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PROFESSIONAL AIRWAYS SYSTEMS SPECIALISTS

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November 17, 2004

Marion C. Blakey
Administrator
Federal Aviation Administration
800 Independence Avenue, S.W.
Washington, DC 20591

Dear Administrator Blakey:

As you know, more than nine months ago, Arbitrator Rogers ruled that the FAA was in violation of its agreement (AF) with PASS because the agency was below the number of technical employees it had agreed upon for *minimum* staffing. The agency's appeal of the arbitrator's decision was denied in August 2004, three months ago. Since then, the agency has failed to produce an acceptable plan to raise staffing numbers to the minimum safe staffing level (6,100) for technical employees that the Parties agreed to in our collective bargaining agreement.

Much to my dismay, I saw in your November 3, 2004, speech to Tech Ops SUPCOM that the agency is "*doing our best to hire about 16 technicians per month.*" You also stated that, "*Right now, attrition is at about 3 percent per year. As you know, we can't fill the gap in just one year.*" I strongly disagree that the agency *can't* fill the gap in one year. Rather, I believe you have decided that the agency *won't* fill the gap in one year.

Using the number you presented in your speech, PASS calculates it will take approximately *16 years* for the agency to reach the required minimum safe staffing level for technical employees! This is wholly unacceptable.

Technical Employees ¹	5,825
Number short	275
3% Attrition Rate/Month	14.6
Hiring Rate/Month	16.0
Net gain or loss/month	1.4
Years to reach 6,100	16

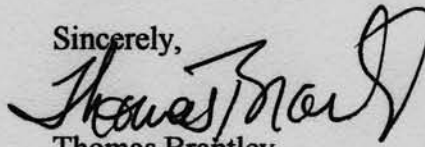
Apparently, the agency got all of the political mileage it could from the agreement and, therefore, has no further use for honoring the deal. The lack of integrity shown by the agency in this matter is appalling. I hope it is not an indication of how the agency will approach all of its commitments, but recent experience suggests otherwise.

¹ FAA Technical Operations Staffing Report, September 2004.

I urge you in the strongest terms possible to take immediate and decisive action to raise the staffing level to the level the Parties agreed was safe for maintenance and operation of the NAS. Continuing to sidestep this issue and refusing to honor the arbitrator's decision is a serious abuse of the agency's legal obligations. More importantly, the actions of the FAA are increasing, if not directly inviting, the possibility of an aviation disaster linked to insufficient technical staffing.

I would appreciate the agency providing PASS with a *legitimate* plan to correct its ongoing contract violation and restore technical staffing to the minimum safe number agreed to by the Parties.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas Brantley", written in a cursive style.

Thomas Brantley
National President

cc: PASS Executive Board