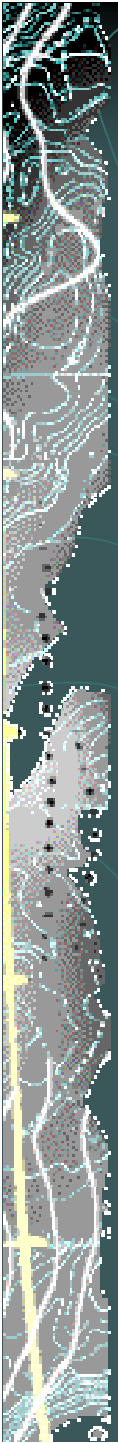


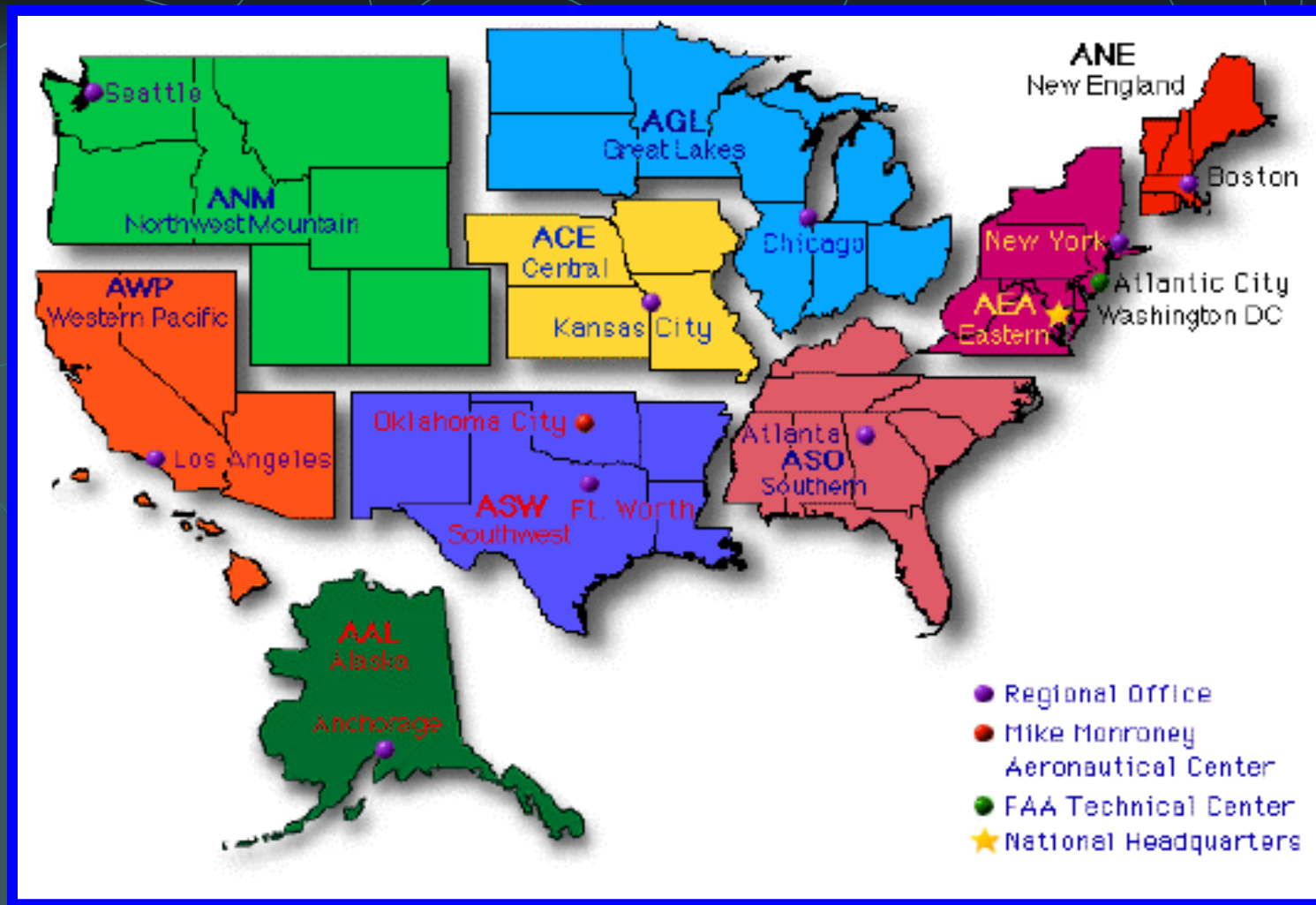
NAATS REORGANIZATION TEAM

N R T

Σ NAATS Δ

OVERVIEW



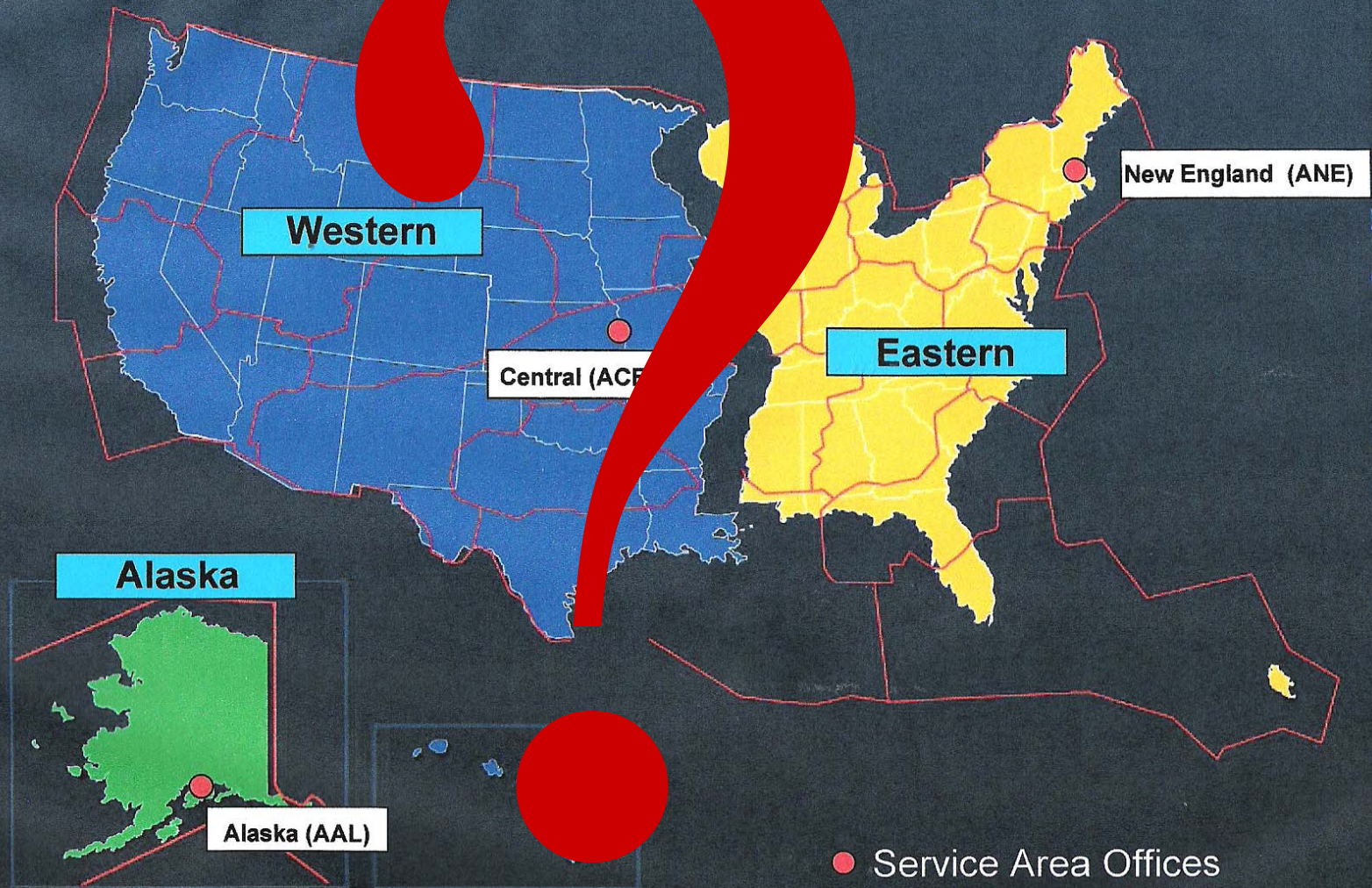


Nine Geographical Regions

Nine Regional Offices

Nine NAATS Regional Directors & RegCo

Flight Services Service Areas



The current NAATS structure has served us well for years.

Why change the structure of our organization now?

Change is inevitable

Fiscal responsibility

FAA / Government Cutbacks

Ensure continued Union activism and success

Stimulate ongoing membership involvement

Focus and better manage our resources

Put the "U" back in our Union

The current structure no longer supports our needs



Reorganization Plan

Restructure

Affiliation



NAATS

RESTRICTIONS

ATSOIT
Air Traffic Satellite Operational Implementation

CISM
Critical Incident Stress Management

FSDPS
Flight Service Data Processing System

Drug and Alcohol

Customs Representative

CRU-X
Integrated Software System

EEO
Workman's Comp

AIS
Aeronautical Information Service

FSOSC
Flight Service Operation Support Team

ACD
Automatic Call Distributor

NAIMES Nat'l Airspace Aeronautical Information Management Enterprise System

ARS
System Requirements

ARU/ATB
Weather Requirements

A-76 NAATS Study Rep

OASIS

Model Work Environment

Frequency Spectrum

LDR
Labor Disclosure Reporting

Voice Switch

OSHA

FTI
Federal Telecommunications Infrastructure

LIAISONS

ATP
Procedures

NTSB
Representative
Air/Ground Voice Comm. Product team

OASIS Human Factors/IOTE

ATX
Labor Relations

IPLT
Integrated Products Leadership Team

ALC
Aviation Labor Coalition

Alaskan Aviation needs special project

MEO (Most Efficient Organization)

NOTAMS

PWS (Performance Work Statement) Team

General NAS Facilities and Building Systems Team

GOMEX
Gulf of Mexico Program

ATPAC
Air Traffic Procedures Advisory Committee

GPS
Global Positioning Satellite Program

ICAO Flight Planning Workgroup

NAS Infrastructure Sustainment Shortfalls 2001 Project

NAS IDLC
National Airspace System Interference Detection and Location Capability

NSTS
NOTAM Short Term Solution

OASIS
National Representative Training

RSP
Runway Safety Program

Seismic Safety

7110.10 Re-Write

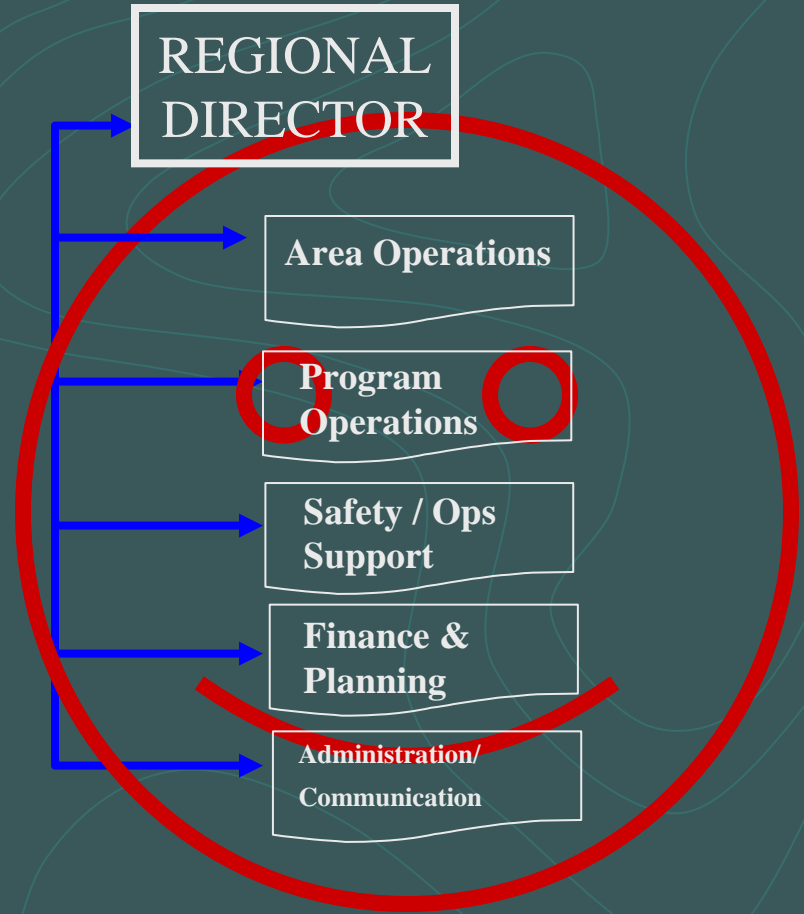
WARP
Weather and Radar Processor

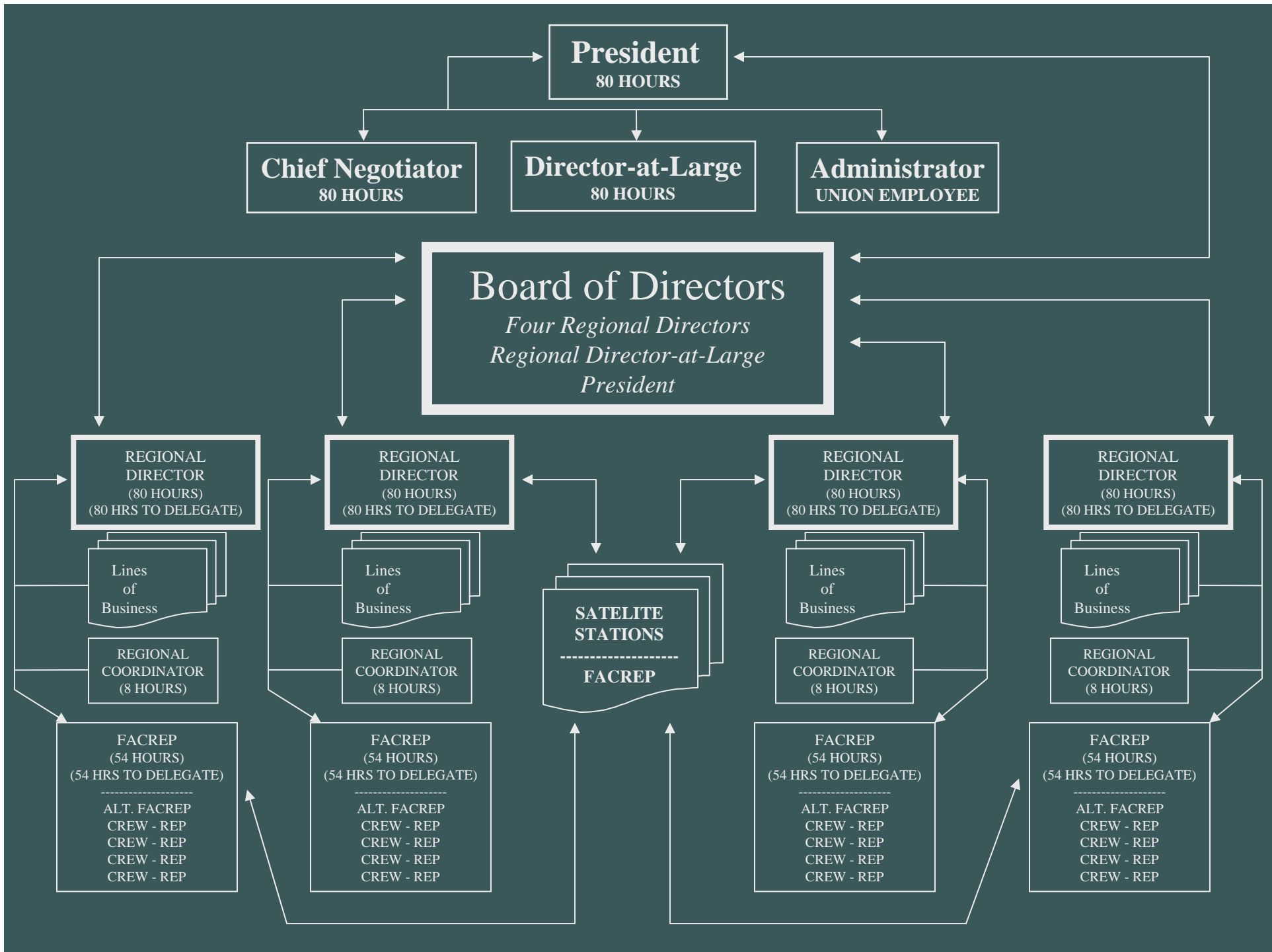
WEB MASTER

WEB POSTMASTER
Database/Email

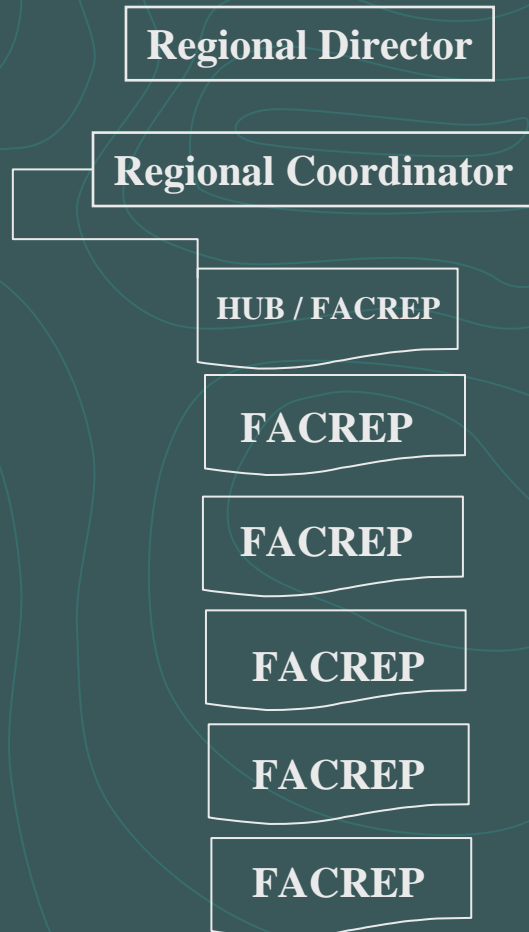
Current

Future Structure

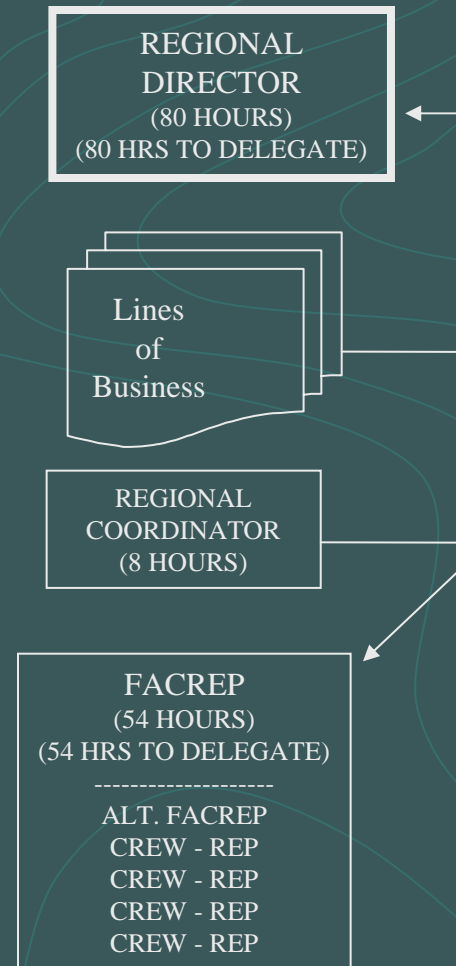




Current



Future Structure





NAATS
Board of Directors
President
Regional Director-at-Large
Four Regional Directors

The diagram shows a central white oval containing the text. The oval is set against a dark teal background with light teal wavy lines. On the left side of the slide, there is a vertical strip with a topographic map pattern.

Interaction?

No Change!

President votes only to break a tie

***Four Regional Directors and Director-at-Large
vote just as they always have.***

***Directors may designate Coordinators as needed
(just as before)***



NAATS

AFFILIATION

SEIU



NAGE

NAGE History

- The National Association of Government Employees was founded 40 years ago
- Primary purpose was to protect the rights of veterans who had served in World War II—vets were being illegally displaced from their federal jobs
- NAGE experienced phenomenal growth during the next few decades



NAGE Affiliates with SEIU

- In 1982, NAGE affiliated with the Service Employees International Union
- SEIU—with more than 1.5 million members—is the largest and fastest-growing union in the labor movement
- NAGE is one of largest unions of SEIU
- NAGE National President David Holway is a vice president on SEIU International Executive Board



*What Is NAGE
About?*



NAGE Is About Strength

NAGE is second-largest federal employee
union in country

Together with SEIU, we are 1.5 million
members strong and carry a resounding
voice for workers' rights



NAGE Is About Experience

NAGE has experience with private sector and federal sector employers

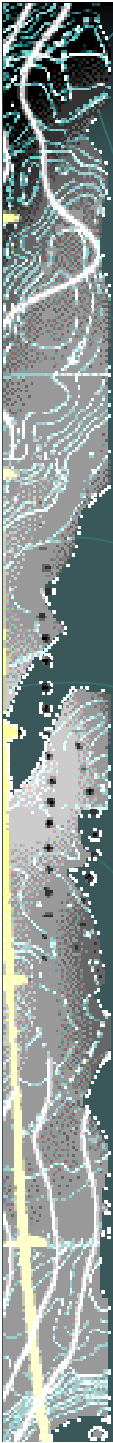
NAGE knows how to “follow” members into the private sector in the event of outsourcing



NAGE Is About Political Action

NAGE has a powerful voice in Washington, D.C.

The NAGE legislative team fights hard to protect
jobs and workplace rights of our members



NAGE Is About YOU

NAGE is a national labor union
governed *by members for members*

NAGE members are involved in policy creation
and governance through a
43-member Executive Board *(that will include a
seat for NAATS)*

We put our resources behind the issues that
matter to you

The background of the slide is a dark teal color with faint, light blue topographic contour lines. On the left side, there is a vertical strip showing a detailed circuit board layout with various traces and components.

How Is NAGE Organized?

NAGE Organization

MEMBERS

President
David J. Holway

Executive Vice President
Barbara Osgood

Executive Vice
President
Jim Farley

10 Vice Presidents

30 Executive Board Members
(to include a seat for NAATS)

3 Audit Committee Members

Regional Offices

NAGE is headquartered near Boston and maintains regional offices in:

California

Connecticut

Georgia

Hawaii

Illinois

Massachusetts

New Hampshire

Rhode Island

Virginia

Metro Washington, D.C.

Each location is equipped with meeting facilities which will provide additional cost savings to NAATS.



*How will affiliation
with NAGE work?*

NAATS AUTONOMY

- Affiliation with NAGE is based upon maintaining NAATS autonomy
NAATS “remains NAATS”
- Funds and property of NAATS remain under the direction and control of NAATS
- NAATS retains right to bargain and enter into separate agreements with employers without interference from NAGE



NAATS

Constitution and By-Laws

- NAATS maintains its own constitution and by-laws
- When in conflict with NAGE constitution and by-laws, NAATS constitution and by-laws prevail with regards to internal NAATS operations



NAATS

Membership Rights

After execution of the agreement by both parties, all members of NAATS become official members of NAGE



NAATS

Member Benefits

As members of NAGE, NAATS will be able to participate in all membership benefits available to NAGE through the Union Plus Benefits program of SEIU

Added Member Benefits with NO INCREASE IN DUES!

Credit & Money

- Credit Cards
- Union Made Checks
- Competitive Rate Loans
- Credit Counseling

Insurance Deals

- Accident Insurance
- Auto Insurance
- Life Insurance
- Pet Insurance

Health & Well-being

- Health Club Discounts
- 1500 health clubs nationwide
- Health Savings

Education Services

- Student Scholarships
- College Planning Center
- Powell's Book Store

Auto Advantages

- Auto Buying Service
- Goodyear Tire Discounts

House & Home

- Mortgage and Real Estate
- Moving Discounts
- Home Heating Oil Discounts
- Pet Savings

Legal Services

- Free Initial Lawyer Consultation
- Free Simple Document Review & Explanation
- Free Follow-Up
- 30% Discount on Most Additional Services

Travel & Recreation

- Entertainment Discounts
- Rental Car Discounts
- Disney Hotel Discounts
- Worldwide Vacation Tours

Education Services

- Student Scholarships
- College Planning Center
- Powell's Book Store

Computer Discounts

- Dell Computer Discounts
- Cingular Wireless Discounts




Why affiliate with NAGE?

STRENGTH

EXPERIENCE

POLITICAL ACTION

AUTONOMY



The NAGE family looks forward to a successful partnership with NAAATS
If, however, NAAATS wishes to terminate the affiliation for any reason in the future...

Only a 30-day notice is required

Why Affiliate with an AFL-CIO Union?

Article 20 & 21 “No Raiding” Protection

Huge Potential Cost Savings to the Union & Membership

Lobbying Power of 1.7 million members

No increase in NAATS Membership Dues

Experienced Attorneys & “Attorney on Call”

Guaranteed Complete Autonomy

No increase in NAATS Membership Dues

No Risk 30-day Cancellation Clause

Union Advocate Training Assistance and Expertise

Organizing Assistance if desired

No increase in NAATS Membership Dues

Potential \$1.0 Million in Cost Savings over 5 Years

Second Largest Federal Sector Local

Guaranteed Seat on the Executive Board

No increase in NAATS Membership Dues

The logo for NAATS, featuring the letters 'NAATS' in a bold, blue, italicized sans-serif font. The letters are flanked by stylized blue arrowheads pointing outwards.

NAATS

The words 'COST SAVINGS' in a large, blue, 3D-style serif font. The letters are highly stylized with a beveled, embossed appearance, giving them a three-dimensional look. The text is centered horizontally and occupies the lower half of the slide.

COST SAVINGS

Possible Cost Savings Resulting from an Affiliation / Restructure Reorganization

<u>Paid Service</u>	<u>Savings / Line Item#</u>	<u>Affiliation / Restructure</u>	<u>Total Annual Savings</u>
Legal	\$32,000 / #617	Affiliation	\$32,000
Legislative Liaison	\$30,000 / #618.1	Affiliation	\$62,000
Legislative	\$84,000 / #618.2	Affiliation	\$146,000
Regional Training	\$24,400 / #637.4	Restructure	\$170,400
RegDir Stipend	\$24,000 / #632	Restructure	\$194,400
RegCo Stipend	\$15,000 / #633	Restructure	\$209,400
Imprest Savings	\$105,000 / #630	Restructure	\$314,400

*This proposed NAATS reorganization
could result in an annual savings
of over \$314,400 with no increase in
membership dues!*



Affiliations Dues Structure

Year	Monthly Per-Capita	Membership	Annual / Monthly Affiliation Expense
1	\$4.00	1300	\$62,400 / \$5,200
2	\$6.00	1300	\$93,600 / \$7,800
3	\$8.00	1300	\$124,800 / \$10,400
4-10	\$8.00	1300	\$124,800 / \$10,400

Potential Cost Savings of Reorganization

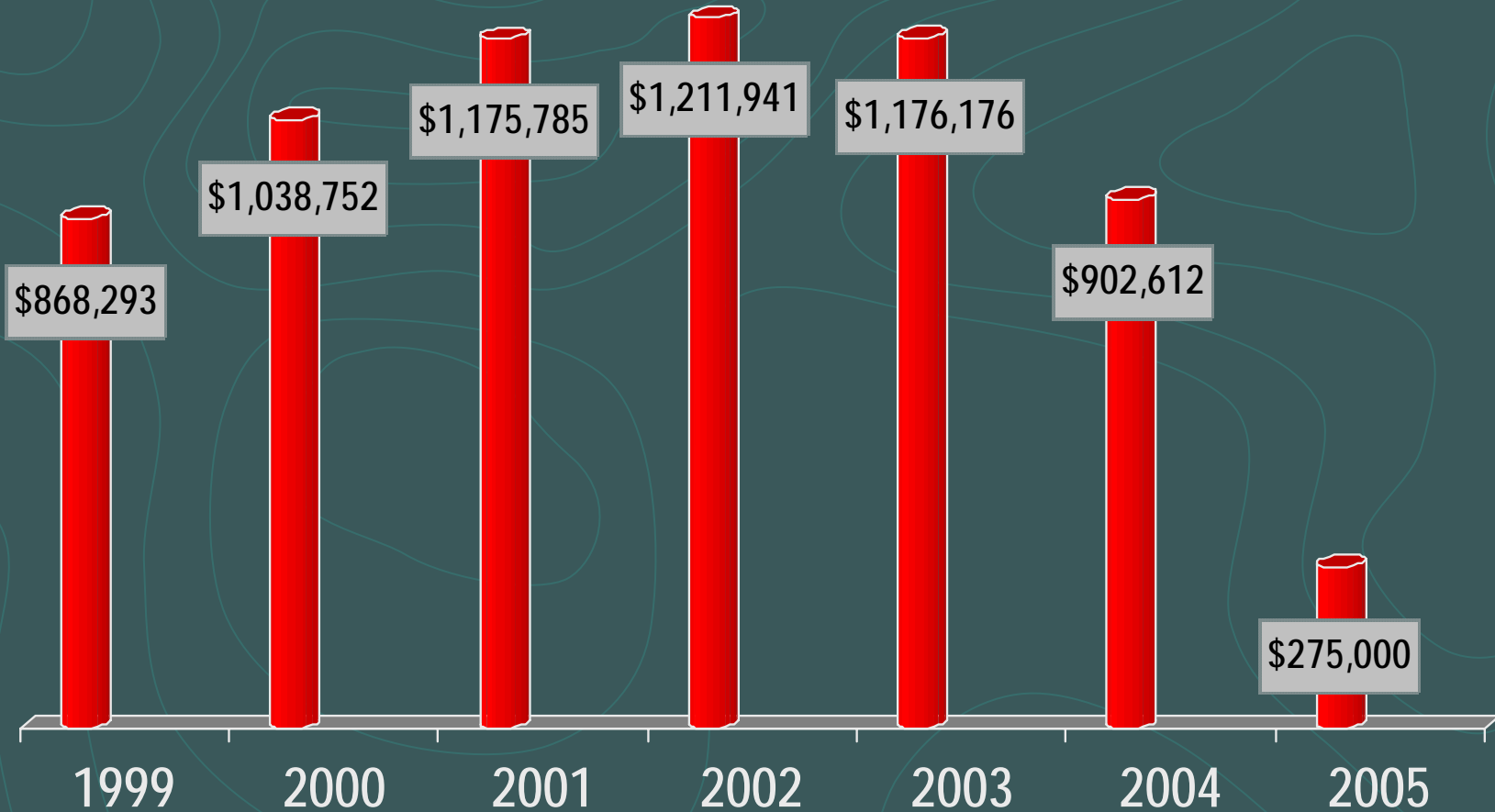
Year	Budget Savings	Affiliation Dues	Net Savings	Total Savings
1	\$314,400	\$62,400	\$252,000	\$252,000
2	\$314,400	\$93,600	\$220,800	\$472,800
3	\$314,400	\$124,800	\$189,600	\$662,400
4	\$314,400	\$124,800	\$189,600	\$852,000
5	\$314,400	\$124,800	\$189,600	\$1,041,600
6	\$314,400	\$124,800	\$189,600	\$1,231,200
7	\$314,400	\$124,800	\$189,600	\$1,420,800
8	\$314,400	\$124,800	\$189,600	\$1,610,400
9	\$314,400	\$124,800	\$189,600	\$1,800,000
10	\$314,400	\$124,800	\$189,600	\$1,989,600



Potential for \$1.04 Million cost savings over 5 years!

Potential for \$1.98 Million cost savings over 10 years!

Union assets since 1999 & 2005 Projection



NAATS REORGANIZATION TEAM

NART



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QUESTIONS?