

# 1977-2007



Professional Airways  
Systems Specialists,  
AFL-CIO



# Thirty Years of PASS



# Thirty Years of PASS



**T**he year 2007 marks an important milestone for PASS—the 30th anniversary for the union dedicated to protecting and promoting aviation safety. On February 14, 1977, more than 50 FAA technicians from all over the country assembled in Chicago and by February 17, the Professional Airways Systems Specialists was born. Over the 30 years since its creation, PASS has had its share of victories and challenges, great times and difficult moments, but through it all, the solidarity and spirit of camaraderie that led the PASS founders to gather in Chicago has remained strong.

The 30th anniversary of PASS is a tremendous achievement and the union is entering into its next decade with motivation and determination. As PASS moves forward, it is important to remember the many accomplishments and challenges over the years. Examining *Thirty Years of PASS* should fill all members with pride—pride in the union’s history, pride in being a PASS member today and pride in being part of PASS’s future.

*“I welcome you to the world of PASS. It is time we remove ourselves from a state of second class citizenship—a management view—to a state of true professionalism.”*

**Howard E. Johannssen, PASS National President, 1977–1994**

*“If we are to survive and to succeed as a union, we must not waver from our course. We must remain determined and united. We built this union on the belief that ‘we will either find a way or make one.’ We must not falter in our faith.”*

**Jack Johnson, PASS National President, 1994–1997**

*“We hold the key to the integrity of the entire air traffic control system in this country. And we have the key that has made it the safest in the world. The system belongs to us because we are the system...it is ours and they are not taking it from us.”*

**Michael Fanfalone, PASS National President, 1997–2003**

*“As PASS continues to grow, we also continue to learn. We are learning new ways to fight our battles, developing better methods in order to promote and protect the rights of PASS members.... PASS is stronger today than it has ever been and it is growing even stronger each day.”*

**Tom Brantley, PASS National President, 2003–present**



# 1970s

## 1978

## 1979

### 1977

- On February 14, more than 50 FAA Airway Facilities (AF) technicians traveled to Chicago to meet and strategize about improving working conditions and quickly decided that technicians needed their own labor union to represent them before the FAA and Congress. By February 17, these individuals had become a union, ready to vote on the first PASS Constitution and elect leaders. The new alliance was met positively in the workforce and by March 30, over 580 new members had joined.

- On April 19, Chicago O'Hare became the first local to receive a PASS charter. Despite efforts to stop the growth of PASS by the FAA and the National Association of Government Employees/Federal Aviation Science and Technological Association (NAGE/FASTA), who represented 75 percent of the technicians at the time, 27 locals were chartered by the end of the year and PASS represented 1,200 members.

- During this first year, PASS launched a major effort to challenge provisions of the Fair Labor Standards Act (FLSA). Through a series of meetings with the Civil Service Commission, PASS challenged the denial of FLSA premium pay to most GS-11 and GS-12 technicians.

- In January, 94 percent of technicians at Chicago O'Hare voted in favor of having PASS as their exclusive representative.

- The first annual PASS Convention was held in Dallas in January. PASS delegates elected an Executive Board to a three-year term.

- On May 18, the Civil Service Commission ordered the FAA to reimburse GS-11 technicians back pay to 1974 for unpaid overtime. The win in the FLSA case resulted in total payments to the bargaining unit of over \$300,000.

- On May 25, Oakland Bay Terminal Radar Approach Control facility, the second chartered PASS local, certified ballots with 95 percent voting in favor of PASS. During the year, PASS was also victorious in certification elections held at Kansas City National Communications center, Atlanta Tower and Denver Center. Twenty additional locals were also chartered during the year.

- The year started with the number of chartered locals at over 50, and the union continued to gain strength. The second PASS Convention was held in Atlanta, where the PASS motto was officially adopted: "We will either find a way or make one."

- After a 17-month legal battle, on February 14, the comptroller general ruled that technicians who were promoted to the General Schedule pay system were entitled to tens of thousands of dollars in back pay. PASS had argued successfully that night differential must be included in calculating the highest previous wage of affected employees.

- On August 20, PASS launched a national campaign for a representation election of the NAGE/FASTA bargaining unit, starting a process that would last through the early 1980s.



Delegates and members to the founding PASS Convention.

# 1980s

## 1982

- In early April, Rep. Newt Gingrich of Georgia introduced a bill in the House similar to the Airway Facilities Systems Specialists Act of 1981 introduced by Sen. Mark Andrews at the end of 1981.

- The PASS contract team went to work and the agency and the union formally exchanged their proposals on March 12 and negotiations began on May 12. Members of the first PASS negotiating team included Michael Fanfalone, Larry Henry, Robert Hensen, Rufus Forrest, James Stuart, Robert Turner, Donald Lynch, Donald Crossland, Bobby Mullins, Charles Borwege and Richard Little.

- The fifth annual PASS Convention was held in Minneapolis. During the convention, a resolution was passed by delegates authorizing PASS to join IFATSEA. The delegates also approved an affiliation with the Marine Engineers Beneficial Association (MEBA).

## 1983

- On April 15, the FLRA notified PASS that the unit consolidation was complete and that all segments of the AF bargaining unit were now unified with PASS as their exclusive representative.

- The sixth annual PASS Convention was held in Washington, D.C. Delegates agreed to restructure PASS into three regions and ballots were sent to the membership for ratification.

- The comptroller general issued a decision on the FLSA case, awarding GS-12 bargaining unit technicians back pay of over \$350,000.

- The Federal District Court in Seattle issued an injunction against the FAA for violating the Federal Labor Relations Statute—the first injunction ever filed against any federal agency for statute violation. In convincing the FLRA to pursue its case, PASS argued that the FAA was bypassing the union in its planned reorganization of the Northwest Mountain region. The court ordered that no changes affecting working conditions of employment could be made in that FAA region without first negotiating those changes with PASS.

## 1984

- In early 1984, PASS and the FAA entered into negotiations over the reorganization of the Northwest Mountain region and reached agreement in April. The decision was a milestone for the bargaining unit as it set specific procedures that the FAA must follow in determining how positions were filled or eliminated.

- On May 14, PASS and the FAA entered into contract negotiations and reached a tentative agreement on the first national contract on June 14. PASS members voted to ratify the first PASS/FAA collective bargaining agreement and the three-year contract went into effect on August 31.

## 1985

- Effective January 1, the National Association of Flight Standards Employees (NAFSE) merged with PASS and a formal petition was filed with the FLRA to amend the certification of the Office of Aviation Standards (AVN) bargaining unit from NAFSE to PASS.

- The first arbitration conducted by the national office resulted in a major victory for the union. The grievance

## 1980

- In May, PASS was a guest at the International Federation of Air Safety Electronics Association (IFATSEA) convention—the start of an important relationship for the union and an emphasis on being a part of the international aviation community.

- In August, the PASS leadership, anticipating a victory in the election for representation, put out a call for volunteers for a national contract team. The selections were finalized in early December.

## 1981

- During 1981, PASS was elected the union for all systems specialists. On July 15, ballots were counted and PASS was voted the exclusive representative of the AF bargaining unit by a four-to-one margin. The Federal Labor Relations Authority (FLRA) denied FASTA's appeal to the election and signed PASS's certification on December 31. During the year, the AF contract team met to prepare for the inaugural negotiations with the FAA.

- After a nationwide election, the national PASS logo was adopted.

- At the end of the year, at PASS's request, Sen. Mark Andrews of North Dakota introduced the Airway Facilities Systems Specialists Act of 1981, including provisions to establish a separate pay series for technicians and to bring necessary reforms to the profession. The congressional debate on this measure carried into the new year.

was filed after the FAA unilaterally denied numerous facility representatives and local presidents “official time” to attend contract briefing meetings. The arbitrator ruled that the agency’s position violated the contract and required the FAA to retroactively amend the time and attendance records of union representatives.

- A second victory was achieved in 1985 when the FAA agreed to drop its rule requiring that employees in covered positions work a minimum of four hours of overtime during a pay period before true time-and-one-half rates are paid. PASS orchestrated this change and urged the FAA to quickly proceed with the implementation.

- PASS and the FAA embarked on a new partnership program known as the Employee Involvement Program (EIP), designed to allow all employees to meet in committees comprised of both management and employee representatives to discuss and resolve problems within the facilities.

- Contracting out was becoming a major source of discussion during the year, and PASS conducted the first survey of the bargaining unit members to gauge concerns about the practice. In a show of support for PASS, the Public Employees Department, AFL-CIO, unanimously passed a resolution stating its objections to contracting out of systems specialists.

## 1986

- In February, PASS testified before the Senate Subcommittee on Aviation regarding federal budget cuts and, as a direct result of PASS’s testimony, the proposed budget cuts for FY 1987 funds were not made.



Delegates and members to the 1989 PASS Convention.

- At the request of Rep. Norman Mineta of California, the Government Accountability Office (GAO) began to investigate problems of the AF workforce using PASS’s previous testimony before Congress as a guide.

## 1987

- On February 12, PASS acquired its first Department of Defense (DoD) bargaining unit when it unanimously prevailed in an election for exclusive representation of the systems specialists at the U.S. Marine Corps Air Station in Cherry Point, N.C.

- In June, PASS notified the agency of its intent to proceed with negotiations for a new AF bargaining unit contract. A contract prep team met in July to research and finalize the proposals, which were submitted to the FAA.

- PASS worked closely with staff members of the House Post Office and Civil Service Subcommittee to draft legislation providing for a new pay series for systems specialists.

## 1988

- On August 4, Rep. Guy Molinari of New York introduced H.R. 5165, the National Airways Systems

Specialists Act of 1988. The legislation addressed pay and reclassification, staffing levels, and conditions of employment and pertained to both the FAA and DoD technical workforces.

- The second PASS/FAA AF contract was ratified by the membership and went into effect on October 21. Just one week later, PASS filed a negotiability appeal with the FLRA after the Department of the Navy disallowed 30 sections of the PASS/DoD contract for systems specialists at Cherry Point, which had been tentatively agreed upon in late September.

- On December 15, the AVN PASS members unanimously ratified a negotiated contract between PASS and the FAA’s Aviation Standards national field office.

## 1989

- Early in 1989, Rep. Guy Molinari reintroduced legislation to upgrade pay and benefits and to set minimum staffing levels for the FAA and DoD technical workforces.

- On March 3, PASS representatives met with FAA Flight Standards (FS) representatives in San Diego to develop a strategy for a national organizing effort.

# 1990s

unanimously approving a resolution to make PASS an autonomous division of District No. 1—MEBA/NMU. The membership overwhelmingly ratified the resolution.

## 1990

- In early 1990, PASS unveiled its new members-only benefits package, with many of the programs administered by the AFL-CIO's Union Privilege Program and available to PASS members through the union's affiliation with MEBA.

- During the year, PASS filed two petitions for certification with the FLRA:

The first, filed on May 14, sought certification for all non-supervisory employees at the Flight Inspection Field Office in Battle Creek, Mich. The unit, part of the Aviation Standards national unit, contained approximately 55 employees. PASS became the exclusive representative on August 14.

The second petition, filed on May 21, sought certification for all aviation safety inspectors and clerical employees of the FAA's Western Pacific region, approximately 325 employees.

- In late fall, the PASS national office relocated to Florida but maintained a legislative office in Washington, D.C.

- The year ended with PASS and the FAA signing an agreement allowing bargaining unit employees the option of working several different alternate work schedules.

## 1991

- The 11th annual convention was held in Florida, with delegates

- On May 1, the FLRA counted the ballots returned by employees of the FS division. With 80 percent of eligible employees returning their ballots, the majority voted in favor of joining PASS. The Eastern and New England FS employees did not participate because they were already members of American Federation of Government Employees (AFGE). By September 15, nearly 300 FS employees had joined PASS.

- PASS was instrumental in protecting the 5 percent pay differential and restoring the \$21 million cut from the FAA operations account after the House passed its version of the FY 1992 transportation bill including a recommendation to reduce the 5 percent pay.

- PASS and the FAA reached agreement on a new contract for the AF bargaining unit, which was later ratified by the membership. Also, an initial contract preparation team was formed to develop proposals for a future agreement between PASS and FS.

## 1992

- In early February, PASS was invited to testify before the House Aviation Subcommittee in response to a GAO report entitled *Problems Persist in the FAA Inspection Program*. This was PASS's first opportunity to inform Congress of the widespread concerns of the inspector workforce.

- In April, the first round of FS contract negotiations got underway. The members of the first FS contract negotiating team were Larry Sump,

William Robinson, Michael Lynch, James Kelly, Grant Pearsoll, Robert Davila and Robert Houtz.

- In response to the widespread devastation caused by Hurricanes Andrew and Iniki, PASS established the PASS Disaster Relief Fund to assist members impacted by these storms. The union presented support checks to 19 families.

- On October 29, PASS was notified by Office of Personnel Management (OPM) that it had approved a Single Agency Classification for the AF bargaining unit: GS 2101 AF transportation systems specialists.

## 1993

- On February 10, ratification ballots were counted for the vote on the tentative agreement reached between PASS and FS. The agreement was ratified and the contract went into effect on March 3.

- In June, PASS DoD Chapter 205 completed negotiations with the Department of the Navy on a new contract. Representatives for PASS in these negotiations were Don Carpenter, Tim Forrest and Dan Gillikin.

- PASS and the AF Southern region co-hosted the 23rd Annual IFATSEA General Assembly. This international meeting was the first in history to be held in the United States, with representatives from more than 48 countries attending.

- In the fall, FS employees in the Eastern and New England regions voted in favor of PASS representation. Another DoD unit also voted to join PASS.

- On Capitol Hill, PASS won a major victory when the House Appropriations Committee acknowledged that "contracting out would

lead to significant higher agency costs, with no additional benefits” and capped FY 1994 funding for contract maintenance at the FY 1993 level of \$21 million. Within the FY 1994 Department of Transportation (DOT) spending bill, Congress restored “237 staff years to the FAA’s in-house maintenance work force” and allocated \$2.5 million more for inspectors.

## 1994

- In March, PASS established a PASS FS region. A referendum to amend the PASS bylaws to create PASS Region IV passed by a vote of 535 to 33, and Kevin Beaudin was appointed by the Executive Board to serve as Region IV vice president.
- With an ever-increasing focus on legislative activity and establishing and maintaining relationships in Congress, PASS formally established a Political Action Committee (PAC) in 1994.
- In 1993, PASS filed three grievances seeking full back pay for all PASS-represented employees who were regularly scheduled to work on a Sunday but did not receive Sunday premium pay during periods of authorized sick or annual leave. In 1994, the FAA agreed to settle the grievance, resulting in a back pay of over \$3 million.
- On October 14, the PASS national office in Florida was closed and all operations were transferred to Washington, D.C.

## 1995

- On January 9 and 10, PASS representatives joined more than 1,000 members of the aviation community in D.C. to participate in the biggest airline safety conference in history.



PASS National President (1994-1997) Jack Johnson addresses members and delegates at the 1997 PASS Convention.

- A special PASS convention was held in Las Vegas for the purpose of drafting and adopting a new constitution. The constitution developed during the three-day meeting was unanimously approved by the delegates and ultimately ratified by the membership.
- Under the FY 1996 DOT appropriations bill and a bill sponsored by Reps. John Duncan of Tennessee and Jim Lightfoot of Iowa, FAA reform would be accomplished but employees would be exempt from most provisions of Title 5, including Chapter 71 dealing with labor-management relations. PASS launched an intense fight to save Chapter 71 rights and protect the 5 percent pay differential. On November 15, the bill was signed into law providing for full funding of the 5 percent differential but not including protection of Chapter 71 rights.
- The FAA administrator established a Personnel Reform Advisory Board (PRAB), of which President Jack Johnson was a member. Five task forces were created, including representatives from the FAA, PASS, National Air Traffic Controllers Association (NATCA) and National Association of Air Traffic Specialists (NAATS). The three unions,

representing nearly 70 percent of FAA employees, joined to form the Aviation Labor Coalition to support each of the task forces. The coalition worked to influence reform developments and lobby collectively for the restoration of Chapter 71 rights.

- PASS membership was an important focus for the year, with the first electronic PASS bulletin board created for members only. The first PASS membership survey was also distributed in the field to gauge members’ interests and concerns.

## 1996

- The FS Aircraft Evaluation Group (AEG) voted for PASS as their exclusive representative.
- The White House Commission on Aviation Safety held a hearing on December 5 to solicit views from the FAA, its employee unions, airlines and general aviation on modernization. PASS National President Jack Johnson testified that understaffing and contracting out remained top concerns for PASS. Following Johnson’s testimony, Vice President Al Gore, chair of the commission, called PASS members the “real heroes of America’s air system.”

- Restoration of Chapter 71 rights remained a major focus in 1996. PASS testified before the House Appropriations Transportation Subcommittee and urged Congress to protect these rights. On March 6, Rep. Frank Wolf of Virginia distributed a letter to his colleagues requesting that the House restore Chapter 71 rights to FAA employees. The letter had 27 co-signers. With PASS's strong legislative campaign, Congress passed legislation that contained language to restore Chapter 71 rights to all FAA employees.

- On April 30, the Senate Governmental Affairs Subcommittee held a hearing to explore the FAA's aviation and safety inspection program. PASS submitted written testimony. Less than two weeks later, ValuJet Flight 592 crashed in the Florida Everglades, killing all 110 passengers. This tragedy and the FAA's response proved to be turning points for the PASS FS bargaining unit. A 90-Day Safety Review was convened to examine inspector issues, and PASS President Jack Johnson was invited to serve on the Executive Steering Committee.

- PASS and the FAA reached a settlement for the national grievance regarding the implementation of two FAA reform issues. Under the terms of the agreement, the PASS membership voted on the implementation of Personnel Reform Implementation Bulletin 7 (PRIB 7), which dealt with Sunday/night pay. The membership voted overwhelmingly to accept PRIB 7.

## 1997

- The year 1997 marked PASS's 20th anniversary. PASS members and delegates celebrated the anniversary at the annual convention in Las Vegas.

- PASS affiliated with the Transportation Trades Department, AFL-CIO (TTD), in 1997—a relationship that would be invaluable for both organizations in the years to come.

- On October 8, PASS National President Mike Fanfalone and Region IV Vice President Len Scott testified before the National Civil Aviation Review Commission (NCARC) on staffing and training for all PASS bargaining units.

## 1998

- In January, the PASS Executive Board unveiled the PASS Strategic Plan. The plan focused on five specific goals: increasing international focus; creating a system of units that are independent and interdependent; providing training so members can help train members; ensuring PASS's financial security; and becoming a trade union.

- In February, the first PASS Safety Workshop was held in Washington, D.C. The *Roles and Responsibilities Guide* for regional safety representatives was created, providing guidance and expectations for conducting business as a PASS safety representative.

- PASS stopped a reorganization effort by the Department of the Navy at the Marine Air Corps Air Station in Cherry Point, N.C., when management proposed eliminating 18 positions and the downgrading of another 20.

- Recognizing the need to bring attention to PASS and issues faced by union members, PASS hired a public relations firm. PASS continues to emphasize the importance of communicating the union message to the media, Congress and the general public.

## 1999

- Collective bargaining agreements in all PASS bargaining units were either under negotiation or preparations were being made for negotiations during the year. AF negotiations culminated in bargaining impasses over pay and compensation issues, and PASS prepared to take its message to Congress, the public and the media through leafleting and lobbying campaigns. Negotiations for FS and AVN agreements were in the opening stages, while the DoD contract negotiations were coming to a close.

- PASS President Michael Fanfalone testified several times before Congress on themes important to PASS: short staffing levels, contracting out and training. In March 1999, PASS submitted testimony on the FAA FY 2000 funding to the House and Senate Appropriations Subcommittees. In addition, PASS's lobbying efforts helped to ensure that Merit Systems Protection Board (MSPB) language was included in both versions of the FAA reauthorization bill.

- In October, after an amendment to the PASS Constitution to reorganize the Executive Board was accepted by the PASS membership, Richard Cantu became the first Region V vice president for the AVN bargaining unit. With this change, the DoD bargaining unit became Region VI.

- In late 1999, FS employees of the New England and Alaska regional offices voted for PASS representation.

# 2000s

## 2001

## 2002

### 2000

- The PASS Executive Board overhauled the representative training system in January and offered new types of training, resulting in the training of a record number of representatives and members from all bargaining units.
- In January, a tentative AF agreement was reached; the PASS membership ratified the contract in March and it went into effect on July 2.
- In February, 150 employees in the Manufacturing Inspection District Office (MIDO) bargaining unit joined PASS. In late May, PASS reached an interim agreement with the FAA for the bargaining unit.
- On April 14, after a two-year battle with the FAA, a federal judge ruled in PASS's favor, finding that certain AF and FS employees were mistakenly classified as "exempt" under the FLSA.
- In early May, DoD members in the AF electronics division voted to ratify the national PASS-DoD/AF contract agreement, minus a section on contracting out. PASS-DoD/AF entered into post-contract negotiations to achieve agreement on the disputed language and the contract was signed on July 6.
- In November, PASS established Aero Dimensions Inc. (ADI), a for-profit corporation.

- Based on PASS's successful FLSA lawsuit, effective July 1, all 802, 856, 2101 and 1825 FAA employees represented by PASS, I-band or FG-13 and below, were granted "true overtime" status. After winning the case, PASS reached agreement with the FAA for two years of back pay for covered employees. PASS's DoD unit filed a grievance after the FLSA victory and all electronics technicians represented by PASS were converted to true overtime status with two years of back pay.
- PASS joined all Americans in mourning the loss of lives resulting from the terrorist attacks on September 11. Following the attacks, labor unions contributed over \$1.5 million to the AFL-CIO Union Community Fund's September 11th Relief Fund.
- FS contract negotiations continued in 2001. In December, PASS received unanimous support from the AFL-CIO Executive Council demanding that the FAA meet with PASS to negotiate pay, the only item left pending in the negotiations.

- In 2002, PASS launched a new campaign to fight contracting out. In May, the "Fighting for Jobs" conference was held in Las Vegas in order to train members on the basics of grassroots lobbying, media relations, coalition building and mobilization.
- In the FY 2002 appropriations bill, PASS succeeded in securing an additional \$12.2 million for additional FS and MIDO inspectors.
- In March, PASS received notice that 20 out of 23 employees working in the DoD automated data processing unit at the Marine Corps Air Station in Cherry Point, N.C., were no longer part of the bargaining unit based on national security.
- The FAA and Air Force honored PASS with an award of excellence and gratitude due to the hard work and personal sacrifices made by PASS members following the September 11th terrorist attacks.



PASS members march in the annual Pittsburgh Labor Day Parade.

- In September, the PASS membership voted in favor of revisions to the PASS Constitution. Results of the constitutional amendments included the merging of Regions V, VI and MIDO into a new Region V and allowing for the inclusion of new bargaining units in that region. Bob Abbott was elected the regional vice president of the new region in a special election.

## 2003

- On February 10, Sen. Frank Lautenberg (D-N.J.) introduced the Safe and Secure Skies Act of 2003 to keep air traffic services inherently governmental. PASS worked closely with Lautenberg's staff to ensure legislation included coverage for PASS members in air traffic services. On April 10, Rep. Jim Oberstar (D-Minn.), along with Reps. Peter DeFazio (D-Ore.), Frank LoBiondo (R-N.J.) and Jack Quinn (R-N.Y.), introduced similar legislation in the Air Traffic Control System Integrity Act of 2003.
- The Executive Board reassessed the PASS Strategic Plan in March with a focus on goals in five specific areas:

international and global recognition; solidarity and unionism; members training members; financial security; and effective communications.

- After a lengthy battle, PASS celebrated a victory regarding the pay rate of FS IT workers. The arbitrator ruled that FS 334 computer specialists, under the GS pay system, should have received the same raise given to 334s in other federal agencies. Back pay was estimated to exceed \$700,000.
- In the summer of 2003, PASS and the FAA reached impasse in contract negotiations for the FS, AVN, MIDO, and AFS-700 bargaining units. Simultaneously, the FAA came to an impasse over negotiations on 11 outstanding NATCA contracts. Both PASS and NATCA sought assistance from the Federal Service Impasses Panel (FSIP).
- In late September, the PASS membership voted in favor of revisions to the PASS Constitution, including the creation of the PASS Membership Committee.
- On October 27, PASS National President Tom Brantley joined other

union leaders at a press conference hosted by the AFGE to petition that airport security continue to be the responsibility of federal employees. To pledge continuing support, PASS participated in a similar event in 2005.

- In October, a group of operations research analysts (ORAs), FG-1515, employees voted for inclusion in the PASS FS bargaining unit.
- The FAA reauthorization bill for fiscal years 2004 through 2007 was signed into law by the president on December 12. The bill included language instructing the comptroller general to conduct a study of inspector staffing in addition to directing the National Academy of Sciences to perform a study to determine a staffing standard for the workforce. Although the final bill did not mention privatization of the certification functions performed by systems specialists, FAA Administrator Marion Blakey guaranteed in writing that that the agency would not outsource this work during the 2004 fiscal year.

## 2004

- In January, the FSIP declined to assert jurisdiction in the case of the impasses between the FAA and PASS/NATCA bargaining units. As a result, PASS and NATCA jointly filed a lawsuit against the FLRA asking a federal court to order FSIP to perform its statutory duty and resolve the impasses.
- On February 26, PASS National President Tom Brantley and National Vice President Mike Perrone presented Sen. Frank Lautenberg (D-N.J.) with a plaque in recognition of his support of PASS and dedication to protecting the safety of the air traffic control system.



PASS National Vice President Mike Perrone (left) and National President Tom Brantley (right) thank Sen. Frank Lautenberg (D-N.J.) for his commitment to aviation safety.

- On March 1, Arbitrator Sean J. Rogers sustained a national grievance filed by PASS and ruled that the agency was in violation of the AF staffing agreement by not maintaining a minimum of 6,100 technical employees in accordance with the AF agreement. The agency appealed the case and, in FLRA Case 60 FLRA No. 38, the FLRA unanimously dismissed the FAA's exceptions to the decision.

- The inaugural PASS Chapter Summit was held on June 26–28 in Phoenix, Ariz. The conference was designed specifically for chapter officers and union leaders and allowed members the chance to discover new and better ways to serve and strengthen the membership.

- PASS worked to communicate the significant need for increased inspector staffing, bringing the problems associated with this issue, including the overexpansion of the designee program, to the attention of Congress. On November 17, the GAO released a study, requested by Rep. Peter DeFazio (D-Ore.), ranking member of the House Aviation Subcommittee, examining the FAA's management of its designee program.

- In 2004, the Legislative Committee decided to conduct legislative training in the field for PASS members. The first two sessions were held toward the end of 2004 in Dallas/Fort Worth and Honolulu.

## 2005

- In early 2005, a federal judge issued a decision in the joint PASS/NATCA lawsuit against the FLRA regarding the FSIP's refusal to assert jurisdiction in the contract negotiations impasses. Although the judge dismissed the case, the judge did not resolve the underlying issue



PASS Recognition Program winners present at the 2005 PASS Convention.

concerning the FSIP's failure to comply with its statutory duty to resolve the bargaining disputes.

- In February, members of the PASS Safety Committee attended a six-day safety and health course at the George Meany National Labor College. All participants in the training received a certificate stating that they were trained facilitators. These individuals have gone on to provide several chapters with safety training.

- On April 14, PASS National President Tom Brantley testified before the House Committee on Transportation and Infrastructure, Subcommittee on Aviation, on the Air Traffic Organization (ATO). PASS came out in strong opposition to many aspects of the FAA's ATO Technical Operations transition.

- The 2005 PASS Convention was held in Boston in early August. Delegates to the PASS Convention approved amendments to the PASS Constitution, which the membership later ratified, and passed resolutions regarding realignment of PASS chapters, national committee meetings and publication of resolutions. On November 18, the Executive Board chartered 75 statewide chapters to align PASS in its new structure.

- In response to the devastation inflicted on the Gulf Coast by Hurricane Katrina, the PASS Executive Board called on members to donate to the PASS Disaster Relief Fund. Many PASS members and chapters donated to the fund, allowing PASS to provide some much-needed relief to members in the affected regions.

- In October, PASS sponsored the 35th IFATSEA Assembly in Miami. Hosting this international event allowed PASS the opportunity to interact with major players in the field of aviation from over 28 countries, benefit from their vast experiences and knowledge, and familiarize the delegates with the struggles and successes of the aviation system in this country.

- A significant settlement was reached over the agency's failure to apply the new law requiring compensatory time for travel time that is not otherwise compensable to PASS bargaining unit employees. Under the agreement, all employees represented by PASS are eligible, beginning on October 16, 2005, to receive travel compensatory time for all hours in approved travel status that are otherwise not compensable.

- At the request of Rep. James Oberstar (D-Minn.), on October 26, the GAO released *Aviation Safety: System Safety Approach Needs Further Integration into FAA's Oversight of Airlines* recommending that the FAA fully implement its system-based approach for safety inspections of non-legacy carriers and address inefficiencies in workload, communication and training. The report emphasized the need for adequate inspector staffing.

- On November 30, the president signed into law the FY 2006 appropriations bill for the Departments of Transportation, Treasury, and Housing and Urban Development, the Judiciary, District of Columbia, and independent agencies. PASS was successful in securing an additional \$12 million (\$8 million for FS and \$4 million for the Office of Aircraft Certification) for hiring and training safety inspectors, which surpassed the president's original request to hire 97 inspectors, as well as funding for an additional 258 technicians. PASS was also successful in lobbying for a GAO evaluation of the Reliability Centered Maintenance (RCM) concept.

- On December 20, the Department of Transportation Office of

Inspector General (IG) released the report *Air Carriers' Use of Non-Certificated Repair Facilities*, which revealed that more and more scheduled airline maintenance work is being done at non-certificated repair facilities and criticized the FAA for oversight of the work performed at these facilities.

## 2006

- Major legislation was introduced in 2006 aimed at protecting and promoting fair contract negotiations between the FAA and its unions. On January 26, Sens. Barack Obama (D-Ill.), Daniel Inouye (D-Hawaii), Patty Murray (D-Wash.) and Frank Lautenberg (D-N.J.) introduced the Federal Aviation Administration Fair Labor Management Dispute Resolution Act of 2006 seeking to change the process by which negotiations between the FAA and employee unions are handled in the event of an impasse. On February 15, Reps. Sue Kelly (R-N.Y.) and Jerry Costello (D-Ill.) introduced a companion bill, which received incredible bipartisan support from the outset with 30 original cosponsors including 17 Democrats and 13 Republicans.

- In March, PASS accepted the agency's contract proposal for the ATO Technical Operations (formerly AF) bargaining unit. The FAA's conduct indicated that it was not interested in negotiating a fair and just agreement. Rather, the FAA's goal was to impose an unfair contract on PASS bargaining unit members. As a result, PASS opted to send the contract to members in order to give them a voice in the process. On August 3, the ballots were counted for the ratification vote. With a record voter turnout, the decision was clear: 98 percent of the members voting said "No" to the new agreement.

- On June 27, all of PASS suffered a great loss with the passing of Michael Fanfalone, one of PASS's founders and a former PASS national president. Fanfalone was a dedicated union leader, committed to improving the working conditions of FAA employees and fighting for the union he helped to create.

- In late September, the National Academy of Sciences released the results of a two-year study into FAA inspector staffing standards. At PASS's request, the staffing study was initiated as part of the 2003 FAA reauthorization act in reaction to concerns over the level of inspector staffing, combined with questions surrounding the FAA's increasing reliance on designees to perform inspector duties and the ability to monitor outsourced work. The committee concluded that the inspector staffing situation called for the development of an entirely new staffing model.



PASS National President Tom Brantley testifies before the House Aviation Subcommittee.



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