



## NATIONAL ASSOCIATION OF AIR TRAFFIC SPECIALISTS

11303 Amherst Avenue, Suite 4  
Wheaton, Maryland 20902

Phone: (301) 933-6228  
Fax: (301) 933-3902

July 29, 2005

Federal Aviation Administration  
Ms. Ventris C. Gibson,  
Assistant Administrator for Human Resource Management  
800 Independence Ave., SW  
Washington, DC 20519

Dear <sup>Ventris</sup> Ms. Gibson:

It has come to our attention that many employees selected for positions under the level 6, 7, and 8 bids have not received firm offers of employment. Last week Michael Puffer, NAATS AWP Regional Director spoke with Terry Craddock-Moore from ACE HR. She relayed to him that they had sent firm offers out to the employees attending the academy starting this week, and were working through the list, by release dates. She indicated that they are short staffed and were working as hard as they could. In her conversation she also stated that an email stating an individual had a firm offer, was considered a firm offer, but refused to put it in writing. This makes it impossible for those not being released until October to put their houses up for sale or make future plans.

What NAATS is requesting is that the Central Region HR staff be augmented or take whatever actions you deem necessary, so that employees can start making plans, with firm offers in hand. With respect to mitigating the impact on employees personal lives, two months is a long time to wait for a firm offer. There have been other individuals selected for other positions that have received their firm offers in less than two weeks. We are also requesting that everyone who was selected for the 6, 7, and 8 level bids receive their firm offers no later than COB August 3, 2005.

I am hopeful this letter will be enough to bring closure to this issue. If you have any questions please feel free to call me.

Sincerely,

A handwritten signature in cursive script that reads "Kate".

Kathleen A. Breen  
President