

## **Career Transition Update**

### **July 7, 2005**

Status of 5-6-7-8 tower bids – The final offers are taking a while to process. This process involves 3 Terminal Service Areas, 2 Flight Service Areas, 9 Regional HR offices overseen by the Central Terminal Service Area HR office (that would be the Great Lakes Region), and FAA Headquarters medical. I could give you the detailed process if you are interested. They are processing over 100 bids and it is taking a while. I am told the Emails are flying but not all have come to roost yet. Priorities were set to keep some sense of order.

The first priority was to take care of those needing updated medicals and security clearances. The final list for that went out today. If you have not heard anything by July 18 have your manager contact your region's medical for the status (that would be the losing region not the service area).

The next priority was those needing to go to OKC for school. Initially that was to be everyone that had not already been to Terminal or Enroute classes. The Terminal option is weighing in on the need to send everyone and the requirements may change.

The last priority was those that do not have any problems. Add to this the needs of the individual facilities and all the facility managers involved and you can see why it is taking a while to hear something. Check with your regional HR if you or your manager have not heard anything by July 18.

I have received some calls about the final offer being different from the tentative offer. There were errors made when the tentative offers went out particularly with pay. Since this involved such a large volume of offers it was decided that rather than correct the tentative offers they would do the correction with the final offer. The final offers are reviewed for accuracy. If you have a problem with your final offer please contact the name on the vacancy announcement.

You may accept several offers but do not decline your Tower offer in anticipation of another offer. Some are hoping to get an offer from Potomac Tracon and the funding for several of those positions was lost this week. Remember a bird in the hand is worth two in the bush.

VSIP - The Alaska VSIP had 14 respondents. These jobs will be selected using the responses from the last Alaska bid. Alaska is working on selections and I have no time frame for when offers will be made.

Article 108 - If you have not accepted or declined an offer of other government employment or have not applied to Lockheed Martin then you are still eligible for the Art. 108 time and when you are notified of your RIF that time is increased as stated in Art. 108 of the CBA(contract). The FAA maintains that by not applying to Lockheed Martin you have in essence declined their job offer. NAATS does not agree. If you fall into this category please continue to request your Art. 108 time, keep copies of the denials, and file a grievance.

RIF - We have been notified that the RIF notices will start to be handed out on or about July 18. You can expect to be called into the Manager's office, given your notice, and asked to sign for it. You will only be signing for receipt of the document. Then leave. These notices should not be handed out on the floor or while you are working a position. Please notify your Facrep IMMEDIATELY if someone is working when they are handed their RIF notice.

FACREPS- This week you can negotiate the circumstances of these meetings. You have a right to be there as the NAATS representative since an adverse action can reasonably be expected as an outcome. Remember you, not your manager, choose your representatives. The Managers have been told to expect you. Do something nice for yourself, as the upcoming week may be one of the hardest weeks you have ever had.

Please remember this is only a notice of a proposed action. It may be a very emotional time for some employees. If you feel you need assistance, remember the EAP program is available to you and your family.

Again I remind you that the RIF notice will contain a great deal of information that should be checked for accuracy and kept for future benefits. Consider it as important as a marriage, divorce, birth, or death certificate and pass this on to the membership. Copies will not be easily obtained. No matter how one may feel do not ball it up and throw it in the trash.

I cannot speak for Lockheed Martin. I received several inquiries about Lockheed's pay offer being lower than the current pay. You may work out what ever you can with them. For those over the H band cap that are capped at 68,800. The FAA considers the money that is dispersed to you in the beginning of the year an award. It is not included in your base pay, it does not get computed in your high 3, and it seems Lockheed is not including it in their offer.

Last, my heart goes out to Macon Flight Service with the loss of Wendell Allen and Karey Hall's wife in one week. You are in my prayers at this difficult time.

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