

## *Message from the NATCA ARP National Representative.....*

It's time to give you an Annual Report on what I perceive to be the position of our Union in the changing administrative climate of the FAA.



This has been a year of many accomplishments for our union in the Airports Line of Business (LOB), particularly when compared to the experience of our brothers and sisters in other LOBs. We have been able to work effectively with FAA Headquarters in pursuit of mutual goals. We would not have accomplished some of our goals without the support of Airports management team. Our communications with management have never been better.

Additionally, my communications with legislative officials promoted our union's visibility in both houses of Congress much more than I would have believed possible.

I was not able to achieve all the goals I sought for us, but I made our concerns very visible to all. I believe that solutions to the dilemmas we face can only be achieved if our union's leadership keeps management informed. It is necessary to tirelessly promote our point of view to achieve our goals.

In the coming years, I will continue to provide leadership and do everything in my power to make the ARP bargaining unit strong. I intend to continue to show management we can work in partnership, and at the same time address the issues that matter most to you.

If you have any concerns about this report, or anything that you even remotely believe that I can help you with, please feel free to call or email me. I promise I will always get back to you.

In Solidarity,

A handwritten signature in black ink that reads "Sam Samad".

Sam Samad

NATCA ARP National Representative

310 725-3629 (w)

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sam.samad@natca.net

sam.samad@faa.gov

In this year's annual report, I grouped and reported on our union's key activities in fourteen distinct areas.

### *I. Legislative Concerns*

I worked with different legislative offices, in an informational capacity, to help convince them to extend the FAA Authorization from June 30 till September 30, 2008. By the Continuing Resolution which was authorized, the agency avoided the possibility of employee furloughs, and received continuing funding for its AIP programs.

In a similar capacity, I worked with House Congressional Staffers to promote passage of H.R. 2881, the FAA Reauthorization Act. When passed, this Act will fix Title 49 in a manner that would put fairness back in collecting bargaining process. This Act will require that bargaining impasses be submitted to binding arbitration, and prevent unilateral organizational restructuring of the Agency without Congressional oversight.

I played a role in persuading the Senate to amend the FAA Reauthorization Act (S.1300). The proposed Senate amendment will fix Title 49, will fund AIP projects, increase staffing, and prevent realignment.

I am currently working with staffers and legislators from both Congressional bodies, to pass the comprehensive FAA Reauthorization bill, with amendments.

### *II. Contract Ratification*

The contract ratification process was a great experience. In particular, our telecons and personal meetings in the regional offices helped clarify the points of view of our union members. It took a lot to coordinate those activities with all concerned, but the probing questions that were asked certainly helped define the issues among us, and helped us complete the ratification process. I believe we made the right decision in ratifying the Tentatively Agreed Upon (TAU) articles. We also reduced the current contract duration from five years to four years. The current contract will expire in September 2009, instead September 2010. We will have immediate stability, but we will also be able to renegotiate the contract a year sooner, anticipating that the political climate may change favorably for us.

Due to the efforts of the NATCA negotiating team, we were able to retain a lot of "non-permissible" articles in our current contract.

I personally don't like the salary component of the Collective Bargaining Agreement (CBA), but I am convinced that if we had not pursued the duration negotiation at this time to reduce the number of years, and had not ratified the agreement, the additional year under the Imposed Work Rules (IWR) would have adversely affected our interests. With the short duration agreement we can go back to the table next year and reopen the pay piece. I am continuing to work with legislators to fix title 49, in a manner that will help us in new contract negotiations. The progress and agreements we accomplished this year stand in marked contrast to the progress we achieved in previous years. In past years there was a lot of rancor due to IWR. By ratifying the agreement, we have a contract now, and we have shown that we can work together. The negotiation process for the new contract will begin six months prior to expiration in the April/May 09 time frame. In preparation for the upcoming contract renewal, National Representatives from Multi-units has established a Pay Team to review the current contract articles and SCI and OSI mechanisms. We are in the process of hiring an outside Pay Consultant who will compare our own existing compensation packages to similar packages in the industry.

### *III. Foster Alliance with Airport Organizations*

I work with the American Association of Airport Executives (AAAE), and Airports Council International (ACI) to educate Airport Organizations regarding NATCA bargaining units such as Airports (ARP). Together, we advocate our mutual issues before Congress, White House and other agencies. We also ensure that our perspective is included in legislation and regulation. We are presently working on the FAA Reauthorization Act (S.1300).

### *IV. Organizational Success Increase (OSI)*

I successfully negotiated with management to resolve the OSI pay raise issue for Bargaining Unit Employees (BUEs) who were subject to disciplinary action in the Airport LOB.

### *V. Superior Contribution Increase (SCI)*

Under the existing system, managers are restricted in awarding the number of SCI pay raises due to the quotas. Furthermore, in general, ARP performance goals are unrealistic, and there are often a number of factors beyond a BUE's control that unfairly effect managements decision when allocating SCI pay increases. Because of these and other factors, the union launched a grievance over the implementation of the current system because it is not fair and equitable. We have been unable to resolve this issue with the Agency, and consequently have elevated our grievance to the arbitration level.

I developed a SCI survey questionnaire to analyze the impacts of the current SCI system, solicited input from employees, and subsequently supported NATCA national in the

## *VI. Promotions*

There are concerns in our bargaining unit regarding the appearance that certain temporary and permanent positions have been filled through a process of pre-selection. I have consistently brought those situations to the attention of ARP's regional and national managers. Some BUEs are frustrated that despite several years of dedicated service to the agency, they have seen no chances for upward mobility in their situations. In some of these circumstances, we have filed grievances to rectify the situation. Given the awareness of such situations, management is trying to improve the system by instituting selection panels. As you know, there will always be grey areas and perceived loop holes in the system which cannot be judged impartially in a black and white manner. In those instances, I always try to fairly mitigate such cases to the best of my ability.

## *VII. Developmental Promotion/In-Position Increases*

I worked with management concerning some BUEs who were adversely affected by the implementation of the Core Compensation System, especially in the sensitive area of developmental promotions, where there is sometimes the appearance of inequitable compensation. This situation is often encountered by BUEs who were hired or promoted under the development bid system, that was part of the old GS System (e.g. GS 9/11/13 or other). Management evaluated those kinds of employee salary level discrepancies on a case by case basis and agreed to make salary adjustments for affected employees.

## *VIII. Staffing*

Presently, ARP BUEs have been overloaded with additional duties, and at the same time are held responsible for all that they did before. Noticeable examples where workloads have been increased in this manner are in the areas of Obstruction Evaluation and Airport Airspace Analysis (OEAAA), the Safety Management System (SMS), the Global Information System (GIS) and other initiatives. Some vacant positions have not been refilled, or have taken several months to refill, further aggravating the impact of increasing workloads. Management guidance as to how the additional workload should be handled has been ineffective. The resulting confusion has adversely affected our ability to serve our customers. In some cases, due to resource constraints, technical duties have been performed by administrative personnel. These factors are all affecting our performance and the quality of our work.

I am working with management to resolve these and other workload issues. I am trying to ensure equitable workloads for all BUEs. Because these concerns were elevated, Hopefully, this study will also address inequities in staffing and resource levels between

management is conducting a staffing study to determine ARP's actual resource requirements in the current environment. This study is likely to be completed in the coming months. Hopefully, this study will also address inequities in staffing and resource levels between the regions. Among other issues, the study needs to define the number of required specialist and lead positions.

These and other factors must be considered while management moves to streamline ARP's regional organizations to best work together at the National level. Job functions must be standardized using job-specific Career Level Descriptors (CLDs) that need to be developed. The question as to whether or not positions with "generalist" duties should be deployed needs to be resolved.

If the study addresses these issues, it can be a very useful tool to increase the efficiency and productivity of the workforce. Certainly, based on the recommendations of this staffing study, additional ARP BUE positions will be created in the Regions, including more "lead" positions.

## IX. Proposals/Negotiations

This last year, I evaluated the impacts of numerous changes that were made to our working conditions. In several cases, I was able to develop sensible proposals that were accepted by management. We negotiated fair and reasonable agreements at both the national and regional levels.

The following are some highlights:

*Obstruction Evaluation and Airport Airspace Analysis (OEAAA)* – We are in the process of negotiating workload and training concerns with management.

*Safety Management System (SMS)* -All the comments submitted by NATCA was incorporated in the FAA Order Draft 2.

*Testing Designated Positions (TDPs) in the Airports Organization (ARP)* - Management satisfactorily responded to all NATCA concerns.

*Program Policy Guidance for Airport Certification and Safety Inspectors (ACSI)* – In several instances, the comments you submitted to me for consideration, were effectively incorporated into this guidance.

*Workforce Realignment of the SFO Airport District Office* – Here, again using facts that were submitted to me, I was able to negotiate a reasonable agreement.

*Regional Office (AWP) Reconfiguration and New Furniture* – Different issues concerning this space reconfiguration project are currently being resolved.

Within the structure of the grievance process, I took as many steps as were both allowable and necessary to resolve disputes, depending upon each dispute's individual circumstances. I sought to negotiate and influence management on both simple and complex issues. As result of these actions, I resolved many issues pertaining to - compensatory time, telecommuting, equipment needs, workspace safety and others

I will continue to fight against violations of the CBA, unfair changes to working conditions, and unfair disciplinary actions. I will always provide support to employees whenever they are acting within the legitimate framework of our Agency's and ARP's standards and regulations.

## **XI. Arbitrations**

As the following issues evolve, I will keep you informed:

- SCI (NATCA lost)
- Suspension/Termination (resolved via settlement agreements)
- Dress Code (pending)
- OSI (pending)

## **XII. Communications**

I improved channels of communications between national and regional memberships by conducting telecons with regional representatives, FAA management and NATCA headquarters. I encouraged employees to participate in the voluntary Employee Attitude Survey and made recommendations to management. Additionally, I provided information via emails, and I provided guidance to numerous BUEs on a one-on-one basis. I include members in decisions by soliciting their assistance in negotiations. I established specific workgroups at the regional level where they were obviously needed. As a result of these actions, and by staying engaged with the workforce, I have significantly improved our internal communications.

In August 2008, I organized a National-level NATCA off-site meeting between the Associate Administrator of Airports and all of ARP's NATCA Representatives in Las Vegas, Nevada. This meeting have allowed ARP representatives to exchange information, and discuss mutual concerns and possible resolutions with the Associate Administrator and Deputy Administrator for Airports.

During the past year, in certain cases, policies were created or revised, and/or procedures affecting BUEs were initiated, without union involvement. I brought those circumstances to the attention of management, and the situations were corrected.

ARP employees have concerns regarding the Customer Satisfaction Survey results. In particular, the results of the survey do not appear to represent the opinions of a full cross section of our customers. In some regions, incomplete information was provided to the employees, and/or action plans were developed without input from the employees. BUEs are naturally concerned that inaccurate customer satisfaction surveys may impact management's perspective on their job performance. I discussed BUE issues with the Customer Satisfaction Survey, in particular, with management. I was assured that management understands the BUE issues with the Survey, and supports the employees in the performance of their duties.

Taking a larger look at communications within ARP, in May 2008, the Associate Administrator sent an email to all employees and management emphasizing the importance of open communications within our organization. Interestingly enough, in that same email, he referred to the need for management to improve its ear to the ground so as not to be "unaware of important happenings, good and bad, in their organizations."

I consider it to be of the utmost importance that we continue to elevate our concerns to management. I am proud of the fact that over this last year, ARP NATCA has been increasingly proactive in making visible such "important happenings", good and bad, to management.

### *XIII. Training*

This last year, I supported representatives preparing grievances and ULPs, and provided professional guidance for them in their pursuit of specific training goals.

The present agency training program needs drastic improvements. It lacks balance in some essential areas. For instance, some BUEs are over-trained and some are under-trained. BUEs that are over-trained are likely to get promoted faster than under-trained BUEs.

Also, we have what could be generally referred to as a "seasoned" workforce. Many experienced employees no longer require basic academy training courses such as Land Appraisals, or Airport Planning and Design. Such courses mainly benefit new employees. There are instances, however, where ARP units in some regions are sending administrative staff to technical courses, just to fill training slots that have been allocated to them. This is waste of training funds.

On the other hand, we need to increase training slots for classes for which there is a large demand. These include recurrent classes in engineering, planning, AIP, certification, environmental and other areas.

Adding confusion to this picture, training slots are not uniformly distributed based on demonstrated needs, or even the size of the pertinent regions. We have instances where small regions get more slots than large regions. Also, small and large ADOs are given same number of slots. Our training order is several years old, and still in draft form.

In-depth training is necessary for new initiatives such as OEAAA and SMS. The need for training in these areas cannot be satisfied by just PowerPoint presentations.

I have been working with management to provide training and upward mobility paths for the entire workforce. Part of this goal can be achieved by developing a cost-effective executive management training program for all BUEs. Additionally, I have stressed we need more funding for out-of-agency training.

On several occasions, I have emphasized the specific importance of Agreement training to management. It is imperative that all national and regional managers undergo Agreement training so that they can better understand their responsibilities under the existing contract. Such knowledge would be very helpful in avoiding disruptive, if not destructive, misunderstandings and misinterpretations.

#### *XIV. Conclusion*

In conclusion, I have enjoyed the last year. I spent a lot of it building relationships with managers and legislators. The latter, in particular, surprised me with their bipartisan responsiveness to our concerns. That circumstance, alone, has led me to believe there is a political shift going on in favor of bargaining units that are able to show that win/win agreements are possible.

As your National Representative, I will continue to keep your concerns in the eyes of our management and legislators. I am sure that our successes have resulted in part because I have personally made sure that our union and our union concerns are very visible to management and the legislative community.





# 2008 Annual Report

*Midway Airport*



*Chuuk Airport*



*Phoenix-Mesa Airport*



*Bob Hope Airport*



*South Lake Tahoe Airport*



*Norman Y. Mineta San Jose Int.*



Airports Division  
Western-Pacific Region

## ***Labor Management Relations***



In FY08, the National Air Traffic Controller Association (NATCA) enjoyed a collaborative relationship with Kirk Shaffer, the former Associate Administrator for Airports, and his Management Team thanks to the effective advocacy of Mr. Sam Samad, National NATCA Representative.

Mr. Samad ' s open communication style and willingness to resolve issues at the lowest level are indicative of his proactive approach. The efficacy of his approach is evidenced by unprecedented successes, including:

- Ratification of the Collective Bargaining Agreement, which he leveraged into a 1 year reduction in contract duration. As a result, the current contract is now set to expire in September 2009 with negotiations beginning this spring.

(Continued on Page 10)



## ***Labor Management Relations***



In August, all Office of Airports (ARP) NATCA Representatives met in Las Vegas, Nevada with the Associate Administrator for Airports, the Deputy Associate Administrator and the Executive Officer. This was a useful forum for addressing a variety of issues that cross regional boundaries. Topics included:

- Staffing Study/Workload.
- The importance of employee involvement in development of Customer Survey Action Plans.
- The need for Safety Management System (SMS) and Obstruction Evaluation Airport Airspace Analysis (OEAAA) training.
- The need for parity among regions in telecommuting, compensatory time and other policies.

Mr. Samad availed himself of every opportunity to conduct outreach to members of Congress to address a variety of issues of interest to the bargaining unit – not the least of which is the Airport Improvement Program Reauthorization and continuing resolutions.

# NATCA ARP MEETING AUGUST 18-19, 2008



*Sam Samad, NATCA National Airports Representative*

## ATTENDEES



### *NATCA ARP*

Sam Samad, ARP National Rep

Craig Bailey, ANE, Rep

Bob Benko, AGL, Rep

Don Larson, ANM , Rep

Rod Nicholson, ASO , Rep

Stephen Powell, AAL , Rep

David Sanchez, AEA, Rep

Abel Tapia, AWP , Rep

Scott Turner, ACE , Rep

### *FAA*

Kirk Shaffer,

Associate Administrator, ARP-1

Kate Lang, Deputy Administrator,  
ARP-2

Sabreenah Key, Management Staff,  
ARP-010

### *NATCA Region X*

Mike MacDonald, Region X RVP

Kelvin Hale, Alternate Region X RVP

**NATCA ARP MEETING**  
**MONTE CARLO RESORT & CASINO, LAS VEGAS**  
**PHONE: 888-529-4828**



**Itinerary**

- ✘ August 17, Sunday  
Travel/Arrival
- ✘ Meeting: August 18 and 19
- ✘ Meeting Place: Gold Room  
(2<sup>nd</sup> Floor – take elevator)
- ✘ August 20, Wednesday  
Travel/Depart
- ✘ Debi Donahue will email  
necessary details

**Other Information**

- ✘ Meals: Aug 17 and Aug 20  
Individual. August 18 &19  
group NATCA provided
- ✘ Voucher: Submit promptly to  
Debi and keep all receipts for  
reimbursement
- ✘ Dress Code: Casual  
Tuesday 8/19: No shorts  
please during meeting

# AGENDA

## AUGUST 18, MONDAY



8:30 Introduction

9:00 – 6:00

- ✘ National report Mike MacDonald/ Kelvin Hale
- ✘ Regional report by Representatives
- ✘ Discussion of the issues and recommendations
- ✘ Preparation for ARP-1 meeting
- ✘ If time permits, overview of GATS

- ❖ Breakfast: 7:30 Inside meeting room
- ❖ Lunch: 12:00 Inside meeting room
- ❖ Breaks: As needed
- ❖ Dinner: 7:00 PM Meet in hotel lobby at 6:45 PM for group dinner with Mike.  
Place: *Brand Steakhouse*  
(inside Monte Carlo property)

# AGENDA

## AUGUST 19, TUESDAY



8:30 Introduction

9:00 Kirk Shaffer, ARP-1

Kate Lang, ARP-2

Sabreenah Key, ARP-010

9:45 – 6:00 Discussion of the issues facing the workforce and mgmt:

- ✘ Survey: OPM/EAS/CSS
- ✘ New Initiatives: SMS & Others
- ✘ Staffing Study/Workload
- ✘ Training: Scheduled v. Mission requirements
- ✘ Communications
- ✘ Core Compensation – SCI/other

- ✘ Legislative and Funding
- ✘ Other Issues: Telcomm,workgroups..
- ✘ How can NATCA and Agency work together to improve our working conditions
- ✘ Challenges/Recommendations
- ✘ Closing Remarks/Conclusion
- ❖ Breakfast: 7:30 Inside meeting room
- ❖ Lunch: 12:00 Inside meeting room
- ❖ Breaks: As needed
- ❖ Dinner: 7:00 Meet in hotel lobby at 6:30 PM for group dinner with Kirk.  
*Place: To be determined*





## SURVEYS: OPM(FHCS)/EAS/CSS

- ✘ It is vital to the success of any organization that it take a “temperature test” from time to time to see how its employees feel their needs and expectations are being served within the workplace, and that its employees’ respond honestly to such surveys
- ✘ The U. S. Office of Personnel Management has designed its Federal Human Capital Survey (FHCS) to measure how well the Federal Government is managing human resources systems
- ✘ It has been said the FHCS survey is to become FAA’s main measure of employees’ attitudes
- ✘ OPM sent the FHCS out to about 6,000 FAA invitees on August 4<sup>th</sup>
- ✘ The survey will remain open until September 30<sup>th</sup>
- ✘ Where does that leave the FAA’s Employee Attitude Survey (EAS)?

## SURVEYS: OPM(FHCS)/EAS/CSS (CONT..)



- Less than half of ARP employees responded to this last year's Employee Attitude Survey (EAS). This has been interpreted as indicative that many workers doubt their opinions really matter. Those that did respond were generally negative.
- It is the role of NATCA to represent the interests of 100% of ARP employees. If the Agency's EAS was not considered useful by everyone, will FHCS be received any better?
- Whatever survey tool is used, the overall results should be shared with employees and a joint workgroup of union and management should be created to come up with recommendations that serve the interests of all parties
- What do we do with the survey results?



## SURVEYS: OPM(FHCS)/EAS/CSS (CONT..)

- ✘ ARP employees have concerns that the results of the Customer Satisfaction Surveys (CSSs) did not represent the opinions of a full cross section of their customers. In some regions, incomplete information was provided to the employees, and/or action plans were developed without their input. They are concerned that inaccurate customer satisfaction surveys may have negatively impacted management's view of their job performance.
- ✘ ARP employees want assurance that management understands their issues with the Customer Satisfaction Surveys, and supports them in the performance of their duties.



## STAFFING STUDY/WORKLOAD

- ✘ Employees who perform OEAAA tasks are overloaded by new requirements, impacting their workload.
- ✘ “ARP SMS” requires new staff positions, and requires BUEs to work and document their work in new ways that require training, and increase workloads
- ✘ Vacancies are not filled in a timely manner. Recent HR guidelines...
- ✘ There has been an increase of AIP funding (143%) and number of grants (179%), from FY 2000 to FY 2006 without a corresponding staffing increase.
- ✘ Number of grants to non commercial airports has increased by 260% largely as a result of non primary entitlements
- ✘ Issues have come up where management has not effectively handled situations where insufficient resources are a factor
- ✘ In response to our concerns, management is conducting a staffing study to determine ARP’s actual resource requirements.
- ✘ Do we have a ARP Strategic plan?
- ✘ How do we plan to redistribute workload between the regions?
- ✘ We expect an honest report. If BUEs are consulted in this study, it will be a better product.



## NEW INITIATIVES- SAFETY MANAGEMENT SYSTEM (SMS)

- ✘ Safety Management System (SMS) – to be Implemented throughout Agency  
– Formalizes Safety Risk Management
- ✘ SMS is our National response to requirements set in 2005 by the International Civil Aviation Organization (ICAO)
- ✘ SMS introduces new processes and new (higher) levels of documentation to the employee workload
- ✘ SMS is tailored by each LOB to reflect its mission - we have “ARP SMS”
- ✘ ATO has already implemented its SMS program
- ✘ SMS will be implemented in phases over the next 5 years
- ✘ The deadline for completion of Basic ARP SMS training is 3 years, which seems like a long period, but the program redefines, in detail, basic roles and responsibilities
- ✘ A key feature of ARP SMS is “Effective communications, including a non-punitive environment for reporting safety concerns.”
- ✘ The draft ARP SMS Order promises “adequate resources” will be allocated to the program. Let’s see!



## CORE COMPENSATION – SCI/OTHER

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- ✘ As we all know, the Core Compensation System was unilaterally imposed: that is the major concern of the entire workforce.
- ✘ Under the Core Compensation System, especially in the sensitive area of developmental promotions, there is sometimes the appearance of inequitable compensation: this situation is often encountered by BUEs who were hired or promoted under the development bid system, that was part of the old GS System (e.g. GS 9/11/13 or other).
- ✘ Under the existing SCI system, managers are restricted in awarding the number of SCI pay raises due to quotas. When given, SCI raises are awarded in secret.
- ✘ No proper guidance was provided on the requirements to obtain the SCI raise nor BUEs were informed of what they could do to receive SCI or that they were at risk of not receiving SCI.



## COMMUNICATIONS

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- ✘ Between Management and Employees
- ✘ Between Employees and their Union
- ✘ Between Management and the Union
- ✘ Between the Agency and its Customers
- ✘ It is the goal of our Union to work for the betterment of all parties in the “FAA Family”. In the eyes of the general public, our customers, we are all the same. It is the special role of NATCA to work to arbitrate between employees and management when there is conflict, and to improve the understanding of all when concerns arise. It is important that all situations be fairly evaluated on their own merits.



## LEGISLATIVE AND FUNDING

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- ✘ We need to work together to promote passage of the FAA Reauthorization Bill
- ✘ We need AIP funding that is sufficient to support new and ongoing Airport development projects
- ✘ We need funding that is sufficient to support increased levels of staffing, in proportion to the expanding technical and administrative requirements of our continuing mission in ARP
- ✘ In some ARP units we need funding for program management and safety inspections



# TRAINING FOR OUR CHANGING TIMES



- ✘ The present agency training program lacks balance in essential areas
- ✘ We need to identify voids in the program by conducting a national survey
- ✘ Training slots are not uniformly distributed based on demonstrated needs: We have instances where small regions get more slots than large regions
- ✘ Our training order is several years old, and still in draft form. Management should work in partnership with the union to develop a training plan
- ✘ Training regularly scheduled in the past may no longer be as important to our mission requirements, as training needs that have emerged due to changing roles and procedures
- ✘ Many experienced employees no longer require basic academy training courses such as Land Appraisals, or Airport Planning and Design
- ✘ On the other hand, in-depth training is necessary for new initiatives such as SMS.
- ✘ There are instances where ARP units are not filling their slots effectively
- ✘ We need to increase training slots for classes for which there is a large demand. These include recurrent classes in engineering, planning, AIP, certification and other areas



## OTHER ISSUES

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- × Telecommuting
- × Workgroups
- × National process systems that should be improved, i.e. GovTrip
- × Membership in Professional Associations
- × Official Time
- × SFO Space & Furniture
- × ???

## HOW CAN NATCA AND AGENCY WORK TOGETHER TO IMPROVE OUR WORKING CONDITIONS

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- ✘ Keep both management and BUE issues visible
- ✘ Union's leadership keeps management informed
- ✘ Management proactively informs the Union of issues
- ✘ Provide Agreement training, similar to that which has been given to all NATCA representatives, to all levels of management
- ✘ Agreement training has proven to be very helpful in avoiding disruptive, if not destructive, misunderstandings and misinterpretations of contract

## CHALLENGES/RECOMMENDATIONS

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- ✘ What challenges do you see given the items discussed?
- ✘ What recommendations would you make that the Union can take back?





## CLOSING REMARKS/CONCLUSION

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- ✘ This kind of joint meeting, with a crossing-over of both Union and Management leadership, is very timely
- ✘ There are numerous initiatives that we face that are being driven by forces and binding agreements beyond our control
- ✘ I hope this conference will give us a foundation for joint decision-making in the future
- ✘ Comments...

-----Original Message-----

From: sam.samad@natca.net

Sent: Saturday, March 7, 2009 11:46pm

To:

Subject: IMPORTANT: Contract Renewal

Brothers & Sisters,

Our contract is coming up for renewal in the next few months.

In the last year, when we ratified our contract, we agreed to everything except Core Compensation. In this renewal, we want to review the Core Compensation issue including the SCI and OSI mechanisms. For that purpose, we established a Pay Team a few months ago, in preparation for the upcoming negotiations. Since our contract is a Multi-Unit Contract, the Pay Team includes National Reps from 5 bargaining units incl. ARP. Tomaso, National Rep. for AIR, and Carmela, National Rep. for ARC, are taking lead roles, and supporting us in our Pay Team efforts. However, each National Rep. for each BU will provide input concerning their own specific requirements.

Presently, the Pay Team is working on CLDs for their respective bargaining units and reviewing the contract articles. Also, we are in the process of hiring an outside Pay Consultant who will compare our own existing compensation packages to similar packages in industry. When we go to the Agency for negotiations, we will know our own status with respect to outside pay compensation. This is very important. I want all BUEs to come forward and contribute their comments because after this, the contract will be in place for at least 3-5 years!

Except for the Core Compensation issue, based on my research, our existing contract is far superior to those of other Brothers and Sisters, such as Air Traffic and Architect and Engineers! Our existing contract includes numerous "non-permissible" articles which the Agency has the right to take out this time around.

Some weeks ago, we had a Region X meeting in Phoenix, AZ. During that meeting we also had a separate meeting with the Pay Team, which included our ARP regional reps from ASO, AAL,AGL, ACE, AEA. In the follow-up to the Pay Team meeting, I also had a separate meeting with our regional reps, Rod, Steve, Tom, Scott, and Dave,.

The Regional Reps agreed to contribute to the Pay Team. Tentatively, Scott will be supporting us in CLDs; Steve will be revising the contract clauses and will give us his input, in addition to the input from his bargaining unit. Rod, Tom and Dave have agreed as well to contribute their comments.

Anyone who wants to contribute in addition to only making comments on the contract articles is invited to participate in the Pay Team itself. Those who are interested can contact their regional rep. via email with a cc to me.

I am also planning to have ARP BUEs involved in the bargaining process. Presently, we have had some initial discussions with chief NATCA negotiators. Based on further information from them, regarding the process, we will know how many BUEs from each BU; will be allowed to participate in the negotiations. I will inform you as soon as I know all the details. If you are interested, please let your regional rep know via email with a cc to me.

At this time, I would like each bargaining unit employee to review the existing contract articles and comment on how the contract might be improved. Please respond with your comments to your regional reps. via email with a cc to me by March 27.

Thanks,

Sam Samad

PS: Here I want to make a side note to the Regional Representatives:

I need feedback from you based on our discussions in Phoenix. What is the status of your task? Beyond the common comments to the Pay Team, I need the specific information you agreed to find for me. Thanks,