



National Association Of Air Traffic Specialists

P (301) 933-6228
F (301) 933-3902
11303 Amherst Avenue, Suite 4
Wheaton, Maryland 20902

www.naats.org

TO: All Bargaining Unit Members

September 23, 2005

FROM: NAATS' Board of Directors

We write to share with you the outcome of our recent meeting along with our plan for moving forward through the transition brought about by the FAA's decision to outsource most of our jobs to Lockheed Martin ("LM").

First, while nothing much will change in Alaska, and NAATS will continue to receive dues for our Alaska members from the FAA, dues that will be devoted to the representation of those members and the enforcement of their rights under the collective bargaining agreement between NAATS and the FAA, come October, NAATS will cease to receive dues payments from all of its other members when they go off the FAA payroll. Unlike the FAA, LM will not be checking off and forwarding to NAATS its members' dues in the immediate future. Indeed, LM has shown every indication that it hopes to convert us all to permanent, "at-will" employees who have no legal rights and are subject entirely to its mercies. Seemingly, it does not intend to recognize NAATS as your bargaining representative or to honor the terms of the NAATS/FAA labor agreement unless, or until, ordered to do so by the National Labor Relations Board ("NLRB"). And that is precisely what we have resolved to accomplish – with your help.

To make up for the shortfall in NAATS' operating budget, none of NAATS officers whose constituents are working for LM will receive stipends; we will all be volunteering our services. In addition, we have resolved both to sell our office condominium and to ask our non-Alaska members to authorize automatic debits from their personal checking accounts, payable to NAATS, in the reduced amount of a flat \$60 per month, and thus to remain full-fledged, voting members under our constitution. (Enabling resolutions separately posted.) With this revenue, while we will not, initially, be able to file individual grievances and negotiate changes in working conditions with LM, we intend to continue to fund the EEOC litigation, to lobby Congress to protect members' retirement rights, to protect you from possible LM reprisals -- unfair labor practices -- intended to chill unionization, and to secure from LM recognition of NAATS as your collective bargaining representative, along with its signature on a labor agreement that will guarantee all of the same rights and benefits we currently enjoy as FAA employees.

Not only will we be volunteering our services, we hope all of you will step forward and help us secure LM's recognition of your union, and its signature on a collective bargaining agreement. We must all of us support this joint effort if we are to succeed, with dues, communication of important information and, if necessary, by voting in favor of union representation. We need you to keep us posted on developments, and to volunteer to help. Remember: *"United We Stand, Divided We Fall."*

In the meantime, NAATS is pressing a "successorship" ULP with the NLRB to require LM to honor the terms of our existing collective bargaining agreement with the FAA. Rest assured, we have no intention of abandoning you. Lastly, once we are successful in gaining recognition from LM, we intend promptly to draft constitutional amendments to modify NAATS' governing structure to reflect and accommodate the needs of multiple bargaining units, at LM as well as at the FAA (Alaska).