HQ E-Mail Update

January 11, 2006

This is going to be a long one, so pull up a chair!

First I want to thank Scott Malon our Chief Negotiator for all he has done over the past couple of years. Scott has accepted a position with the FAA and they are very lucky to have him. He not only was my "voice of reason" when I'd go off on a subject but a very astute individual on every issue he dealt with. He is a dear friend and I wish him and his family only good things as he moves on with life.

Wally Pike has really retired and moved out of the DC area, his work and advice over the past years is also something I will never forget or be able to replace. Wally is a great friend and I wish him a restful and happy retirement.

The NAGE Director of Legislative Affairs is Steve Lenkart, Wally has briefed Steve on where we are with the 1.7% issue and will be available for any questions Steve might have. I have not spoken to Steve recently, but will try to get in touch with him in the next few days to check in. We are not letting that issue go, I know the importance to everyone.

NAGE is very committed to helping us through this transition and will do whatever we need them to do. If you haven't already been on their web site, take a look www.nage.org it will tell you about the organization and also let you know what benefits are available. We are local R3-11.

Thanks also to Mike Sheldon for doing the EEOC update, we will be contacting the attorneys this week and asking them to respond to the agency's motion for summary judgment. As soon as we have the document or time frame of what to expect either Mike or I will get it out.

FLRA should be responding to the agency's request to change our status as a National Union. Dan Hart checked with the agent at the FLRA in charge and they were supposed to be working on that this week. Again as soon as I have something I'll get it out.

NLRB, we are anxiously awaiting the March hearing. Our attorney had no new information other than that at this time.

DOL wage determination, our attorney is checking with DOL on the status. Will pass that along as soon as I get something.

Another one of the important issues for people is the job placement issues and the FAA playing games with the definition of well qualified. Here is what I would suggest people do to try and stop this *&#@.

The definition of well-qualified from the FAA Policy Chapter and Human Resources Operating Instructions (HROI):

Well-qualified eligible: A person who meets all of the basic qualification requirements for a position AND also is clearly capable of performing the job in a superior manner. The determination that a candidate is “well qualified” is made based on an evaluation of the individual’s background against job related criteria. “Well qualified” is one designation used for grouping candidates for selection purposes.

The section of the MOU that speaks to this is Section 4:

A displaced employee shall be entitled to Selection Priority for positions within the FAA in accordance with the provisions of EMP-1.9. However, for Air Traffic Controller positions, Selection Priority under this provision will be limited to positions, in level 5, 6, 7, and 8 terminals, for which Human Resource Management Division (HRMD) determines the employee is well qualified.

These two things being said, if you have tower experience or passed the screen and they are telling you that you are not well-qualified, therefore not put on the list as an SPP candidate, file a ULP with the FLRA. The agency plans to hire 800 controllers in the terminal option in this fiscal year and the fact they are once again treating people in this manner is repulsive. Every position you have applied for and been turned down stating that you were not well qualified when you have met the basic qualifications and have proven you are capable of performing the job in a superior manner, file a ULP. As tough as the screen is, the fact an individual passed it should prove that you are capable of performing the job. No where in that section of the MOU does it state you need a CTO either. I will go on line (www.flra.gov), download the form fill it out to give you a template to work off of. The agency has clearly bargained in bad faith to agree to section 4 in the MOU and do everything in its power to get around it. I’d like to see 50-75 (or more) ULPs filed on this issue, maybe then the agency will stop playing games with your lives. Give me a day or two to get the form posted, or simply fill it out yourself and get the process started.

I had a typo in my last update in regards to the individual who was willing to donate leave to folks who are deployed. The email address is julietthotel@yahoo.com I believe I only had one “t” in the other address. My apologies to anyone trying to contact this individual.

I spent my last two RDOs in MD at NAATS HQ we cleaned out the basement and files in the office. The move will probably happen by the end of February, until that time please continue to use the phone numbers and address that have been the same for the last decade or so.

Denise has finished the refund checks and they should be mailed out in the next day or two.

I've also gotten emails on where NAATS is going in the future. The constitutional re-write is about half way through, been working as fast as I can with the time off I have. With cleaning out all of the old files and equipment that was stored down in the basement yesterday, it really gave me a new look at things. NAATS is regrouping and starting fresh I believe we will prevail with the successorship issue and grow as a new energized organization. There will be fewer expenses with selling the condo, and Denise working from home. We have plenty of money in the bank to operate and negotiate with LM. We will be an updated organization that will be smaller in structure and do things differently like a delegate convention every 4 years where decisions and elections will be completed by the membership. The initial elections to the new organization will be done as they have been in the past through the mail, this will allow the organization to settle into the new structure in the next 3 years with consolidation happening. I want to see this organization put a great deal of emphasis on training of both federal and private sector facreps. Understand the private sector at this point will not have the luxury of "official time" so you'll have to plan accordingly, but it will be important to get quality training and compare notes with other facreps. I know I told you in New Orleans that I'd see you in Vegas this year, I hope you all realize that cannot possibly happen at this point. Next steps get the constitution re-written and out for approval by dues paying members. Run new elections to get the structure in place, I'm not commenting on the particulars of the new structure until I get approval from the BOD and our attorney. Not trying to "keep secrets" just don't want to put one thing out and have something else happen.

For those of you who don't feel you need representation, I hope you're performance at work is absolutely flawless and you meet all the APLs that have been set. With the staffing at some facilities, people have been combining IF/FD/NTMS and picking up a brief in between all of that. Now if you miss something or don't meet the APL, it's now your fault and more likely than not you will face some kind of "punishment". There are managers out there that are more interested in meeting the APLs than they are safety and it is going to leave blood on their hands for operating this way. Maybe they're getting a new toaster from LM for meeting the APLs, no that's right it's about money....not safety, money. The more people have to combine positions and try to stay afloat, the more errors will occur. You are all only human and can only do so much, when pushed to the max errors will occur. With errors come accidents with accidents come injuries and so forth.

That's it for today, please understand that I'm doing the best I can keep you all up to date. If I have something I'll get it out, when I'm working, I have almost a 12 hr day with my commute.

Kate Breen