



PROFESSIONAL AIRWAYS  
SYSTEMS SPECIALISTS

*February 2005*

**STATE OF OUR UNION**  
**FLIGHT STANDARDS**

*Dear Member:*

*PASS is a "can do" organization. PASS members **get** it done even when our members do not necessarily have the "proper tool for the job". We are a no nonsense type of people. We get the job done and move on to the next challenge, seldom reflecting on our accomplishments. In other words, our members are not very good at celebrating success. With this said, it is time to take a few minutes to reflect on our successes of the last year and highlight some of our ongoing victories.*

*Each year, PASS should proudly recognize our accomplishments and learn through our challenges on how to make the union stronger and more effective for the next year. Through all our challenges, PASS cannot forget that your UNION is a consistently strong voice for our workforce, with every member working to ensure a fair and equitable present and future.*

*As each of you may be aware, whether by knowing him personally or reading about him in the PASS TIMES, our brother Grant Pearsoll spent a large percent of last year in the Middle East helping to fight for our country along with all four of his sons and his wife, Marina. Many of our brothers and sisters have made similar sacrifices, and many continue to serve for our country. I mention brother Grant since his story is such a compelling example of why PASS needs to dedicate this edition to him and all those who have been and continue to represent us all, allowing us to stay focused on the working condition issues and our mission of aviation safety.*

*Since Grant is literally one of our founding fathers, I asked him to help me put together this year's STATE OF OUR UNION address. This gave us both an opportunity to reflect on 2004, and helped him to see what PASS did in his absence but not without his sacrifice and spirit.*

*over*

*Your union at work:*

- PASS ENSURES ATOS/RSI TAX ISSUE RESOLVED
- PASS/NATCA JOINT LAWSUIT AGAINST THE FLRA
- SUCCESSFUL LOBBYING BEFORE CONGRESS ON OUTSOURCING
- PASS FORCES AGENCY TO AUTHORIZE TELECOMMUTING
- PASS SUCCESSFULLY ORGANIZES ORAs
- PASS SUCCESSFUL IN NATIONAL GRIEVANCE OVER TRAVEL VOUCHERS
- PASS ESTABLISHES TSA POC & PROTECTIONS FOR FIELD INSPECTORS
- PASS ESTABLISHES NATIONAL SAFETY REP
- PASS RE-CHARTERS COMPUTER SPECIALISTS TEAM TO ADDRESS ISSUES
- PASS ESTABLISHES FIRST OWEN DULLAGHAN SCHOLARSHIP
- PASS ESTABLISHES EFFECTIVE USE OF NATIONAL POC'S
- PASS ESTABLISHES RELATIONSHIP WITH PAMA AND NBAA
- PASS ESTABLISHES WORKING RELATIONSHIP WITH GAO
- PASS ASSURES 1ST COMPREHENSIVE EVALUATION OF ASI TRAINING FROM GAO
- PASS ATTENDS ALPA CONFERENCE AND STARTS WORKING RELATIONSHIP
- PASS ESTABLISHES A RELATIONSHIP WITH JOHN GOGLIA, RET. NTSB
- PASS' NEW PMS FORCES FAA TO AWARD QUALITY STEP INCREASES
- PASS HELPS ESTABLISH FIRST EVER FG-14s FOR SAFETY PROGRAM
- PASS WINS - DOD SCHOOLING FOR MEMBERS IN PUERTO RICO
- PASS CELEBRATES THE HIRING OF A PROFESSIONAL UNION ORGANIZER
- PASS CELEBRATES THE HIRING OF ANOTHER LABOR ATTORNEY
- PASS TESTIFIES BEFORE CONGRESS ON BARGAINING UNIT STAFFING ISSUES
- PASS SHARPLY INCREASES COMMUNICATIONS WITH PRINT AND TV MEDIA
- PASS MEMBERS INFORMED WITH FS UPDATES ON CRITICAL ISSUES
- PASS CELEBRATES A ONE-STOP PASS WEBSITE - [www.passnational.org](http://www.passnational.org)
- PASS WINS OVER NEW 110A AND BADGE FOR ASI's
- PASS SUCCESSFULLY NEGOTIATES OVER NEW ENROUTE ORDER
- PASS AND PAC CELEBRATE BIPARTISAN CONGRESSIONAL LOBBY EFFORTS
- PASS WINS - OPM DIRECTED PAY RAISE & SPECIAL PAY FOR 334s
- PASS CELEBRATES IT'S FIRST 100% CHAPTER MEMBERSHIP

Those were only highlights of PASS's accomplishments in 2004. In addition are ongoing successes, including the following. Visit [www.passnational.org](http://www.passnational.org) for additional information on any of these items.

- On going - Grievances, ULP's and Negotiations
- Alternate Work Schedule (AWS)
- Telephone Availability - benefits
- No Travel to Training on Weekends
- Part-Time Employment, Availability
- Quality Grievance Procedure
- On-going Congressional Testimony on Behalf of PASS Members
- PASS PAC (Political Action Committee)
- Partnership for Safety (PFS)
- Formal Meeting Representation
- Access to the Media
- Gaining Aviation Safety Technician (AST) Positions
- Facilitates Cabin Safety from Specialist to Safety Inspector (1825)
- Won FLSA Non-Exempt status For FG-13 and below
- Won FLSA Back pay/Payout for all FG-13 and Below - 9 M \$'s
- Achieved the First Bargaining Unit (AFS-900) of FG-15 Positions and 127 New FG-14 Positions
- Computer Specialist Infrastructure Team (CSIT)
- Fair Performance Management System (PMS)
- Negotiated Agreement for Certificate Work Assignment
- Dress Code, or Lack Thereof
- Alternate Dispute Resolution, (ADR)
- Trained Facilitators
- On-going Complexity Guide discussions and Protections
- Occupational Safety and Health Administration (OSHA) Reps
- Professional Differences of Opinion Article
- Flight Standards National Branch Agent in D.C.
- Full-Time Flight Standards National Assistant
- International Inspectors Maintaining an FG-14
- Military Leave Taken in Increments of Minutes Not Days
- PASS Protects Bargaining Unit Employee in Case of Loss of Medical
- Fighting for the Best Protections in a New Contract - Continuing in FG System
- PASS/FS POC's for All AFS Headquarters Divisions As Well As Every Division Important to Our Members

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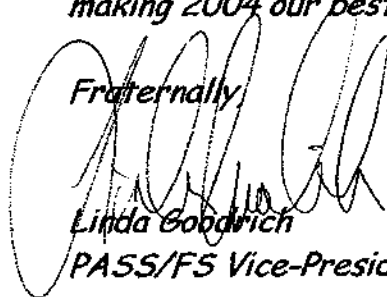
*Yes, the STATE of OUR UNION is healthy—because of you. PASS members took on and won many challenges and continue to build on both our successes and failures to overcome even what seemed impossible.*

*2005 has already proven to contain some of our biggest challenges yet, but PASS members are very quick to show the world WE are up to the task. PASS represents almost 12,000 aviation professionals around the world and the world is really starting to notice. PASS members are proven leaders in our industry and the industry and the public is now coming to us for the answers.*

*Each of us knows at least one person who is not a member-in-good standing even though PASS represents them. If you will make an effort in 2005 to share a copy of this letter and recruit just ONE new member, our membership will double and so will our ability to accomplish the impossible and provide greater benefits to our members. Everyone will benefit from a stronger UNION VOICE! Remember, OUR progress is not free; it requires people concerned enough and willing to expend their time and resources to get things accomplished.*

*Take a moment to celebrate each of our successes—you deserve it. Thanks for making 2004 our best year yet.*

*Fraternally,*



*Linda Goodrich*  
*PASS/FS Vice-President*

*Fraternally,*



*Mike Gonzales*  
*PASS/FS National Assistant*

## PASS 2004 ACCOMPLISHMENTS (A more in-depth review)

- ❑ *When RSI's were moved virtually to their new location, it was PASS that pushed the issue nationally to get the Agency to fix the state tax issues before our members, such as in Georgia for the Delta RSI's, were financially penalized.*
- ❑ *PASS testified before the Federal Labor Relations Authority regarding our outstanding contract issues and when they refused to use the Federal Services Impasse Panel (FSIP) to assist in resolving our differences, for the first time ever, PASS filed suit against the FLRA for failure to assert authority over our contract dispute with the FAA. PASS filed this lawsuit jointly with NATCA because they are experiencing the same bad faith negotiations with the agency.*
- ❑ *PASS successfully lobbied before Congress regarding the "outsourcing" of our work and was able to get the OIG, GAO and Congressional support to require serious evaluations take place regarding this practice including the oversight of designees.*
- ❑ *PASS successfully obtained telecommuting recognized and implemented, nationally.*
- ❑ *PASS successfully organized the Organizational Research Analyst's (ORA's) as PASS members.*
- ❑ *PASS successfully won, through the grievance process, stopping delays in travel voucher processing.*
- ❑ *PASS successfully addressed TSA placing our inspectors in jeopardy by selecting Simon Wheaton-Smith as our Point of Contact for security and TSA issues. Simon then created a pocket guide and PowerPoint program to address and protect our inspectors in the field and authored an Agency Order that established a regional TSA POC in each region to quickly address field issues.*
- ❑ *PASS was successful in addressing National, Regional and Local safety issues by first identifying Janet Clark as our first ever National Safety Representative and now Colleen Stevens. (Note: Janet had to step down to fight her own battle against cancer) Resulting in the selection of Regional Safety Representative and the building of an agenda to address workplace safety issues.*
- ❑ *PASS successfully established a nationally recognized and chartered Computer Specialist Infrastructure team, (CSIT) to designate a representative from every region as a member of the team. The Team Leader is Patty Marcil, supported by the regional POC's: Von Brown, Carolyn Ware, Bob Prehara, Linda Reed, Jenny Stack, Anna-Marie Reese, Andrew Jeffrey, Sean Jacobs, Gil Price and Pat Hyde.*
- ❑ *PASS celebrates the contributions of Brother Owen Dullaghan by establishing the first ever scholarship in his name and memory; Owen T. Dullaghan memorial scholarship for excellence in leadership with the first ever joint effort between the FAA and PASS. This resulted in nominations from every region with the first successful recipient named - Diane Halloran.*
- ❑ *PASS appointed Dex Atkinson, Team Lead RSI for Sky West Airlines, as the PASS point-of-contact (POC) for AFS-200, following the loss of Owen Dullaghan. PASS also appointed Art Muzzacato, LAX FSDO, as the AFS-300 POC following Steve Carl who held the position for over a year holding the policy division accountable for anything involving maintenance policy changes affected the workforce.*
- ❑ *PASS, for the first time ever, participated in the Professional Aviation Mechanics Association (PAMA)/AS3 Aviation Week conference, resulting in more than a dozen new partnerships with the aviation community and with other aviation organizations.*
- ❑ *PASS established a new and improved relationship with the Government Accounting Office (GAO), the investigative arm of Congress, on PASS bargaining unit training issues. This resulted in the first ever-comprehensive technical evaluation and nation-wide survey of our training issues.*
- ❑ *PASS attended, for the first time, the Air Line Pilots Association (ALPA) Week long training session resulting in a better relationship with a sister union, ALPA.*

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- PASS forced a major change in how the Agency was unilaterally customizing Performance Management System (PMS) standards instead of using the agreed upon performance standards. This resulted in the national exposure of the inappropriate application of the new PMS.*
- PASS enables bargaining unit employees to now enjoy Within Grade Increases (WIG'S) resulting in more money for PASS bargaining unit members - NOT for those under core compensation. This happened because of PASS/FAA joint development in the new PMS.*
- PASS celebrates a new National Safety program manager position jointly developed with FAA resulting in bargaining unit members now graded at FG-14.*
- PASS challenged the FAA for their non-support of FS Employees based in Puerto Rico sending their children to Defense (DOD) schools, and won.*
- PASS celebrates that our PASS strength enables us to hire a professional union organizer resulting in a larger membership and stronger union.*
- PASS celebrates that our PASS strength is also strong enough to hire a new labor attorney, resulting in our ability to fight for PASS issues.*
- PASS continues to testify before Congress on staffing, training, designee, outsourcing and employment issues.*
- PASS' has a new one-stop PASS WEB site - [www.passnational.org](http://www.passnational.org) for all PASS members. This resulted in a comprehensive integration for all PASS members and at the same time allows Flight Standards the ability to identify our issues that are unique to our membership on our own page.*
- PASS enhances communication by posting on the PASS WEB site the weekly strategic/RBA national telecons to keep the membership informed on up-to-minute issues being worked.*
- PASS posts the FS Updates on the PASS WEB site and e-mail them to our members to their personal e-mail addresses of successful and ongoing efforts.*
- PASS led the effort to develop a new 110A and required a legitimate badge. This has had a positive effect in giving ASI's the recognition, and access they require to perform their duties.*
- PASS negotiated a new Enroute Order, resulting in proficiency Enroutes and a new training course.*
- PASS celebrates the most effective relationship and respect we have ever had with the media, from CBS and affiliates to CNN and hundreds of publications and local media sources in-between. This relationship has resulting in the most strategically and influential position that PASS has ever had. We are the source used by national television and other media sources regarding staffing, designee and outsourcing issues. We are also quoted on technical concerns regarding the impacts to our workforce to enable them to get their job accomplished and defending what our members do everyday for the public and aviation safety.*
- PASS recently acquired a new influence in Congress and credibility for the word and work we do. We accomplished this by hiring and retaining a republican lobbying firm to proactively ensure our voice is heard in a majority republican congress.*
- PASS arbitrated successfully against the Agency for pay for all Computer Specialists (334's) resulting in the payout to our members of \$200,000.*
- PASS arbitrated successfully against the Agency for special pay for all Computer Specialists (334's) resulting in the payout to our members of \$100,000.*
- The first ever PASS/FS chapter celebrating 100% membership is the AEG in Long Beach, CA*
- PASS meets by-weekly with the Director of Flight Standards to work issues effectively that are national in scope. We continue to effectively negotiate issues at the local and regional level and win grievances and ULP's at all levels on behalf of AFS employees. We do this to ensure that members work in a fair and equitable environment to enhance their careers and working conditions.*