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TELEPHONIC CONFERENCE FAA/CTI
FAA NEW HIRING PRACTICES
JANUARY 8, 2014

1 FAA NEW HIRING PRACTICES

JANUARY 8, 2014

2 START TIME: 3:00 P.M.

LOCATION: TELEPHONE

3 **RED TEXT, HIGHLIGHTS, AND BOLDFACE, ADDED FOR EDITORIAL PURPOSE**

4 THE OPERATOR: Welcome, and thank you for standing by. At this
5 time all participants will be in a listen only
6 mode until the question and answer session, and
7 to ask a question at that time please press star
8 then 1.

9 Today's conference is being recorded. If
10 you have any objections you may disconnect at
11 this time.

12 And now I'm going to turn the meeting over
13 to Mr. Frazer Jones.

14 MR. JONES: Good afternoon, everyone. Thanks for calling
15 today's telcon.

16 In today's call, Mr. Joseph Teixeira, Vice
17 President Safety and Technical Training, Mr.
18 Rickie Cannon, Deputy Assistant Administrator
19 for Human Resource Management, and Mr. John
20 Scott, Chief Operating Officer APT Metrics, will
21 provide the latest guidance on upcoming changes
22 to the air traffic control specialist hiring
23 process and respond to your questions.

24 Thanks for you time and expertise today.

25 We'll turn the call over to Mr. Teixeira.

26 MR. TEIXEIRA: Thank you, Frazer, and thank you everyone for
27 joining us and good afternoon.

28 I'm joined today by several FAA officials

1 who are prepared to brief you and to answer as
2 many of your questions as we can.

3 As indicated in my letter to you on
4 December 30th, we'll be providing you a briefing
5 on the improvements we plan to make to the
6 controller hiring process in 2014. As many of
7 you know we've been looking at the entire
8 process of hiring, selection, training, and
9 assignment of air traffic controllers for at
10 least two years.

11 We began this process in September of 2011
12 when we received 49 recommendations from the
13 independent review panel, a government and
14 industry-wide panel who conducted a
15 comprehensive review of the entire controller
16 hiring process and recommended many
17 opportunities for improvement in that entire
18 process.

19 Also, as I indicated in my recent letter to
20 CTI schools, we conducted an analysis of the ATC
21 occupation that was guided by EEOC Management
22 Directive 715, also known as a barrier analysis.
23 We were helped in this analysis by two of the
24 most prominent firms in this field.

25 Those reports are available to you on our
26 website if you'd be interested in it, and so is
27 the reports on the independent review panel.

28 As a result of these and many other efforts

1 we'll be making many -- we will be making many
2 improvements to the way we select, train, and
3 assign air traffic controllers over the next few
4 years. Today we will highlight changes we
5 expect to take effect in February of 2014, in
6 conjunction with a planned announcement to hire
7 new air traffic controllers.

8 Before we do that, however, I would like to
9 note the things that we are not changing.

10 We are not planning to change the ongoing
11 support and relationship that exists between FAA
12 and CTI schools, and we will continue to strive
13 for improvements in that relationship. **(Really?
14 Then why did you take down all references to the
15 CTI schools from the FAA website)**

16 The FAA benefits from the education they provide
17 to students and the passion for aviation they
18 engender in students and prospective FAA
19 applicants. **(uh huh, so why won't you hire these
20 well-educated students?)**

21 We're also not changing any policies
22 regarding veterans' preference or the
23 president's guidance that federal agencies
24 support the hiring of veterans of our armed
25 forces.

26 With regard to the process improvement
27 we're making, let me recap what those changes
28 are.

1 We plan to standardize the application
2 process and to make sure all applicants use a
3 single application process for a single national
4 job and are eligible for national assignment
5 upon successful completion of the academy. This
6 will not only simplify the application process,
7 but it will help the FAA ensure that individuals
8 are not unnecessarily delayed in getting academy
9 classes.

10 Academy graduates will be assigned to where
11 they are needed and where vacancies exist at the
12 time of their graduation versus the current
13 system of having to evaluate those needs one
14 to -- one to three years in advance.

15 Additionally, we are retaining many of the
16 current requirements such as the AT-SAT test.
17 **However, interviews will not be used for those**
18 **applying under the February announcement, and we**
19 **are studying whether to continue their use long**
20 **term. (No more face-to-face interviews with an**
21 **AT Manager? Then how will you determine if the**
22 **candidate meets the initial qualification**
23 **standard of English Language Proficiency?)**

24 I know that many of you have questions
25 concerning the status of those individuals who
26 currently have tentative offer letters, and I
27 have gotten a lot of questions from you
28 directly. So let me turn now to Rickie Cannon

1 who will give you an update on that and other
2 topics.

3 Rickie.

4 MR. CANNON: Thank you. Thanks, Joseph.

5 We have roughly 945 employees who have
6 tentative offer letters; of that number 543 were
7 CTI students. The Agency plans on honoring all
8 of those tentative offer letters, with the
9 exceptions being for things such as those who do
10 not clear security suitability and/or medical
11 issues.

12 We are also having to change some facility
13 locations to meet agency needs, but we will
14 honor, and we expect to honor all those, and it
15 is anticipated that all 543 of the CTI
16 applicants who were extended offer letters
17 should be placed in the -- should be placed into
18 academy classes this year.

19 With regard to those individuals in the
20 inventory who do not have tentative offer
21 letters, we will be sending a letter to those
22 individuals, we believe early next week,
23 indicating to them that the current inventory
24 will be closed. And we will give them some
25 information with regard to the upcoming February
26 announcement and would be pleased with all those
27 individuals if they retained interest in
28 becoming air traffic controllers if they would

1 apply.

2 With that, I'm going to ask Dr. Scott to
3 walk you through the few changes being made in
4 the hiring process starting in February.

5 Dr. Scott.

6 MR. SCOTT: Thanks, Rickie. And you know our key focus
7 since the barrier analysis, really over the past
8 six months, has been to revise the ATCS process,
9 not only to address the barrier analysis
10 findings, but to ensure a fair and balanced
11 selection system for hiring the most qualified
12 candidates for this job, and that has led us to
13 a number of changes and suggestions.

14 One is the vacancy announcement open to all
15 U.S. citizens that Joseph talked about. **(This is
16 a change? All FAA vacancy announcements since
17 the beginning of the FAA required controllers to
18 be U.S. citizens)**

19 In addition to the efficiencies created there,
20 **(Created where? By changing the requirement from
21 being a U.S. citizen to being a U.S. citizen?
22 Doesn't seem like a much of a change) we're
23 going to be establishing a single set of minimum
24 qualifications across all applicant sources,
25 which was a critical recommendation that came
26 out of the barrier analysis. **(Okay. Here is the
27 first of many untruths. The minimum
28 qualifications are referred to in the Barrier****

1 **Analysis as Decision Point 1. Go to Page 152 of**
2 **the Barrier Analysis deemed unacceptable by the**
3 **FAA and read the "Recommended Root Cause**
4 **Corrective Actions to Eliminate Barriers"**
5 **section. Focus on the Qualification Decision**
6 **Point. See if you can find a "critical**
7 **recommendation" to establish a single set of**
8 **minimum qualifications.)**

9 And in addition, we're going to eliminate
10 reliance on location preferences so that
11 otherwise qualified candidates are not knocked
12 out of the -- out of consideration based solely
13 on these location preferences, and this was
14 another issue raised in the barrier analysis.

15 Our analyses also looked at areas related
16 to the testing process. And our revised testing
17 process removes the experience questionnaire
18 from the AT-SAT and replaces it with a new
19 biographical questionnaire that will now be
20 placed up front in the application process.

21 This change ensures that those candidates
22 that are referred onto the AT-SAT who have
23 already been prescreened for education,
24 experience, work habits through **this valid and**
25 **efficient measure.** **(Hold it. You cannot make a**
26 **study valid simply by declaring it valid. This**
27 **so-called valid and efficient measure you refer**
28 **to was never recommended for prime time by CAMI**

1 **scientists. As a matter of fact the lead**
2 **scientist expressed concern that this initial**
3 **study needed, at the minimum, three additional**
4 **studies to validate the first).** So only those
5 individuals passing the **biographical**
6 **questionnaire** (you mean the never-validated
7 **biographical questionnaire**) will then move on to
8 take the revised AT-SAT.

9 This leads us to the next process change in
10 the hiring, which is the **elimination of**
11 **centralized selection panel.** (WHAT? Seriously
12 now, you HR experts need to read the discredited
13 **Barrier Analysis a few more times. On Page 153**
14 **Outtz specifically recommended six bullet points**
15 **to improve the Centralized Selection Panel**
16 **{CSP}. Nowhere in his recommendations did he**
17 **suggest to eliminate the CSP.)** **These will be**
18 **replaced with an automatic scoring algorithm**
19 **(Not according to Outtz. He recommend the bio-**
20 **data results and the AT-SAT results be reviewed**
21 **by the new and improved CSP. Nowhere did he**
22 **recommend that an automatic scoring algorithm**
23 **should eliminate the CSP)** that takes into
24 account a weighted composite of the bio data
25 along with the revised AT-SAT, and also
26 accounting for veteran's preference.

27 These changes were meant to increase the
28 speed and efficiency, **and the decision-making,**

1 **(What decision-making? I thought you were going**
2 **to eliminate the CSP and rely on automated**
3 **scoring?)** as well as to increase the objectivity
4 in the assessment of candidate characteristics
5 and capabilities. **That's sort of a large**
6 **overview of the process at this point, or a high**
7 **level overview. (Or you could call it a**
8 **purposefully misleading overview. Okay?)** Okay.

9 MR. TEIXEIRA: Okay. Frazer, this is all that we intended to
10 communicate, would you take us to questions,
11 please?

12 MR. JONES: Becka, could you prompt our audience for
13 questions, please?

14 THE OPERATOR: Thank you. And to ask a question, please press
15 Star 1 and use your phone and record your name
16 when prompted. To withdraw your request, you
17 press Star 2, and once again to ask a question,
18 please press Star 1.

19 First question will come from Scott Miller
20 (phonetic); your line is open.

21 MR. MILLER: Thank you, gentlemen, I appreciate the
22 opportunity here. I was the one that forwarded
23 a list of questions that a number of us had.
24 Would you be able to start with those questions
25 right now?

26 MR. TEIXEIRA: Our preference would be not go through every
27 single one of them. We believe we have
28 addressed them at least in groups during our

1 initial presentation. If that is not the case,
2 we welcome your specific questions at this time.

3 MR. MILLER: That's a shame. It was indicated in the email,
4 Mr. Teixeira, and I apologize for the
5 mispronunciation a friend of mine spelled it the
6 same way and that's how he pronounces it. You
7 indicated in the email back to me that each and
8 every one of those questions would be addressed
9 during this call.

10 MR. TEIXEIRA: Okay. I'm not disagreeing with you. I'm saying
11 that I believe we have addressed those
12 categories of questions in our specific
13 presentation. If that is not the case, I'm
14 inviting you to ask a question.

15 MR. MILLER: Okay. You can go ahead and move onto other
16 questions now. I am actually standing in an
17 airport getting ready to get on an airplane.
18 But I'll have to dig out my laptop and get the
19 questions out so that's going to take me a few
20 minutes here. And I gladly relinquish my time
21 to allow someone else to ask some questions.

22 MR. TEIXEIRA: Thank you.

23 THE OPERATOR: Next question if from Mike Pearson.

24 MR. PEARSON: Yeah, gentlemen, this is regarding the
25 biographical questionnaire; first of all, who
26 designed that?

27 MR. TEIXEIRA: The biographical questionnaire was designed
28 through CAMI, and researched as well --

1 thoroughly researched through CAMI, and we've
2 done some additional research with it as well,
3 so it is proven to be a valid instrument for
4 assessing experience, work habits, education,
5 and so on, and dimensions that are related to
6 the success on the job. (Wrong. The biographical
7 questionnaire {BQ} was not well-researched at
8 CAMI. The study, identified as DOT/FAA/AM-
9 12/19, was only the beginning of a long process
10 to validate the use of bio-data for the ATCS
11 selection process. In the abstract section of
12 this paper it recommended that the study be
13 further developed as a potential ATCS selection
14 procedure. This CAMI study also recommended
15 three additional studies be conducted.)

16 MR. PEARSON: When you said it's been researched by CAMI,
17 where is that research at; has it been
18 published?

19 MR. TEIXEIRA: Yeah, I believe it has. Yeah.

20 MR. PEARSON: Can you -- oh, can you give me a site, or could
21 you give me one later?

22 MR. TEIXEIRA: We -- we'll look into that and get back to you
23 with it.

24 MR. PEARSON: Is the race -- questionnaire race and gender
25 neutral?

26 MR. TEIXEIRA: Yes, it is. (Untruth number 2. How is that
27 possible? The BQ asks the candidates for the
28 race, national origin and gender)

1 MR. PEARSON: Are all questions race and gender neutral?

2 MR. TEIXEIRA: Yes, they are.

3 MR. PEARSON: How do you grade your biographical
4 questionnaire? By the very definition of a
5 biographical questionnaire it's subjective. Can
6 you give us an idea how you're going to do that?

7 MR. TEIXEIRA: The items themselves have been related to and
8 correlated against performance on the job, and
9 different weights assigned to those questions
10 based on how well they correlate to various
11 dimensions -- performance dimensions on the job.

12 **(Untruth number 3. No they are not. Remember,**
13 **Mr. Teixeira, the lead FAA scientist {Dana**
14 **Broach} said the study was a first step in the**
15 **validation process. Broach recommended three**
16 **additional studies to confirm the bio-data was a**
17 **valid method to determine a person's suitability**
18 **for the air traffic control profession. We know**
19 **you didn't read the Barrier Analysis- didn't**
20 **read this report either?)**

21 MR. PEARSON: So the grading itself will be objective, there
22 are measures in place. It's not going to be
23 subjective determining who's grading the test?

24 MR. TEIXEIRA: That's correct; they're all predetermined,
25 pre-weighted and already established. **(That's**
26 **scary, but probably true. The entire BQ results**
27 **are predetermined, pre-weighted and already**
28 **established. The FAA will also not release the**

1 **weighting of certain items- including those**
2 **regarding race and gender, what type music do**
3 **you listen to, what are your favorite TV shows,**
4 **etc.)**

5 MR. PEARSON: How come no one in the CTI institutions were
6 asked to have a seat at the table regarding the
7 barrier analysis and the potential impact it has
8 on the CTI process?

9 MR. TEIXEIRA: These policy changes affect all FAA applicants,
10 of which CTI are enforcing.

11 MR. PEARSON: I understand that. But I was just basing my
12 question on your intro about the valuable
13 relationship you have with CTI institutions. It
14 seems to me if you wanted feedback from the get
15 go, and I'm not criticizing you, I'm just
16 asking, was it ever round-tabled or decided who
17 would have a seat at the table; I assume certain
18 other special interest groups did?

19 MR. TEIXEIRA: There were no special interest groups involved
20 in the design of the FAA policy at all. This
21 was done by experts in the human resources
22 department and civil rights. (Untruth number 4.
23 **The NBCFAE, NAAN and the PWC all had the details**
24 **of the OTS announcement on their websites before**
25 **any information was given to the CTI**
26 **institutions. In early December 16, 2013 a local**
27 **president of the NBCFAE sent an email to**
28 **African-American CTI students with an agenda**

1 attached. {It seems implausible that any
2 special interest group would know the email
3 addresses of students enrolled in various CTI
4 institutions around the country. Could it be
5 that someone within the FAA released these email
6 addresses to the special interest group?} The
7 email was urging all email recipients to become
8 members of the black coalition. The agenda
9 stated, among other things, that the black
10 coalition would have their members on the CSP
11 looking for the names of black candidates. He
12 apparently implied that the automatic screening
13 process had been developed in such a way that
14 certain key words would be searched to identify
15 members of the coalition, thus aiding the CSP
16 members to identify African-American candidates.
17 {All these documents will be posted shortly}.
18 Why was information purposefully leaked to
19 certain special interest groups? Has HR
20 conspired with these groups to fix the outcome
21 of the bidding process? Mr. Teixeira, if you
22 were aware of the collusion then your statement
23 above is a bald-faced lie.)

24 And we certainly did take from information
25 provided to us by the independent review panel
26 two years ago, and in that review CTIs were
27 involved. (Untruth number 5. If you had taken
28 any information from the IRP you would not have

1 pulled the rug out from underneath the CTI
2 schools. This august group of experts on the
3 IRP repeatedly recommended throughout the report
4 that the FAA continue to use the CTI graduates
5 as its primary hiring source pool and also
6 recommended the FAA strengthen its relationship
7 with the CTI schools. You obviously
8 "misinterpreted" what they said. How could THAT
9 be misinterpreted?)

10 MR. PEARSON: Can you tell me why the students, or the
11 applicants that have been screened for the
12 AT-SAT or CTI graduates, including a very large
13 population and portion of those students are
14 minority students, why the hiring was put on
15 hold for two years, as the FAA needed to hire
16 and was projected to hire over 1,000 controllers
17 per year; why was that done?

18 MR. MCCORMICK: Mike, this is Mike McCormick, I'm the Vice
19 President of Management Services for the air
20 traffic organization and if I could handle that
21 question for you.

22 Essentially as you're probably aware of
23 from all the press that's been generated over
24 the course of the past 12 to 18 months we were
25 significantly impacted by the sequestration. So
26 in March of 2013 we had intended to do a central
27 selection panel based upon a September 2012
28 vacancy announcement that we had put out.

1 Unfortunately, that had to be cancelled
2 because of the impact of the sequester and the
3 save money furloughs that were implemented in
4 April.

5 As a result of that, also a hiring freeze
6 went into effect on March 1st, and we were
7 unable to hire any new safety workforce into the
8 air traffic organization from March 1st until
9 this very week, when we -- our first opportunity
10 to reopen academy and do hiring in our safety
11 workforce including our technicians and our
12 controllers.

13 So the unfortunate outcome of that is we
14 have not been able to do any hiring up until
15 today.

16 MR. PEARSON: What about the first part of that, before
17 sequestration took place there, Mr. McCormick,
18 basically the year prior to 2012?

19 MR. MCCORMICK: Basically, it's normal that there is a delay
20 from the time that we do a vacancy announcement
21 to act to put together a central selection
22 panel, so that's not an unusual process for us.

23 MR. PEARSON: No, I understand that that, but if the delay --
24 and I -- the sequestration was actually March or
25 April of 2013; correct, on my timing?

26 MR. MCCORMICK: The sequester went into effect on March 1st of
27 2013, the vacancy announcement was published in
28 September of 2012, so a six month lag time is

1 not unusual for (indiscernible) a package in
2 central selection panel.

3 MR. PEARSON: Okay. As far as the next issue, I believe your
4 consultant's report, I don't know since we don't
5 really have access to detailed information about
6 how this was formulated, who participated,
7 except you said there were no outside special
8 interest groups. I believe your report itself
9 said CTI institutions are not a barrier, or to -
10 - regarding the barrier analysis qualifications;
11 is that not correct, or did I read that wrong?

12 MR. TEIXEIRA: Could you ask that again?

13 MR. PEARSON: Yeah, I believe that your own consultant barrier
14 analysis report pursuant to the EEOC doctrine
15 stated that CTI institutions were not a barrier;
16 is that correct?

17 MR. TEIXEIRA: Well, those are -- okay. If I can try to
18 formulate your question slightly different we
19 can probably give you a better answer. But I
20 would say that the evaluation was of the FAA
21 processes. We didn't evaluate the CTI schools
22 or their education or their preparations.

23 So we did a review of the FAA's hiring
24 process, and we're making changes to the FAA
25 hiring process, not to the CTI schools.

26 MR. PEARSON: Okay. Did the barrier analysis report itself
27 not say that CTI institutions were not a
28 barrier?

1 MR. MCCORMICK: Mike, I think that would be difficult for us to
2 answer that question because we don't have the
3 entire report laid out in front of us and we're
4 not able to go through and cite every portion of
5 it, so you have us at somewhat of disadvantage
6 there.

7 But I think I need to reinforce what Joseph
8 shared with you, and that is; **this was an**
9 **internal review of our agency hiring (No. This**
10 **was an external review by paid consultants who**
11 **were apparently hired by FAA-OHR to deliver**
12 **favorable reports to support HR's decision to**
13 **end the use of CTI graduates.)** and placement
14 practices in support of our technical workforce
15 of air traffic controllers. **And we made the**
16 **policy changes to support the internal agency**
17 **process. (using the flawed Barrier Analysis**
18 **report and the incomplete CAMI study) We**
19 **continue and we did not evaluate at all the CTI**
20 **institution (indiscernible) and continue to**
21 **support those institutions, and we continue to**
22 **value our relationship with them. (Then prove**
23 **your love by hiring the 3,500 CTI graduates who**
24 **have already completed application process and**
25 **have already passed the AT-SAT exam- many of**
26 **whom are minority students who have been waiting**
27 **years for the FAA to follow its promise. In**
28 **addition, why did you tell the GAO that you were**

1 instituting a pilot program with the CTI
2 institutions when you had no intention of doing
3 this at all? In fact, that's why the GAO stopped
4 their analysis that was mandated by Congress in
5 2012. I think they are on to you now Joe)

6 MR. PEARSON: Yeah, I appreciate that. I'm sure everybody on
7 the line appreciates that --

8 RECORDING: After the tone please state your name.

9 MR. RESSITAR: Wayne Ressitar.

10 RECORDING: Thank you.

11 MR. PEARSON: -- my question at all, and I assume based on
12 your answer, you folks haven't read your own
13 barrier analysis report, or you don't have it in
14 front of you. Is that fair to say?

15 MR. TEIXEIRA: Okay. Mike, I think -- this is Joseph Teixeira
16 speaking. I think I've been very clear that the
17 question you're asking was outside of the scope
18 of barrier analysis. I can't answer yes or no,
19 other than to say it was beyond the scope of the
20 barrier analysis. I've tried to say that in
21 many different ways.

22 So the answer is it was evaluated by the
23 barrier analysis. (What? The question is did you
24 read the Barrier Analysis? The gibberish that
25 followed is "I can't answer yes or no...it was
26 beyond the scope of the barrier analysis...so the
27 answer is it was evaluated by the barrier
28 analysis." Evasive but effective; it bought him

1 **an additional 30 seconds.)**

2 MR. PEARSON: Do you guys have, or did you use any
3 quantitative data -- or excuse me -- qualitative
4 and quantitative data regarding the success rate
5 of a typical CTI graduate to pass the AT-SAT
6 that goes into a facility versus an off the
7 street hired, or is this change based upon
8 diversity criteria only?

9 MR. TEIXEIRA: This is -- these changes are made to hiring
10 process, not to the success rate of the
11 individuals. So we tried to improve our
12 selection, training and assignment of the
13 individuals. **It's an encompassing and very**
14 **broad review that started in 2011 with the IRP**
15 **report and it's subsequently assisted by the**
16 **barrier analysis result.** **(Why do you continue to**
17 **insist that the IRP report was instrumental in**
18 **your decision to scrap the current hiring plan**
19 **and go to a bio-data questionnaire? Because you**
20 **are either totally ignorant about the contents**
21 **of this document, have never read it, or are not**
22 **telling the truth. Nowhere in the IRP will you**
23 **find that recommendation. It did say that the**
24 **FAA never tracked the success rate of an**
25 **applicant after taking the AT-SAT, thus no data**
26 **exists to correlate controller training success**
27 **and failure with specific scores on AT-SAT.**
28 **Contrary to your assertion that the IRP**

1 supported the decision to go to a single source
2 OTS announcement, the IRP panel was very
3 complementary of the CTI program and recommended
4 the FAA strengthen the relationship with the CTI
5 institutions. You FAA officials need to get your
6 story straight before going on a national call
7 with people that know the facts.)

8 And if I can have you formulate perhaps
9 your last question and let -- go to some other
10 folks and then you can rejoin if you -- that
11 would be very helpful.

12 MR. PEARSON: Yeah, I have no problem releasing the floor to
13 someone else. However, I do have many more
14 questions.

15 Why, since you have people that have been
16 qualified on the rolls, are you not going to
17 allow those students that invested thousands of
18 dollars, multiple years and, quite frankly, have
19 had at least a tacit promise by the FAA that
20 they would be given a look at being hired -- why
21 in the world when you have that backlog, those
22 people that are already qualified, would you
23 basically force them to back through a new
24 process instead of just trying the process --
25 the new process prospectively and notifying
26 people ahead of time it would be done that way?

27 MR. CANNON: Those -- sir, this is Rickie Cannon. **Those**
28 **individuals in CTI schools and any other U.S.**

1 citizens are not being disenfranchised of an
2 opportunity to apply to become an air traffic
3 control specialist. (Memo to Rickie - we're
4 talking about CTI graduates, not individuals
5 currently in CTI schools. Can't you understand a
6 straightforward question? Read the transcript of
7 the question posed to you. You were asked why
8 you arbitrarily kicked out 3,500 DIVERSE
9 applicants who were already in the hiring
10 queue.) That's what the February announcement
11 is all about. They will have an opportunity in
12 February to apply and to be considered along
13 with any other U.S. citizen who wants to apply
14 for that job.

15 And as Dr. Scott said, you know, the
16 biographical data and everything. We'll take
17 into consideration their experience and
18 education and all of those related dimensions
19 associated within an air traffic controller. So
20 those individuals are not being disenfranchised,
21 or held out of the process. (Untruth number 6.
22 Actually, they are being disenfranchised because
23 you kicked them out of the process and have no
24 intention of hiring them when they reapply. You
25 see Rickie, the students are rapidly figuring
26 out what your gang is up to.)

27 MR. PEARSON: Well, I don't want -- I just want to do the
28 follow up to that there, Rickie, and I don't

1 want to quibble with you on that. But it
2 appears that you conducted this barrier analysis
3 after you already had an objective program of
4 assessment called the AT-SAT; is that correct?

5 MR. CANNON: **I'm not following you there. (Mr. McCormick, can**
6 **you jump in here? You need to change speakers**
7 **it's exhausting to cover your unsupportable**
8 **decision with contradictory statements)**

9 MR. PEARSON: There are students that are on the rolls that
10 prior to the barrier analysis report either
11 being commissioned, or finalized, had already
12 passed an objective testing mechanism called the
13 AT-SAT developed by the FAA, correct?

14 MR. MCCORMICK: Oh, Mike, this is Mike McCormick again. What we
15 want to be able to do is that we have a
16 multiyear improvement program to correct a
17 multiyear problem and this goes back beyond just
18 the 2012 vacancy announcement. We have vacancy
19 announcement lists that go back several years
20 that we have not hired from.

21 And so we need to go back through all of
22 these lists and actually purge all of them going
23 several years worth of lists, not just the CTI
24 list, in order to get the pool of candidates
25 through the new vacancy announcement that we
26 intend to publish in February.

27 So we've had a lot, a lot of discussions.
28 This is not something that we've taken lightly

1 by any means. We've weighed a lot of pro and
2 cons here within the agency, and a lot of robust
3 discussion around it, and we have decided to go
4 on with this policy decision and wanted to spend
5 some time today to communicate, one, that
6 decision and be able to give some of our
7 rationale behind it. (We got the retro hiring
8 process part but the rationale is illogical. You
9 relied on a discredited barrier analysis report
10 and an incomplete CAMI study to gut a hiring
11 program that had been supplying the ATO with
12 highly-educated, highly-qualified candidates for
13 years. Apparently Teixeira believes the IRP
14 supports his decision. Memo to Joe- read before
15 opening mouth. Your solution to the alleged
16 diversity issue is to return to a hiring system
17 that was deemed an abject failure about 20 years
18 ago. Did I get that right? Unfortunately, by
19 kicking out the 3,500 DIVERSE CTI graduates you
20 may have sunk your own boat. This pool of
21 candidates that you rejected had plenty of
22 people from the RNO and women groups in it.
23 Brilliant, just brilliant. In addition, I think
24 intentionally misleading the GAO (you were going
25 to do a pilot program- remember) in order to put
26 their mandated study on hold, likely won't make
27 the legislators who sponsored section 603 very
28 happy)

1 So with that, Mike, I think we'd want to
2 turn it over to the next questioner, and if I
3 could answer a question --

4 MR. PEARSON: Mike, actually, what I'd like you to do is
5 answer yes or no, not, quite frankly, not the PR
6 line. Yes or no, was the disparity analysis --
7 the barrier analysis report, either commissioned
8 or finished after you already had an objective
9 assessment and process, the AT-SAT? That's my
10 question?

11 MR. MCCORMICK: Mike, the AT-SAT has been in place for many
12 years so you know the answer to that question is
13 that yes, we commissioned the (indiscernible)
14 the program had already been in place.

15 MR. PEARSON: Right, and after the assessment, the AT-SAT had
16 been implemented, you're now changing the
17 characteristics of how you're going to hire
18 people by basically stating you have to reapply,
19 even though you're on the rolls to be hired, you
20 have to through this new process.

21 That's all I want to know, is that how
22 you're going to proceed? Everybody that has
23 been in the queue basically is going to have to,
24 again reapply one more time for the jobs they
25 believe they had already applied for and were
26 queued for; is that correct?

27 MR. MCCORMICK: Mike, if you're aware of the history of the
28 hiring within air traffic control profession --

1 MR. PEARSON: I worked for the FAA 27 years, sir, in all
2 different types of options, so I'm very aware of
3 not only the --

4 MR. MCCORMICK: As you --

5 MR. PEARSON: -- hiring process (indiscernible) --

6 MR. MCCORMICK: -- as you're aware --

7 MR. PEARSON: -- FAA.

8 MR. MCCORMICK: We've made a lot of changes over the course of
9 those 27 years that you were within the agency,
10 and we've made a lot of changes to the hiring
11 program for air traffic controller profession,
12 including going from several different testing
13 mechanisms, and finally evolving into the AT-
14 SAT. This is another evolution of that
15 process, (Evolution? That implies you are taking
16 the hiring process to a more advanced state.
17 This is not what you are doing. You are going
18 backwards, to a less advanced state. So let's
19 call it what it is: de-evolution.) and every
20 time we have revised the process we have, in
21 fact, employees reapply into it.

22 So this is not something that we're doing
23 either arbitrarily or capriciously in this event
24 or past events over the course of that time.

25 So again, and what I want to ask for future
26 questioners if you could identify what
27 organization you're also representing just so we
28 can have a full picture of who we're talking

1 with, that would certainly help us out a lot
2 too. (so that we can have a targeted retribution
3 of the people and the institutions who are
4 questioning the patent untruths and making us
5 look like fools)

6 So thanks again, Mike.

7 THE OPERATOR: Next question is from Victor Hernandez
8 (phonetic).

9 MR. HERNANDEZ: Victor Hernandez from Miami-Dade College.

10 UNID MALE: Hello, Victor.

11 MR. HERNANDEZ: (Indiscernible) -- just to make sure the
12 students that have received a tentative offer
13 letter, they do not have to reapply; is that
14 correct?

15 UNID MALE: That is correct.

16 MR. HERNANDEZ: Okay. Now, as far as the work experience that's
17 listed on there, it's very vague, and I know
18 there's a combination of the years of schooling
19 and work experience. Can you go over like what
20 kind of work experience are you looking for? I
21 know it says -- using the word "progressive,"
22 but it's still very vague. If you can clarify
23 that a little bit?

24 MR. CANNON: Yeah, this is Rickie Cannon. Nothing is
25 changing from how we have looked at that.
26 Basically, if there is any work experience
27 there, the way this is going to be looked at is
28 the way that it has always been looked at. If

1 there's work experience there, pretty much of
2 any kind, it is going to be creditable toward
3 the general experience requirement.

4 MR. HERNANDEZ: Okay. I understand. And I've heard of two
5 different things. Is February 10th, is that
6 when the student has to go online and apply, or
7 does it open 10 days earlier and closes on that
8 February 10th?

9 MR. CANNON: This February 10th is a projected date. The
10 Agency will be putting out quite a bit of
11 communication ahead of the announcement actually
12 opening. I would recommend that you, you know,
13 watch for some of that messaging, or go on USA
14 Jobs regularly. **(or go to your nearest special**
15 **interest group office. We are working closely**
16 **with them to game the system. Wait, wait, wait..**
17 **what's that Joe? Okay, Joe wants me to walk**
18 **back that statement, so for the record, we are**
19 **not working closely with any special interest**
20 **group. Just to be clear, we remain committed to**
21 **an honest, open and transparent relationship**
22 **with all of our valued CTI partners.)**

23 You know you can also go on USA Jobs and
24 actually post in your profile the ability for
25 them to even send you transmittal when a
26 particular kind of an occupation is announced.

27 So we are projected for February 10th, but
28 again that's a projection.

1 MR. HERNANDEZ: Okay. So it is February 10th, and is it true
2 that may be open like for 10 days then it'll
3 shut down at that time?

4 MR. CANNON: Yes, we are projecting a ten-day announcement --
5 open period.

6 MR. HERNANDEZ: Okay. And you're looking to hire 3,000 with
7 that; is that accurate?

8 MR. CANNON: Pardon?

9 MR. HERNANDEZ: You're looking to hire like 3,000 off of those
10 within those 10 days?

11 MR. CANNON: No. No, we are not looking at any particular
12 number of hires. That announcement will be used
13 to initiate and establish a new inventory, and
14 our customer organization -- the air traffic
15 organization, will decide based on what their
16 needs are, how many people are selected from the
17 inventory.

18 MR. HERNANDEZ: Okay. All right. Thanks. I let somebody else
19 ask you the next question. Thanks.

20 MR. CANNON: Thanks, Victor.

21 THE OPERATOR: Next question is from Kevin Kuhlmann.

22 MR. KUHLMANN: Hello, this is Kevin Kuhlmann from Metropolitan
23 State University at Denver. Appreciate you
24 taking the time to answer questions. I know
25 that everybody's a little tense over this and
26 hopefully we keep everything very civil.

27 My question is, I don't quite understand as
28 far as you say you want to maintain and you

1 cherish your relationship that you have with the
2 CTI schools. What do we tell our students that
3 that relationship is? What advantage do they
4 have by being a CTI student in the application
5 process?

6 MR. TEIXEIRA: Well, I don't know -- this is Joseph Teixeira.
7 I don't know that there were ever any advantages
8 in the application process. (Okay, this is
9 officially getting absurd. Have you never heard
10 of a CTI job announcement? It was your preferred
11 hiring source pool until you allowed the
12 radicals in OHR to subvert the hiring process to
13 carry out their hidden agenda. How long have you
14 been the Director of Training?)

15 I believe people gain greatly from their
16 passion to aviation, and from their education
17 that they get at CTI schools, and that that
18 knowledge and that passion is reflected in test
19 scores and in their experience as they apply. (I
20 agree. So why in the world would you not want to
21 hire these passionate, educated DIVERSE young
22 people for the next generation of air traffic
23 controllers? Do you need me to trot out again
24 the excellent diversity profile of these
25 people?)

26 MR. KUHLMANN: Well, they did have a distinct advantage of
27 going to the CTI school, we had -- the FAA told
28 each of the CTI schools your curriculum must

1 contain XYZ information. The -- so that we had
2 commitments from the FAA of what we had to do.

3 And the FAA had commitments from us that we
4 would do certain things, register the student,
5 recommend the student to the FAA. When they
6 were recommended we made it very clear that that
7 was not -- there was no promise of employment,
8 there was only a promise for the opportunity for
9 employment with the FAA.

10 And that because you were recommended that
11 you would be -- as long as you completed your
12 USA Jobs and the previous website, as long as
13 you completed that all properly when the
14 announcement came out -- that you would be
15 provided the opportunity.

16 And it was a very distinct advantage, and
17 it is the reason these students came to CTI
18 schools because they gained that advantage.
19 Now, basically, they're on even footing with
20 everyone in the public. So I don't understand
21 why you don't understand that the whole reason
22 of the CTI program was advantageous to the
23 student, and that's how they were drawn to the
24 program. **(Good point Mr. Kuhlmann. It was so
25 good that I'll bet Mr. Teixeira won't be able to
26 challenge your assertion.)**

27 MR. TEIXEIRA: I wouldn't disagree that the mechanics provided
28 that image. But as you've stated there were no

1 guarantees in that process, and the really
2 guarantee thing that they would've got out of
3 this relationship is a curriculum that we
4 thought would be advantageous for their learning
5 and would make them competitive in a competitive
6 process. But in your own -- in your own words
7 there was no guarantee. **There is no guarantee**
8 **now. (And after the OHR gets done stacking the**
9 **deck against the CTI grads you will be able to**
10 **upgrade that statement to "There is no**
11 **possibility now")**

12 MR. KUHLMANN: Well, there was no guarantee of employment and
13 we had to make sure everyone knew that. But
14 there was -- here's another advantage was that
15 they would not have to go through AT basics
16 course, the six-week initial course. Is that
17 still -- is that off the table now?

18 MR. TEIXEIRA: **No, that is not off the table now. Those**
19 **changes once you are hired are under review.**
20 **I'm not prepared to make a statement on that**
21 **now, but - (No problem. The CTI graduates will**
22 **blow through that six-week ab initio training**
23 **like a hot knife through butter. If you want to**
24 **waste taxpayer money teaching a CTI grad**
25 **something that he/she already knows, go for it.)**

26 MR. KUHLMANN: Okay. Do the CTI schools have to follow the
27 same procedures that they -- as in do have to
28 recommend students anymore, or do they just go

1 when there's an announcement and apply like
2 everyone else?

3 MR. TEIXEIRA: As I described to you earlier, we've made
4 significant changes to standardize the
5 application process, which will have significant
6 benefits to students and to the FAA. (Really? How
7 will lowering the bar to zero benefit the FAA?
8 The FAA will spend millions of dollars training
9 students that will eventually wash out. Just
10 like in the old failed process- that you are
11 going back to. I know you didn't read the
12 Barrier Analysis or IRP Joe, but you should at
13 least be up to speed on the history of OTS
14 hiring. I'll summarize: much higher failure
15 rates. That is unless you order Raytheon to pass
16 everyone through the Academy. But I don't think
17 you'll be able to order the rank and file to
18 pass every student that shows up for facility
19 training. That's where your OTS training
20 survival rate graph is going to go straight
21 south. We call this phase "where the rubber
22 meets the road" and here is where your plan is
23 going to fall apart. The radicalization of the
24 Office of Human Resources might have changed
25 processes in hiring, but the training piece is
26 the domain of the ATO and with the individual
27 controller who trains a new person. Nobody in
28 the field is going to disregard safety and order

1 an OJTI to sign somebody off simply because HR
2 or Outtz or Teixeira or Huerta wants it to
3 happen. You can wave somebody through the hiring
4 process and you can order Raytheon to wave them
5 through the Academy, but the scam stops when
6 these new hires show up at a facility for their
7 first real test. Air traffic controllers (of
8 both genders and ALL races) DON'T CARE what
9 color or gender someone is- only if their fellow
10 employee can do the job)

11 One of the things that I highlighted, one
12 of the big complaints I get from schools when I
13 travel, is that people stay in the queue, people
14 with a tentative offering letter for 12 to 18
15 months waiting for a vacancy in the two states
16 that they applied, and by eliminating that,
17 we're able to process people as quickly as
18 possible through the academy and they will
19 placed in the next available vacancy.

20 So a lot of these changes from an
21 individual point of view will have pros and
22 cons. But our view is that the improvements we
23 make -- we're making, are just that, by
24 standardizing the process, and by putting
25 everybody through to the next available vacancy,
26 that we're actually helping everyone. (These
27 official FAA responses from Teixeira are
28 becoming more incoherent by the minute. For the

1 diverse population of 3,500 CTI students who are
2 on the hiring list and reading this, let me
3 translate Joe's gibberish. Joe meant to say that
4 by lowering the initial qualification
5 requirements to zero, and kicking you out of the
6 queue, he is actually helping everyone but you.)

7 MR. CANNON: And let me follow on -- this is Rickie Cannon.
8 Let me follow on to Joseph's point. No, in --
9 for this announcement in February, there is no
10 need for a CTS (sic) student or any other
11 applicant to have a letter of recommendation.
12 They are applying under a U.S. citizen
13 announcement. **Certainly if they want to -- if**
14 **they want to have that in their resume, that's**
15 **fine as well as an attachment if they want to**
16 **send it. (An "attachment" if "they want to send**
17 **it." Thank God your group of cronies isn't in**
18 **charge of hiring doctors or any other group of**
19 **folks who people rely on to do a safe job. No**
20 **one cares what race or gender an air traffic**
21 **controller is- only if they can do the job. In**
22 **other words, you don't care about a college**
23 **transcript showing 90-120 credit hours in**
24 **aviation related sciences because that would be**
25 **inherently unfair to lesser educated OTS, of**
26 **both races and genders, that they will be**
27 **competing against)** But there is, you know, no
28 additional preference or anything provided with

1 that. They will be applying and competing with
2 any other U.S. citizen who wants to apply. (How
3 can they compete against somebody if you won't
4 let them tell you their story? Oh, I forgot.
5 You'll capture their life story in the BQ with
6 questions like; what kind of music do you listen
7 to, what kind of video games do you play, what
8 is your favorite television show, what race are
9 you, what gender are you, etc.)

10 MR. KUHLMANN: Okay. I understand that.

11 MR. MCCORMICK: If I could share just a little bit of background
12 on the advantage of a CTI university or program
13 for an applicant. (What? What? Rickie just said
14 there is no advantage to having a CTI
15 certificate or as Rickie calls it an
16 "attachment." He even said that it wouldn't even
17 be considered in the selection process. Rickie,
18 help me here. Didn't you just say that? Go back
19 to line 6 of the previous page if you need to
20 refresh your memory.) If a person in the past
21 has been a competitive applicant for hiring as a
22 CTI student, he will remain a competitive
23 applicant under this process, that does not go
24 away. (Untruth number 7. When you drop the
25 initial qualification standards to zero, and
26 have the AT-SAT band include everyone from 70
27 up, then you will have a load of "successful"
28 candidates. At this point you will take Outtz'

1 recommendation to do a random selection from the
2 pool of thousands. But you are going to do away
3 with the CSP so everything will be dependent on
4 automated screening tools that you are pre-
5 loading with key word searches to select only
6 those candidates who have salted their resume
7 with the secret words being distributed by
8 special emphasis group cadre. In an environment
9 like that, how can you, with a straight face,
10 say that the CTI candidate will remain
11 competitive? Obviously not worried about the
12 means- only your desired end result)

13 So we definitely see a real opportunity for
14 the CTI schools to continue to provide the
15 education, the background, and as Joseph
16 mentioned, more importantly the passion for the
17 career field; that would create a pool of highly
18 qualified candidates who are applying to compete
19 for these positions. (Did you clear that
20 statement with Teixeira? I don't think that
21 statement is perfectly aligned with his hidden
22 agenda. You have to be careful making statements
23 like this because Teixeira puts people on
24 administrative leave when they say something
25 that contradicts his grand plan. JOE- WHEN ARE
26 MR. CRAFT And MR. GAGLIARDO returning to work?
27 Never mind. Maybe Congress can ask you that
28 under oath).

1 One of the things that we feel that is
2 highly critical and very important for us in
3 this applicant pool is that we have not had the
4 opportunity to do a general public hiring for
5 several years. We need to do that and we are
6 going to do that in February. (Now you are back
7 on point. Yes, when you exclude all 3,500
8 diverse CTI grads in an environment where you
9 need about 3,000 controllers, the only logical
10 place to find candidates is OTS. Brilliantly
11 executed. BTW you didn't hire the last few years
12 so you could build a false sense of urgency and
13 you have been stalling and lying to the GAO)

14 MR. KUHLMANN: Yeah, and a biographical question there. Is
15 there a specific question that asks, did you
16 attend an AT-CTI university, or receive a degree
17 from an AT-CTI university?

18 UNID MALE: There are questions that get at -- that get at
19 that. (But according to Rickie it doesn't mean
20 anything. It's actually in a scroll down box so
21 the FAA can discriminate further.)

22 MR. KUHLMANN: Okay. Thank you.

23 THE OPERATOR: Next question if from Ed Mummert.

24 MR. MUMMERT: This is Ed Mummert from Embry-Riddle
25 Aeronautical University. I was just curious. I
26 don't think the question was specifically
27 answered. Are we still going to be sending CTI
28 enrollment information to aviation careers in

1 Oklahoma City? And are we going to be sending
2 recommendations once a student graduates?

3 MR. CANNON: This is Rickie Cannon again. And there will be
4 no need to send that kind of information. I
5 don't think we've actually formally said don't
6 because it's -- we're working through this
7 process. It's kind of -- it is just -- but
8 for -- and all U.S. citizen open vacancy
9 announcement there would be no reason. (Rickie, I
10 know it is difficult when you go off script and
11 forget what you're supposed to say. You folks
12 don't even seem to know how the program works-
13 let alone have a coherent "plan")

14 The applicant themselves can put whatever
15 their credentials are in their resumes as they
16 apply, and those stand alone against all the
17 other competing employees. (Note to graduates-
18 apparently it is very important to put NBCFAE
19 somewhere, several times, in your application
20 also make sure you put your first and last name
21 in an email address formatted a certain way- see
22 upcoming information to be revealed very
23 shortly- keep this to yourself you're not
24 supposed to know this BTW- further documents to
25 follow).

26 MR. MUMMERT: Okay. So there's no need for us to enroll
27 students anymore; is that correct?

28 MR. CANNON: Well, I don't know what you mean when you say no

1 need to enroll students?

2 MR. MUMMERT: By enroll, I mean send all their information to
3 Oklahoma City, which is kept in a database
4 there, and then once they graduate we send in
5 the recommendation.

6 MR. CANNON: No, I don't believe there will be a need to do
7 that. No, sir.

8 MR. MUMMERT: Okay. Thank you.

9 THE OPERATOR: Next question is from Felix Esquibel.

10 MR. ESQUIBEL: Hello, I'm representing Western Michigan
11 University CTI, a couple of items. Can any of
12 you explain exactly then what you're not
13 changing, and that was the FAA and the AT-CTI
14 support? What kind of support will the CTIs be
15 getting from FAA?

16 And secondly, can you speak to a rumor, or
17 the impetus of this, as being a lawsuit that not
18 everyone can afford to go to college, and
19 therefore that created disparate impact?

20 MR. MCCORMICK: Hi, Felix, this is Mike. I can definitely
21 clarify for you that there is no litigation --
22 pending litigation, (Don't count on it Mike.
23 Certainly civil litigation will occur- reverse
24 discrimination isn't legal. Once Congress or
25 the FBI takes a look at what you are doing-
26 possibly criminal charges), (indiscernible) that
27 is driving any decision in this process at all.

28 So this is strictly around our opportunity

1 to review our hiring, selection, placement
2 process to get our best pool of candidates for
3 the air traffic control profession.

4 MR. ESQUIBEL: Okay. Then can you speak to what kind of
5 support the CTI schools will be getting from
6 you? Because it seems to us that we no longer
7 need to have this program? So is that pretty
8 much what we're hearing is that the FAA no
9 longer needs the CTI schools?

10 MR. TEIXEIRA: You're certainly not going to hear that from me,
11 Joseph Teixeira here. I think that these
12 schools are our key and variable intake of
13 qualified applicants to the FAA, not just the
14 air traffic organization. I think they're
15 typically part of aviation colleges, which there
16 about 105 in the United States, and we
17 absolutely rely on them as a source of education
18 and inspiration for people who want to join the
19 aviation career field.

20 So I clearly see a need for this program,
21 and we'll continue to support you in any way we
22 can, so let us know what kind of help you
23 need. (One thing that comes to mind is that if
24 you would hire well qualified and diverse CTI
25 graduates that would be a big help. There were
26 (apparently Carolynn told Roosevelt that the CTI
27 list was purged) approximately 3,500 students
28 ready to be hired that you intentionally delayed

1 for several years. That would also help the
2 current students, help the FAA, help the flying
3 public {trust}, help you follow congressional
4 mandate (603), stop lying to the GAO, and help
5 the taxpayer. Probably the most important thing
6 you could do is work with the CTI institutions
7 to drive up their minority enrollment numbers in
8 the aviation sciences. Instead of excoriating
9 their efforts with repeated statements that we
10 are failing the FAA in minority recruitment
11 {which you cannot substantiate and the FACTS
12 show otherwise}, you should follow the
13 recommendation of Outtz, APTmetrics and the
14 Independent Review Panel, all of whom
15 recommended that the FAA work closer with the
16 CTI institutions to strengthen this valuable
17 program. All races and genders BENEFIT from
18 proper training Joe. Set down the pipe and think
19 for a moment)

20 MR. ESQUIBEL: Well, we need some assurance that our efforts
21 are going to be continued as a partnership with
22 the FAA, that's kind of what I hear and have
23 read with many of the emails.

24 One of the other questions that I do have
25 is that if the graduate's already taken the
26 AT-SAT and has passed that, but does not have a
27 TOL, wouldn't it just be more prudent to have
28 them then go back and just take the

1 biographical, rather than having them compete,
2 again to take the AT-SAT?

3 MR. CANNON: Well, this is Rickie Cannon again. We have made
4 the decision that because this is a new process
5 that for all those applicants who will have to
6 apply, again in February, they will go through
7 the complete process.

8 We certainly did have that discussion and
9 it was a very robust discussion within the
10 agency. (So we accused everyone who opposed us of
11 being racists and they backed down. In fact, Joe
12 suspended a few professionals (Craft,
13 Gagliardo) who spoke about fairness. That's why
14 everyone else who has a problem with Joe's
15 cabal- WALKS ON EGGHELLS. Note to Ms.
16 Ballentine- Greta you may be next). But the
17 decision which was made that everyone will go
18 through the same process.

19 MR. ESQUIBEL: Okay. And one last question. How many open to
20 the public vacancy announcements do you plan on
21 doing per year? I understand this one may come
22 out about February 10th. Do you plan on having
23 another one in 2014, or are you just planning
24 one per calendar year?

25 MR. CANNON: I think there are several things that will drive
26 how quickly we'll have these kind of
27 announcements, the key one being demand.
28 Another one would certainly be the number of

1 highly qualified applicants we get that are
2 available for selection. (This is a slam dunk
3 because under the new guidelines everyone is
4 going to be classified as highly qualified. So
5 you should be good for about four years off of
6 this announcement) So it's all driven by those
7 two things essentially.

8 MR. MCCORMICK: And, Felix, this is Mike again. As part of this
9 process we can expect that the demand will be
10 there for at least the next three fiscal years
11 to do substantial hiring so that if, in fact,
12 the applicant pool and the selection pool is not
13 large enough after the February announcement,
14 you can expect additional announcements will
15 come out. (So you need to hire 3,000 over the
16 next few years (since you intentionally delayed
17 hiring to screw over the CTI students on the
18 list), you have 3,500 on the roles you purged,
19 and the applicant pool may not be big enough. I
20 guess you'll just squander MORE TAXPAYER money
21 to achieve the quotas you want. Don't worry
22 Mike, it will be large enough. Remember how your
23 HR experts re-designed the initial
24 qualifications? If you have a pulse you will be
25 considered highly qualified.)

26 MR. ESQUIBEL: Okay. And when do you plan on starting the
27 academy up again?

28 MR. MCCORMICK: This past Monday.

1 MR. ESQUIBEL: Oh, very good. All right. Thank you, good
2 luck.

3 MR. MCCORMICK: Thanks, Felix.

4 THE OPERATOR: Next question is from Florida State College.

5 MR. FISCHER: Yeah, hi, this is Sam Fischer, I think one of
6 the core things we've been driving at here is,
7 again there was a preference in the past for CTI
8 students because they had a separate hiring
9 announcement, that's obviously been done away
10 with.

11 So my question is on this since the --
12 you're saying the automated process will only
13 evaluate their biographical questionnaire, their
14 AT-SAT score, and their veterans preference, and
15 you've mentioned several times that CTI schools
16 will provide students that are inspired.

17 How will the biographical questionnaire
18 reflect either aviation education, aviation
19 experience, or their aviation inspiration?

20 MR. SCOTT: As I mentioned, there are -- this is John Scott.
21 There are questions on the biographical
22 questionnaire that touch on those very issues.

23 MR. FISCHER: Will that biographical questionnaire be made
24 public?

25 MR. SCOTT: No, it's a test. Like any test is has to remain
26 secure. (It will remain secure until February
27 10th. You can then expect to see every bio-test
28 question on the internet by February 11th.)

1 Including the ones, like race and gender, the
2 FAA gang on today's concall lied about. The next
3 telecon (yeah right) with Teixeira and Company
4 will be like the Gong Show.)

5 MR. FICSHER: All right. You mentioned the -- you're purging
6 the current inventory, and that I understand
7 you'll do these, you know, announcements, as
8 needed. How long do you plan for the new
9 inventory to remain valid?

10 MR. CANNON: Again, as both Mike McCormick and I in answer to
11 the last question, it'll depend on the number of
12 people we get into the applicant pool and
13 inventory in February, and it will, of course,
14 depend on the amount of demand.

15 So we don't normally put a date stamp on,
16 you know, an inventory on when we will end it or
17 when we will add to it. It's all driven by the
18 circumstances at hand. (Kind of like the need to
19 purposefully delay 3500 CTI graduates from
20 becoming employees while the FAA concocted the
21 need based upon documents that don't support
22 their position. Perhaps more troubling you
23 falsely portrayed to the FAA that you were
24 instituting a CTI pilot program, to get them to
25 put their mandated review on hold. Neither the
26 GAO or Congress will be happy about this).

27 MS. BOSTICK: This is Carrolyn Bostic, I'm sorry I'm joining
28 this call late. I'm the head of HR for the FAA

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and I'm traveling.

But I also wanted to add to Rickie's comment, earlier he said the process is iterating and it is. (Iterating? No. Rickie didn't say the process is iterating (repeating). Side issue: Is this the AHR-1 Carolyn who spoke on January 27th with Roosevelt Lenard when he asked you directly about the rumor temporary offer letters (TOL) may still be offered to people that went through the old hiring process? In his words it "this has been a big issue for NBCFAE." He apparently "confirmed it" with "agency leadership including AHR-1 that the agency will not offer jobs to people that may have been in that pipeline. Their words were "That list has been purged." Were those YOUR words Carolyn?) And so one of the drivers of the next general public announcement could be if we make some tweaks to the process and then we would have people go through the new process. And we will, as we make these changes to the process, we will ensure that we keep you informed as appropriate. (Kind of like you notified the CTI stakeholders months after you had been working with select groups to subvert the CTI schools and the GAO study? As appropriate must mean "we will notify you after we make the change so that you will not be able

1 to affect the decision-making process." Of
2 course we will receive plenty of input from
3 national leaders of major civil rights
4 organizations and special interest groups before
5 we tell you anything. Their ideas are more
6 closely aligned with our agenda than your ideas,
7 so your input is unnecessary. See the
8 communications from various NBCFAE sources to be
9 revealed shortly).

10 MR. FISCHER: Yeah. Okay. So I guess, again and it comes to
11 the point I think a lot of us are asking, I
12 understand that you feel that we provide
13 students with a broad aviation education,
14 etcetera. But if a student were to go to any
15 aviation education -- or any aviation program,
16 you know, it would appear they be just as likely
17 to be hired under this process for that matter
18 if they go to any education or aviation
19 experience. Why would we continue to offer air
20 traffic programs at these colleges?

21 MR. TEIXEIRA: Joseph Teixeira, really that is your
22 decision. (Joe, why didn't you repeat your
23 sentiments from page 30, line 19? Here, I'll do
24 it for you, "I believe people gain greatly from
25 their passion to aviation, and from their
26 education that they get at CTI schools, and that
27 that knowledge and that passion is reflected in
28 test scores and in their experience as they

1 **apply. This is "your" decision? No Joe, this is**
2 **YOUR decision (and Huerta's).**

3 MR. FISCHER: Well, I understand that, but if the students see
4 no benefit. If I went to nursing school and I
5 couldn't get hired as a nurse, why would I go to
6 nursing school?

7 MR. TEIXEIRA: Well, that's the jump that we're not making,
8 right? So if you go to an air traffic school
9 and you can indeed apply for an air traffic job,
10 so I don't see the connection, we're not
11 preventing anyone from applying.

12 Offering a diversity of academia or
13 curricula is what universities do. If you
14 decided that you no longer want to offer nursing
15 or engineering that doesn't mean that those jobs
16 won't be there, just that you won't be offering
17 that opportunity.

18 The ATC jobs --

19 MR. FISCHER: All right.

20 MR. TEIXEIRA: -- will absolutely be there, **and as Mike**
21 **explained we see that that demand is going to be**
22 **high in the next two to three years because we**
23 **have a lot of retiring. (We just want your CTI**
24 **graduates getting in the way of more deserving**
25 **people. That's why HR bottlenecked and slowed**
26 **down the hiring of needed controllers for**
27 **several years and lied to the GAO. That's also**
28 **why we are gutting the CTI program while**

1 simultaneously offering platitudes to you. We
2 certainly hope these trite and meaningless
3 statements will quell your emotional unease.
4 Trust us, we're the same people who have been
5 plotting this illegal action the last few years)

6 MR. FISHER: Certainly, certainly. I guess without seeing
7 the questionnaire it's impossible to quantify
8 the benefit that a student would get from an
9 aviation program. Is that fair to say?

10 MR. TEIXEIRA: Again, people go to these schools for more than
11 passing a test or getting a job as you -- as has
12 been mentioned before, that guarantee was never
13 there.

14 We hope that that education that you're
15 providing will absolutely be helpful for them in
16 the process of hiring and in the process of
17 training in their career. This is not a one-
18 test investment that they're making, at least
19 I'm hoping that that's the case.

20 MR. FISCHER: Well, certainly. But again, you're correct
21 there is no guarantee for hire. There was a
22 guarantee for application because there were CTI
23 announcements. (Excellent point Sam. And when you
24 have 750 graduates per year in a preferred
25 hiring pool all competing for 1,000 annual job
26 openings in the FAA it almost becomes a
27 guarantee for employment)

28 The students could if they passed their

1 program apply to a job posting that in the past
2 was not available to general public. So while
3 there's no guarantee of expect -- or expectation
4 of hiring, there was a guarantee of application.

5 At this point, you seem to be saying that
6 anybody can apply, and without know whether it's
7 weighting -- or what the weighting might be, air
8 traffic experience is just as good as aviation
9 administration experience, or gate agent
10 experience, or pilot experience. (Sam, the devil
11 is in the details. The FAA HR department will
12 have the weighting heavily skewed to favor OTS
13 applicants that meet certain quotas they want)

14 So I can't see a benefit to having an air
15 traffic program because without knowing the
16 weighting, the students are just as likely to
17 get any degree and be hired, so again what --
18 you know, that's my point.

19 MR. TEIXEIRA: I think we are in agreement that everyone is
20 able to apply now, and we have been denying that
21 opportunity to a lot of people in the past few
22 years. (Untruth number 8. You have had both an
23 OTS announcement and a CTI announcement in the
24 past few years. Your total lack of knowledge
25 about a program you are strangling is truly
26 astounding. If someone is denied the opportunity
27 because they do not meet the ridiculously low
28 minimum qualifications then that is their tough

1 **luck.)** And it's, as Mike explained, we must
2 offer these positions to the general public in
3 addition to the CTI schools. **(Joe- see above.**
4 **There have been OTS announcements. The special**
5 **interest group you're trying to assist by**
6 **destroying the CTI program for just doesn't like**
7 **the fact that CTI students exist and perform**
8 **well. From your woefully incorrect or mendacious**
9 **statements regarding the Barrier Analysis, IRP,**
10 **etc. it's very obvious you are either totally**
11 **ignorant as to the way the program runs or are**
12 **purposefully trying to mislead people)**

13 MR. MCCORMICK: So, Sam, this is Mike again. I just want to
14 reinforce that in the past when we had general
15 public announcements, along with CTI
16 announcements, the applicants pool from that
17 into our selection panel that we picked from,
18 both of those, so there wasn't any preference
19 given to we need to collect all the CTI students
20 first before we can do general public hires.
21 They actually got put together into a pool of
22 candidates that are central selection panels
23 went from.

24 So I think there's a perception that
25 because there was the CTI application pool
26 that's different from the general public
27 application pool, that there was an advantage to
28 the CTI applicant, but, in fact, when we had the

1 multiple announcements out there is not.

2 The advantage has been for the past couple
3 years, however, because we have not had a
4 general public hire now since, but the CTI
5 applicant pool was the principal pool that we
6 were selecting from. That is the sole advantage
7 and that is the advantage that is going away.
8 All other advantages still remain. (My head is
9 spinning. The CTI grads did not have an
10 advantage, but they did have an advantage, but
11 the sole advantage is the advantage that is
12 going away and all other advantages still
13 remain. It was tough listening to these spin
14 doctors on the January 8th telecon. Now reading
15 the transcript verifies what I believed all
16 along. The FAA HR is struggling mightily trying
17 to explain their actions. They have been caught
18 in outright lies and they weren't expecting
19 anyone to confront them. The "newest" untruth
20 has to do with purposefully misleading the GAO
21 and Congress- stay tuned for more documents)

22 MR. FISCHER: All right. One final question, on your web page
23 it still lists Air Traffic Collegiate Training
24 Initiative Program. What qualifications are
25 required to be included in that?

26 MR. CANNON: The basic qualifications for the announcement,
27 again in February, will be the three years of
28 progressive responsible experience that

1 demonstrates the potential for learning and
2 performing air traffic control work. That'll be
3 the basic qualification upon which those
4 individuals will be evaluated, along with then
5 them having to go through the biographical data.

6 MR. FISCHER: No. My point is that we are a CTI school.
7 Other schools are not CTI schools. If there is
8 no requirement for us to provide student lists
9 or recommendations for hire, what constitutes
10 being in the CTI program?

11 In other words, what would allow a college
12 to say we are a part of the CTI program if we're
13 not giving you recommended students, if we're
14 not providing lists of our enrollees, what makes
15 us part of the CTI program?

16 MR. TEIXEIRA: Sam, a lot of these lists were simply to keep
17 track of administrative controls such as AT-SAT
18 scores and all that, again no advantage was
19 granted there.

20 We had an initial qualification and
21 application for CTI schools, we haven't taken
22 anybody since. There are many, many schools on
23 the list wanting to be a CTI school. We
24 evaluating that process and how we might take in
25 additional CTI schools.

26 So that's really where we are now. You
27 know what the requirements were at the time of
28 application to become a CTI school. It is a

1 designation, it is used by schools, it is used
2 in their marketing, and it used in part of their
3 curriculum, so all of that will remain in place.

4 MR. FISCHER: All right. Thanks for hearing the questions.

5 MR. TEIXEIRA: Thank you.

6 THE OPERATOR: Sharon LaRue.

7 MS. LARUE: Hi, this is Sharon LaRue from Alaska, Anchorage,
8 and one of our questions is, did you intend to
9 exclude students with two-year degrees? That
10 doesn't seem to meet your criteria right now,
11 and a lot of these students do have the two-year
12 degree.

13 And if that was the intent, I don't know --
14 we're wondering how that is supposed to increase
15 your diversity when community colleges and two-
16 year degrees are generally a more diverse
17 population?

18 MR. CANNON: No. This is Rickie Cannon. There is no intent
19 to not include any school or degree. Basically,
20 if someone has a two-year degree and experience,
21 we can combine those to meet the three years of
22 experience that is required.

23 So it's not necessarily that the two-year
24 associates would be of any less value than a
25 four-year bachelor's degree. We are simply
26 looking for a total of three years, and we can
27 combine both experience and education.

28 MS. LARUE: Okay. Well, I don't think that's probably very

1 clear to people on the outside looking in and
2 they might not feel that they could apply based
3 on that.

4 The other thing I have here is I found the
5 questions from Scott that he wasn't able to
6 access. So can I ask is there ever going to be
7 another CTI posting?

8 MR. CANNON: Well, that's a certainly a question that I don't
9 think anyone can answer now. What I can say is
10 the Agency is moving forward with the process, a
11 single nationwide announcement, and until a
12 different decision is made, if it ever is, then
13 that will be the way forward with how we will
14 announce these jobs in the future. **(When you
15 folks get your first notice to appear on the
16 hill before Congress you will probably regret
17 the decision to stop the CTI hiring. And since
18 you are apparently one of the lead architects of
19 this scheme I'm guessing that Teixeira will ask
20 you to do all the talking. Everyone will blame
21 everyone else. Who's going to answer for
22 misleading the GAO? Good luck.)**

23 MS. LARUE: Okay. Why would the pool of candidates from the
24 current CTI and VRA candidates that -- why has
25 that been disregarded, why is -- why can they
26 not -- I know they can under -- I understand
27 they can apply again, I understand that, but why
28 are we not just rolling them in too, and

1 assuming that they already have applied, since
2 they obviously have?

3 MR. CANNON: Are you referring to those individuals who are
4 in the inventory without a tentative offer
5 letter?

6 MS. LARUE: Correct, the 3,000 to 3,500 that we've heard
7 that are awaiting jobs and have been waiting for
8 quite a while. Why are we not just rolling them
9 over into, assuming that they have already
10 applied?

11 MR. CANNON: Well, they weren't necessarily awaiting jobs,
12 they were awaiting at some point to be
13 recovered. (Recovered? Rickie, actually those
14 3,500 CTI grads were awaiting job offers- some
15 for over two years while your gang was lying to
16 the GAO and artificially stalling hiring. That's
17 why they applied for the job. If you queried
18 each and every one of them today I'll bet none
19 of them would say they were waiting to be
20 "recovered"; whatever that means. Am I right Ms.
21 Larue? By the way- what does "recovered" mean
22 Rickie? Are you sure you didn't mean to say
23 discriminated against?)

24 MS. LARUE: Correct. Yes, they were awaiting some type of
25 tentative job offer. I understand they hadn't
26 had anything yet. But, obviously, they all
27 applied for the job once, why are they being
28 made to reapply?

1 MR. CANNON: Well, one, it is a different process that they
2 are having to go through than what the legacy
3 process was. (Answer the question Rickie. You
4 were asked why they have to reapply. Your
5 decision to change the process was AFTER they
6 had already gone through a hiring process. What
7 you are proposing has been tried before in the
8 New Haven Fire Department case. Even though your
9 knowledgeable "consultant" James Outtz filed an
10 amicus curiae in support of the NHFD, the U.S.
11 Supreme Court ruled against the NHFD. If you are
12 not familiar with the ruling (*Ricci*) we'll post
13 it on this website for you to read. The only
14 thing you need to know is that the Supreme Court
15 ruled the action of the NHFD was reverse
16 discrimination. What you did to these 3,500 is
17 identical in construct to the NHFD case. Who in
18 legal approved this?)

19 MS. LARUE: Okay. So they all do need to reapply though, we
20 can tell them that.

21 And then another question from the CTI list
22 is how will the automated --

23 MR. CANNON: Those individuals who get a letter from us to
24 say that their resumes are being closed out in
25 the current inventory will be told if they
26 want -- if they still have interest, they can
27 reapply in February, so they'll get a letter
28 from us.

1 MS. LARUE: They will, everyone on the list will get that
2 letter. Okay.

3 MR. CANNON: Those individuals whose resumes are being closed
4 out. Yes, ma'am.

5 MS. LARUE: Okay. Would applicants that failed to be
6 recommended for employment by a CTI school, or
7 an applicant that has already taken and not
8 passed the AT-SAT, are they eligible for
9 employment under the new system, so somebody who
10 went through our program and did pass, or
11 somebody who did pass, but received less than a
12 70, are they eligible for employment under the
13 new system?

14 MR. CANNON: Yes, any U.S. citizen will be able apply for
15 employment and they will -- you know, if they
16 are subsequently selected, then they will go
17 through the normal course, or process of
18 suitability, security, and all those things that
19 everyone goes through to determine their fitness
20 to actually be employed.

21 MS. LARUE: Okay. Obviously, this change was months in the
22 making. Why were the CTI schools not brought in
23 at least and briefed on the changes until such a
24 late date when there's really not a lot of time
25 for us to react, and a lot of time to brief our
26 students especially over the holidays?

27 What was the reason behind not including
28 the schools in at least what was going on if --

1 as -- not as part of the decision making
2 process, they should have been informed.

3 That is part of the agreement we had with
4 you is that you are supposed to keep us
5 informed, and that has not been done in this
6 case, so we're wondering what the reason for
7 that was?

8 MR. TEIXEIRA: Okay. I can accept that you don't think that
9 this notification is timely. We'll certainly
10 accept that (indiscernible).

11 I can tell you that we are holding no such
12 teleconference with anyone else. We're not
13 sending letters to anyone else. This is a
14 courtesy advanced notification of the policy
15 changes that the FAA has made. (Really? I'll have
16 to throw the BS flag on that. So we'll call that
17 Untruth number 9. We have minutes from a meeting
18 between the FAA HR, the CTI program office and
19 special interest groups where the main topic of
20 discussion was the effect that the AT-CTI
21 program was having on their constituent base.
22 We'll post that on this website for your viewing
23 pleasure. Would you folks like to have another
24 telecom to discuss your untruths in this one?
25 Your constant prevarications are becoming
26 insulting Joe)

27 Everyone else will just have to respond to
28 the vacancy announcement.

1 So I think we are indeed taking the time to
2 try to explain to you, give you the background,
3 explain why we're here, and try to work through
4 any of your concerns to the extent that we can
5 help explain the policy changes so.

6 And the reason we didn't do it before then
7 is because we didn't have the policies decided
8 on. As soon as they were decided on we're
9 having this teleconference.

10 MS. LARUE: But we got announcements way back at the
11 beginning of December that this was already
12 decided on because we -- there were
13 announcements coming out that this was already
14 going. And we've all been responding to
15 students who are admittedly very upset about
16 this process, and my response has been I don't
17 know until now.

18 We do have more information now, and I
19 thank you for taking the time to do that. But I
20 can't honestly -- I mean I can't under -- I find
21 it hard to understand how you guys would make
22 that major policy change with only six weeks
23 notice.

24 MR. TEIXEIRA: Look, what I'm saying is that clearly we've been
25 working on it. Many people have been working on
26 it for months. In fact, I quoted you that we've
27 been working on it back to 2011. (Yes, you've
28 been working on ways to discriminate against CTI

1 students for years and all of your collective
2 work effort was slipshod, rushed and incomplete,
3 and quite frankly doesn't come close to
4 suggesting the "solution" you ran with. Maybe
5 the millions you spent on results oriented
6 consulting should go to history lessons. Joe did
7 you seriously think you would be able to BS the
8 faculty of 36 institutions of higher learning?
9 Wow. That's beyond arrogance. Must be beltway
10 fever).

11 What we didn't have is a corporate decision
12 and a process that we could withstand your
13 questions. (And you still don't have a process
14 that can withstand our questions. Or Congress',
15 or the GAO, or a court's. Why do you talk in
16 buzzwords and continue to use reports and
17 studies that don't come close to what you
18 believe they say?)

19 So any rumors that you may have heard were
20 just that because the people who made these
21 decisions are in this room and on this
22 teleconference. And I assure you that even
23 yesterday we were working through some policy
24 questions on just exactly what we're going to do
25 with this group, and that group and others.

26 So as Carrolyn Bostick said earlier this
27 isn't -- it is a process that changes are
28 coming, and we're moderating it, and it's on the

1 basis of how quickly we can make them, how
2 quickly can the Agency adapt to it, how quickly
3 can the IT department adapt to it. So you are
4 getting it as early as we are coherent enough to
5 explain it to you. (Coherent? I've got to tell
6 you Joe, coherence isn't the first thing that
7 comes to mind when I listen to you and your
8 minions prattle about the new and improved
9 hiring process. Might I suggest you use
10 "incoherent" as the operative word? Is this
11 Carolynn the same Carolynn (AHR-1) who was
12 corresponding with Roosevelt behind the CTI
13 institution's backs?)

14 MS. LARUE: Okay. Another one from the list is, without
15 geographical preference, how will the applicants
16 be placed at facilities? This is something
17 we're going to need to tell our students if they
18 do accept a job.

19 Are they going to go there? At what point
20 will they know where they're going? What if
21 they accept a job and it's just a place they
22 cannot move to, and once they get there to the
23 academy and they say your job is here, and they
24 can't go there, what are their options going to
25 be?

26 Those are going to be questions we all have
27 from students.

28 MR. TEIXEIRA: Yeah, but before we answer that, I think

1 Carrolyn Bostick has been trying to get into
2 this conversation. Did you want to say
3 something Carrolyn?

4 MS. BOSTICK: Yeah, I do and I wanted to say that your
5 comments are spot on. (Yes Joe, your incoherent
6 comments are spot on, and iterating too!)

7 And I wanted to also say to the CTI schools
8 that we are extremely respectful of your
9 concerns about the changes to the
10 process. (Really - how come you let everyone in
11 on the changes before the CTI schools? You are
12 not telling the truth Ms. Bostick. And you know
13 it. Hopefully you'll be called to testify under
14 oath. Your words are nothing more than hollow
15 patronizing platitudes and talking points from
16 the FAA designed to calm down the emotional
17 levels of the CTI schools.)

18 We are trying to make sure that at this
19 point we're very transparent, and we need to
20 keep talking. (At this point? I wish you had been
21 transparent prior to this point, like over the
22 last few years. Come to think of it, the FAA
23 was very transparent and worked well with the
24 CTI schools up until a few years ago. It was
25 when the radicalized FAA-OHR department decided
26 to gut the CTI program by commissioning these
27 sham studies by Outtz and APTmetrics. I'm
28 probably preaching to the choir here since you,

1 Carrolyn Bostick, were the Chief Human Research
2 Officer and/or the Assistant Administrator for
3 OHR during the time in question, and were
4 undoubtedly involved in all these activities.
5 Again Ms. Bostick- you really should have ran
6 this by your legal department before so
7 blatantly attempting to disenfranchise so many
8 diverse CTI students that have been waiting for
9 their promises to be met. I guess it takes time
10 to plan for such an outrageous effort. You are
11 trying to institute quotas. By the way- these
12 are illegal) There are some things that you've
13 asked us that we still need to think about, but
14 we get it, and we're trying to -- this has been
15 a very complex, difficult process issue to
16 tackle. If we could have communicated it
17 earlier we would have. (Nope- continue about your
18 business. Hopefully every one of the
19 approximately 3,500 students that have been
20 screwed by you and the rest of your gang will
21 file the requisite complaint with the FAA EEO
22 department. If "...we could have communicated it
23 earlier we would have...." You did to select
24 groups Carolynn- so why not the CTI schools? Why
25 not the GAO- who you intentionally mislead?
26 Maybe you folks should have had a robust
27 discussion about the civil and criminal
28 ramifications of intentional discrimination).

1 Every day we're working on this because we
2 really are trying to get it right. But please
3 remember -- please keep in mind that we get how
4 complex and how difficult a change this is for
5 you and your constituents, we get it.

6 **(BAHAHAHAHAHAHAHAHA. Sorry, this is so**
7 **pathetic- all I can do is laugh)**

8 MR. TEIXEIRA: Regarding your question, Sherry, (sic) so a lot
9 of the assignment processes are still being
10 worked out, but here's what I do know for sure
11 now.

12 Individuals will be placed on the basis of
13 the specialty that they graduate in, and on the
14 basis of where the vacancies exist at the
15 time. **(Okay, I've got to give credit where credit**
16 **is due. This is the only good thing to come out**
17 **of the hiring process change. It is an excellent**
18 **idea to place Academy graduates into facilities**
19 **that have current openings. Kudos to whoever**
20 **pushed this idea through the robust debates)** So
21 when folks apply and they're offered a job,
22 they're going to be offered new conditions,
23 meaning that they have to agree to be -- to
24 accept a position anywhere in the United States
25 at the direction of the FAA.

26 If they are not prepared to do that then
27 they won't be a successful applicant. But if
28 they are --

1 MS. LARUE: They have to make that decision before they're
2 assigned to attend the academy or not, or are
3 you waiting until they're done with the academy
4 to offer that --

5 MR. TEIXEIRA: They will have --

6 MS. LARUE: -- because they'll want to know, you know, when
7 is that decision going to be made. If they do
8 not want to accept that, are they not going to
9 be allowed to attend the academy?

10 MR. TEIXEIRA: Yeah. That is correct, they have to accept that
11 condition as a condition of their employment,
12 that they -- if they can -- they can be -- the
13 offer is contingent on them accepting a
14 placement anywhere in the United States.

15 If they're not prepared to accept that
16 condition, then they'll have to decline the job.

17 MS. LARUE: Well, what if they get done and they won't
18 accept it, and they are not allowed to quit
19 then? Are they signing something that says they
20 can't?

21 MR. TEIXEIRA: Okay. Now, people can always quit any job, I
22 mean whether it's through the FAA or any other
23 company. But I'm saying is we are going to be
24 honest and transparent like Carrolyn
25 said. (Untruth number 10. no comment necessary- I
26 literally have been laughing for 15 minutes
27 reading that simple statement. HONEST AND
28 TRANSPARENT. BAHHAHAHAHAHAHAHAHAHAHAHA. Stop Joe

1 **you're killing us.)**

2 Ahead of time you're going to tell folks
3 you're being picked for this job, you're going
4 to spend this much time at the academy, based on
5 your graduation scores and abilities you will be
6 offered a job anywhere in the United States.
7 They will be at the -- where the FAA has its
8 highest need.

9 MR. CANNON: And the -- and then also what Joseph is saying,
10 the vacancy announcement itself will provide
11 applicants some information with regard to that.
12 Again, it's a nationwide announcement, and I
13 believe there will be verbiage in there that
14 says you may be placed ultimately in any
15 location in the United States that the FAA may
16 have a mission need (indiscernible).

17 So there'll be some information, so as even
18 if they decide to apply they will be making an
19 informed decision that they may ultimately be
20 placed in a location that may not be their
21 preferred location.

22 MS. LARUE: Okay. And you said they would be placed on the
23 basis of the specialty they graduate in. So are
24 they going to be offered an academy spot in
25 route, or an academy spot in terminal, or is
26 that decision going to be made at the academy as
27 well?

28 MR. TEIXEIRA: **Well, for the February lists that offer will**

1 come before they go to the academy. (Untruth
2 number 11. The offer will occur after completion
3 of Academy training. How could you possibly give
4 a location to someone who has yet to be
5 evaluated? Unless, hmmm, unless you have a
6 secret plan to offer your coalition buddies a
7 job down the street from their place of
8 residence. All others will be relocated to
9 gulags air traffic control facilities in the
10 barren reaches of the upper Midwest.)

11 MS. LARUE: Okay. Okay. Anything else?

12 MR. MCCORMICK: So, Sharon, this is Mike McCormick again. We've
13 been working very closely with NATCA the labor
14 union who represents the air traffic
15 controllers, and certainly they understand and
16 appreciate the concern of facility placement
17 post academy graduation.

18 And we've all have had to work in the past
19 knowing that folks are getting assigned to where
20 they don't want to be. So we're trying very
21 hard to come up with a process that will, number
22 one, accommodate the need of the Agency in terms
23 of the priority of placement, at the same time
24 be sensitive to our employees. (Teixeira just
25 said "If they're not prepared to accept that
26 condition, then they'll have to decline the
27 job." That doesn't sound very sensitive to me. I
28 think it was very insensitive Joe to place Mr.

1 Craft and Mr. Gagliardo on administrative leave
2 to try and intimidate them. They should have
3 some juicy testimony for the GAO and Congress.
4 You FAA officials need to get on the same sheet
5 of music. Some of you want to be hard-ass while
6 others project an empathetic image. Please tell
7 me you didn't pay another group of consultants
8 for talking points. Who is in charge of this
9 hose brigade?)

10 There's no guarantees they're going to get
11 where they want to go. But our needs are great,
12 and our needs are varied. There's going to be a
13 lot of flexibility initially in this process.

14 UNID MALE: Will there be a preference for terminal or en
15 route?

16 MR. MCCORMICK: They have no preference at this time for either
17 one, we have great need involved.

18 UNID MALE: So the applicant will have no opportunity to
19 give a preference?

20 MR. MCCORMICK: No, not in this February iteration.

21 MS. LARUE: Okay. Thank you.

22 MR. MCCORMICK: Thanks, Sharon.

23 THE OPERATOR: Next question is from Melissa Denardo
24 (phonetic).

25 MS. DENARDO: A lot of the questions -- can you hear me?

26 MR. MCCORMICK: Hi, Melissa.

27 MS. DENARDO: Hi. Okay. A lot of the questions have been
28 answered, you know, previous. I know that when

1 you put the narrative out the other day it
2 stated that the students needed a four-year
3 degree. Now, I'm hearing, correct me if I'm
4 wrong, that they could get a two-year degree and
5 one year of experience as long as it equals
6 three years; is that correct?

7 MR. CANNON: Yes, I'm looking at, I believe from the CTI
8 letter, and I think what it says is applicants
9 must have at least three years of progressive
10 responsible work experience, a four year degree,
11 or a combination of the two. (Indiscernible) to
12 that or a combination of the two.

13 We can always combine education and
14 experience, so if they have a two year degree
15 and one year of work experience, that equals
16 three. We're just trying to get to three or a
17 four-year degree would equal three. That's the
18 old (indiscernible) qualification standard. (I
19 see. Having an 4-year undergraduate degree in
20 Aeronautical Science is equal to working three
21 years at Subway slamming together Black Forest
22 Ham foot-longs. Who's the genius that comes up
23 with that correlation? Any one from Outtz or ATP
24 Metrics like to step up to the plate and
25 publically take credit for this decision?
26 Mr.Scott- Outtz- you out there?)

27 UNID MALE: They don't actually need a degree?

28 MR. CANNON: Right, and they don't need a degree.

1 UNID MALE: Right, they can have --

2 MR. CANNON: There is no degree required.

3 UNID MALE: They can have two years of college and one year
4 of professional work --

5 MR. CANNON: Exactly.

6 UNID MALE: -- and still meet the criteria.

7 MR. CANNON: Exactly, that's my point, we can combine the
8 two.

9 MS. DENARDO: So what I understand then is without seeing the
10 criteria, I don't know if that education --
11 could I be in any field? So I could be in
12 elementary education, and I could have a two-
13 year or a four-year degree in elementary
14 education and I would receive --

15 MR. CANNON: Exactly.

16 MS. DENARDO: -- preference and I could apply for this job?

17 MR. CANNON: **There is no positive education requirement,**
18 **ma'am, for this occupational series,**
19 **period. (That explains why the old requirement**
20 **for OTS applicants to possess a high school**
21 **diploma has now been removed from the job**
22 **announcement. Now you can be a 9th grade dropout**
23 **and still be eligible for employment as an ATC**
24 **Specialist. Outside of D.C we call this the**
25 **dumbing down of America. Inside the beltway they**
26 **call it equal opportunity. You folks need to set**
27 **down the pipe every now and then.)** This is
28 simply, if there is education, we can use that

1 to substitute it for the experience requirement
2 so, yes. To answer your question, yes, that
3 education or that degree could be in anything.

4 MS. DENARDO: Have you built in any preference, any
5 preferential point for the CTI schools that have
6 been supplying you faithfully all these years?

7 MR. CANNON: No, there is no preference. No, ma'am.

8 MS. DENARDO: I want you to know that since you put the
9 announcement out we have had students
10 dis-enrolling so this has -- will have a great
11 affect on the community college system that
12 these students enrolled. I don't know whether
13 you've taken that into consideration, but it
14 will have a tremendous affect.

15 MR. TEIXEIRA: So I don't know what you mean by putting an
16 announcement out. We really have not announced
17 these changes to anyone other than to CTI
18 schools, and you received that for the first
19 time on the 30th of December. There's been no
20 announcement. **(Untruth numbers 12 and 13. This**
21 **one is such a whopper that you earn two lies**
22 **here. Joe, Joe, Joe, come on now. Your HR**
23 **department has pre-released everything about the**
24 **job announcement to the special interest groups.**
25 **Please read the website earlier Joe. The NBCFAE**
26 **has been distributing information since mid-**
27 **December. Some of it designed to game the**
28 **system. The Native American-Alaska Natives**

1 coalition had this on their website since early
2 December, 2013. [http://www.naanfaa.org/whats-](http://www.naanfaa.org/whats-happening---naan-news.html)
3 [happening---naan-news.html](http://www.naanfaa.org/whats-happening---naan-news.html) . That's how our CTI
4 students and institutions became aware of it.
5 When we called the CTI program director about it
6 she still denied any knowledge of a pending OTS
7 announcement. She is either completely out of
8 the information loop or you have here on a very
9 short leash. Memo to Greta: Look out- remember
10 Tony and Terry. Either way, we're on to the
11 scam. Don't try to deceive us anymore)

12 MS. DENARDO: But our students are aware.

13 UNID FEMALE 2: Because they have controller (indiscernible) --

14 MR. ROMEO: But, hey, this is Corkey from CCBC just
15 following up on Melissa's comment. Our students
16 are aware.

17 I've had parents who are controllers call
18 me already and ask me what our plan forward is,
19 and I was waiting for this phone call to figure
20 that out.

21 I think I have a halfway decent idea. I
22 got a couple questions though if you'll indulge
23 me just a second. Would it be fair to say that
24 the more education you have on your biographical
25 survey is a more better idea, in pilot talk,
26 more better idea?

27 MR. MCCORMICK: Hi, Corkey, and you're from Beaver County?

28 MR. ROMEO: Yes, sir.

1 MR. MCCORMICK: Okay. Thanks. I think I've answered some of
2 that earlier in the biographical questions.
3 That we definitely -- they have developed
4 questions that are going -- that are designed to
5 dig out --

6 MR. ROMEO: Right.

7 MR. MCCORMICK: -- any experience and education, and specific
8 aviation relevant education that applicants
9 would have. So without giving away those
10 specific questions, I think you can feel
11 comfortable that the CTI education will
12 certainly be an advantage through that process,
13 it's a singular advantage. **(Can you guys get your
14 story straight? Everyone listening to the
15 telecon could here the apprehension in your
16 voices as you collectively lied to the
17 institutions. It must have been nerve racking to
18 do that and have it taped. Doesn't it even feel
19 worse now?)**

20 In other words, you don't check a box and
21 then suddenly hear (indiscernible) the list.

22 MR. ROMEO: Right. Right.

23 MR. MCCORMICK: You are competing against the pool.

24 MR. CANNON: **Yeah, you are competing against the pool. (No, we
25 are competing against the HR department in a con
26 game of three-card Monte.)** And I just want to go
27 back to what Joseph said in his opening. Those
28 referral lists will be necessarily by veteran's

1 preference because veteran's preference is a
2 legal entitlement. (So is non-discrimination
3 Rickie. I'll bet you wish you could ignore
4 veteran preference also. Thank God you can't)
5 So as we issue those referral lists those
6 referral lists will be by veteran's preference.

7 Michael makes a good a point from what Dr.
8 Scott has talked about with regard to how the
9 biographical data is laid out. (Rickie, it's me
10 again. I just reread the entire transcript and
11 cannot find any comment by Dr. Scott where he
12 "laid out" the biographical data. Maybe it was
13 Dr. Bombay. Scott's comments only refer to the
14 inclusion of the BQ in the new hiring process
15 and that applicants would have to pass it to
16 move on in the process. Which brings me to
17 another question; how do you pass a biographical
18 questionnaire? When I get to the question that
19 asks me what my favorite type of music is, what
20 would be the correct response? Maybe we can find
21 these answers out when the gang is placed under
22 oath)

23 MR. ROMEO: So -- okay. So put it in pilot talk because
24 you -- most of you guys know I'm a pilot, so
25 it's got to be simple. And that the more
26 pointed, for lack of a better term, education
27 you have -- you may have, I emphasize, may, have
28 an advantage, and I hate to use that word, a

1 better look at the biographical -- a better shot
2 at the biographical survey/test?

3 MR. SCOTT: Well, Corkey, you have to look at it in
4 totality, it's a combination of education --

5 MR. ROMEO: Right.

6 MR. SCOTT: -- and experience. So a person with a strong
7 education and strong experience is going to have
8 more of an advantage over someone who just has
9 education. (Right. All of the aspiring young
10 professionals who went straight from high school
11 to the college CTI program are screwed. You can
12 never underestimate the value of a job mopping
13 floors at Taco Bell. By the way Mr. Scott, since
14 you are going to do away with the CSP, who is
15 going to verify the work experience on these
16 15,000 applications you will receive? A
17 computer? This whole process you have engineered
18 just doesn't pass the smell test. Mr. Cannon,
19 what do you think, am I right?)

20 MR. CANNON: That's right. Right.

21 MR. SCOTT: Okay. So --

22 MR. ROMEO: Okay.

23 MR. SCOTT: -- you have to -- it helps us to develop the
24 complete picture of the applicant.

25 MR. ROMEO: Roger that, understood. Now, to follow on
26 another question that was asked before on the --
27 when the candidates get to Oklahoma City and
28 they're -- and you're getting ready to make

1 assignments in either terminal or in route,
2 depending on how the student does, so to speak.

3 Are they dream sheet type thing, going back
4 to military words, where they can, you know, say
5 this is where I'd like to go, if you can't
6 handle that then -- you know, then it's up in
7 the air type stuff?

8 MR. MCCORMICK: Corkey, we're still working out the details on
9 that, but --

10 MR. ROMEO: Okay.

11 MR. MCCORMICK: -- what we envision is probably going to be
12 something like that.

13 MR. ROMEO: Okay.

14 MR. TEIXEIRA: Yeah, I mean we don't have any details, but we
15 just -- as it was mentioned before these are our
16 employees, we want to take care of them we're
17 going to get them as close (indiscernible) -

18 (That's odd. I thought you earlier said if the
19 Academy graduate refuses the placement offer
20 they will be terminated. You seem to be
21 equivocating here in your response. Again I ask,
22 do you have some super-secret plan whereby your
23 coalition buddies get location preferences and
24 everyone else gets the take-it-or-leave-it
25 offer? You have no details. That seems to be the
26 first honest thing you've said during the entire
27 telecon)

28 MR. CANNON: Yeah, and I believe, Corkey, we haven't -- we

1 don't have the final, final design of the
2 announcement. But I believe, even though this
3 is a nationwide announcement, the applicants
4 will be asked if have a preference for a couple
5 of two or three locations, but that's only just
6 to give a signal to ATO that, you know, there is
7 a signal there. But it certainly will not
8 prevent placement anywhere the ATO believes to
9 be --

10 MR. ROMEO: Yeah, the been there, done it, got the t-shirt
11 type stuff.

12 MR. CANNON: Yes.

13 MR. ROMEO: Have -- do we have any idea of -- or do you guys
14 have any idea, not me, on the success rate at --
15 that you believe your success rate is going to
16 be at Oklahoma City going this route as opposed
17 to the past old routes?

18 In other words, are we going to -- do you
19 think we're going to have a higher success rate
20 going through Oklahoma City even like with -- I
21 know it's -- you're guessing here, but I'm just
22 curious.

23 MR. TEIXEIRA: So will the medicine be worse than the disease?

24 MR. ROMEO: Yeah, I guess.

25 MR. TEIXEIRA: We don't know. We don't know. So we have --
26 again, as I mentioned earlier, every time I went
27 out to a CTI school the number one issue is, you
28 guys take too long to get these people hired, to

1 get to the academy. They've been out of school
2 for a year or two. This is a problem.

3 We have to retrain them. Our own
4 facilities are complaining about it, so we
5 have -- we are forced to send people to the
6 wrong location because we made them a promise
7 two, two and a half, three years ago even though
8 that we didn't have the predicted retirement at
9 that location, and now we have overages in one
10 place and not enough people in another.

11 So we have a lot of challenges that need to
12 get addressed. Getting some flexibility to do
13 initial assignments will help us.

14 Now, clearly, we are going to lose some
15 people who are not willing to move away from
16 their hometown. We are hoping that that will be
17 a small number.

18 MR. ROMEO: And that's the nature -- yeah, that's the nature
19 of the job, and I think most of us who have been
20 in it understand that, so that -- I'm just
21 trying to get -- because I've got to start
22 briefing students on Monday and Tuesday because
23 we're starting new semesters, and so I'm trying
24 to formulate that briefing, you know, as we're
25 speaking here so.

26 MR. SCOTT: But we do predict that this process will
27 increase the success rate. (I agree. Your
28 previous method of sending Academy grads

1 directly to New York TRACON and SoCal TRACON had
2 to be the dumbest thing I've ever heard of. Did
3 your HR experts really think these new hires had
4 a snowball's chance at succeeding in the world's
5 busiest ATC facilities? Even with the field
6 managers telling you to stop doing that you
7 simply ignored their requests and kept sending
8 the sheep to the slaughterhouse. Brilliant, just
9 brilliant.)

10 MR. MCCORMICK: All right. And one thing I want to reinforce
11 what Dr. Scott just said; we're not looking at
12 the success rate at -- through the academy.
13 This process that Joseph initiated back in 2011
14 is going to improve our success rate of our
15 employees through the facility, reaching the
16 CPC level and then beyond.

17 MR. ROMEO: Yeah, and in reality, I apologize because that's
18 what I meant.

19 MR. MCCORMICK: All right. Okay. Thanks, Corkey.

20 MR. ROMEO: Yeah, that's what I meant. All right. Thanks.

21 THE OPERATOR: Next questioners name was not recorded, if you
22 prompted for a question, your line is open,
23 please check your mute button.

24 UNID MALE: Maybe --

25 MR. LATHAM: Hello, this is Verne Latham, Arizona State
26 University. I had a quick question, kind of a
27 two-part thing here.

28 Referring back to the first gentleman, Dr.

1 Pearson, referring to the CTI barrier analysis,
2 the CTI not being identified as the barrier.
3 What the report indicated was that students
4 coming out of the CTI program, whether a part of
5 the protected groups or not, there was no
6 barrier identified for anyone coming out of the
7 CTI schools.

8 So what it indicates was no matter who went
9 through a CTI program, there was not a barrier
10 identified for those students coming out of the
11 program.

12 So the question I got then is here we --
13 the FAA has had the CTI program all the way back
14 to the early 90s, been very successful,
15 otherwise, the FAA wouldn't have continued it,
16 they wouldn't have expanded upon it.

17 So my question is, why'd it take -- if this
18 has been a problem recently, why'd it take so
19 long for the FAA and the federal government to
20 identify a barrier being put up to people
21 applying for these jobs?

22 Because it seemed to me the CTI program has
23 been very, very successful as indicated by the
24 length of the program within the -- by the FAA.
25 And then on top of that, the barrier analysis is
26 basically stating that anyone coming out of the
27 CTI program never faced a barrier.

28 UNID MALE: The -- if I could just jump in, John. The

1 barrier analysis that was done did not look at
2 applicant sources per se as barriers, it didn't
3 review it that way.

4 MR. LATHAM: Excuse me for interrupting. Excuse me for
5 interrupting. But they did have a statement in
6 there saying that the students coming out of the
7 CTI program, they were not -- there was no
8 barrier of the seven barriers that were looked
9 at. The CTI students coming out through there
10 graduating did not face any barrier -- any of
11 the barriers, any of those seven steps. That
12 was in -- yeah, that was in the report.

13 UNID MALE: **Right, and the barriers -- when we talk about**
14 **barriers, we talk about barriers to diverse**
15 **candidates getting through those stages. (Let me**
16 **help you here Mr. Teixeira. Diverse candidates**
17 **that attend CTI schools have no barriers. And**
18 **there are many hard working and capable students**
19 **of every race and both genders who have worked**
20 **hard based on your false promises. Why do they**
21 **have no barriers? Because they can easily meet**
22 **all qualifications from Decision Point 1 through**
23 **Decision Point 7. I know this uncomfortable**
24 **truth does not fit with your pre-scripted**
25 **narrative. But it is the truth. If you want a**
26 **well-diversified ATC workforce, then you should**
27 **follow all the recommendations before you**
28 **(Outtz, APTmetrics, IRP, etc.) to strengthen your**

1 relationship with the CTI institutions instead
2 of burning the bridges. Are you going to be the
3 one answering to the GAO about intentionally
4 misleading them BTW?)

5 MR. LATHAM: Right, and that's what they were saying, that it
6 didn't matter that any of the protected groups,
7 anyone, any of the minority groups, no one
8 coming out of the CTI program, there were no
9 barriers identified for anyone coming out of the
10 CTI programs.

11 So there's no -- the people coming out of
12 the CTI programs were basically successful all
13 the way through that.

14 Now, the barrier report did also -- also
15 indicated that that did not reflect their
16 eventual success through full certification at a
17 facility. But it did indicate that someone
18 coming out of a CTI program is very, very well
19 prepared to make it through all those seven
20 barriers.

21 UNID MALE: Yes, and that's the point, they were able to get
22 through the barriers quite well, but -- or
23 through the selection points quite well, but
24 there was not the data to show the ultimate
25 success through academy and onto CPC. (You are
26 implying that the data doesn't support the
27 notion that CTI students did any better than
28 OTS. That's wrong, plain and simple. Your own

1 reports verify that both CTI and VRA outperform,
2 by large margins, OTS hires. The reason there is
3 not more data is because the FAA never kept any
4 data on CTI survival rates. If you had, then you
5 would have the proof that there is a strong
6 correlation between CTI and success. Most
7 recently the FAA has intentionally subverted a
8 GAO study mandated by Congress in 2012. I
9 suspect that the FAA didn't keep the data, and
10 subverted the GAO analysis is because it
11 wouldn't support their thesis that CTIs are the
12 same as OTS hires. By presenting your paper-thin
13 discriminatory scheme to the faculties of 36
14 institutions of higher learning you've truly
15 shown a odd blend or arrogance and ignorance)

16 And so the barrier analysis looked not just
17 at CTI as an applicant source, it looked at a
18 number of different applicant sources. So the
19 CTI is simply one of many applicant sources that
20 this barrier analysis addressed.

21 So the recommendations that are coming out
22 of it have to look more broadly at all of -- at
23 dealing with the issues associated with all of
24 the -- all of the applicant sources across these
25 decision points.

26 So I think CTI -- the applicant sources are
27 not barriers, it's the decision points that are
28 thought of as barriers for particular diverse

1 groups such as African-Americans, Hispanics, and
2 so on as they move through that. So I think
3 that is the (indiscernible) --

4 MR. LATHAM: All I'm saying though is the CTI program has
5 been around for about 20 years. Originally, I
6 think it was seven schools, and it was
7 eventually expanded in 2007. So the question I
8 have is based on the fact that it was such a
9 successful program, but all of a sudden now
10 we're being told that population coming out of
11 CTIs is not diverse enough.

12 Why wasn't this identified in the 90s or in
13 the mid parts of 2000, and why wasn't this type
14 of barrier analysis done at an earlier point?
15 It makes me kind of suspicious as why all of a
16 sudden this is a hot issue in 2011, why wasn't
17 it identified a lot sooner than that? And
18 especially with the CTIs people coming out they
19 don't face the barriers.

20 MR. TEIXEIRA: Okay. So we are mixing apples and oranges.
21 Okay. But because --

22 MR. LATHAM: Not really. Not really, because we --

23 MR. TEIXEIRA: Let me speak and then I'll tell you why.

24 MR. LATHAM: Go ahead.

25 MR. TEIXEIRA: The fact that CTI students were able to
26 successfully navigate all the application
27 processes within the FAA and offer -- be offered
28 jobs that is what the barriers are about. So,

1 yes, CTI school students were able to
2 successfully apply and be selected through the
3 old process. No barriers were identified for
4 them. (Huh? I thought said that the Barrier
5 Analysis did not look at any applicant source
6 (i.e. the CTI pool). Now you say that no
7 barriers were identified for {the CTI grads}.
8 Which is it?)

9 MR. LATHAM: No, I thought you said earlier that there
10 wasn't. That wasn't in the report. I thought
11 you said it wasn't in the report and --

12 MR. TEIXEIRA: No.

13 MR. LATHAM: -- now you're saying it is.

14 MR. TEIXEIRA: Okay. You're being argumentative. So what I'm
15 saying is we didn't look at whether there were
16 any barriers within the CTI schools. (No, he's
17 not being argumentative. He's simply pointing
18 out untruth number 14 and you don't like it. I
19 guess you really did believe you could spin
20 false tales to educated individuals outside the
21 FAA and they would simply nod their heads. You
22 need a break from government "service" Joe.)

23 MR. LATHAM: No. What I'm saying though is it was identified
24 that of the seven barriers that this barrier
25 analysis looked at, those seven barriers were
26 not identified as being a barrier for any of the
27 students coming out of the CTI program.

28 So in other words, the indication was in

1 that report are the seven barriers that this
2 study analyzed that there is no barrier -- none
3 of those seven barriers prevented a CTI program
4 from getting all the way through.

5 MR. TEIXEIRA: So clearly everyone -- there was no indication
6 that the FAA process offered any barriers to CTI
7 students, we capitulate on that. (Okay, that's a
8 start. Now admit that the CTI students had and
9 have a very diverse population- like the emails
10 we received from FAA folks telling us so. Of
11 course, that's before you disciplined them
12 (Craft, Gagliardo) for telling us the obvious.
13 Now admit that this entire process is a
14 fraudulent scheme designed by the radicals
15 within your HR department in conjunction with
16 leaders of major civil rights organizations and
17 their well-travelled consultants who bastardized
18 every program they get near to "create new
19 opportunities" for people who cannot pass
20 already low minimum qualifications requirements.
21 All we are asking for is the truth. You can do
22 it Joe. It's "freeing")
23 Now, also what we -- what that study indicates
24 is that FAA's almost exclusive use of the CTI
25 lists in the past couple years provided the FAA
26 with a pool that wasn't diverse enough. (That
27 study you are referring to was rejected by the
28 FAA. Still not believing it? Here's the smoking

1 gun straight from the Barrier Analysis itself;
2 "The barrier analysis was underway for several
3 years and, due to a variety of circumstances,
4 the final product was rendered unacceptable. It
5 did not meet the needs of Federal Aviation
6 Administration and/or the other stakeholders."
7 Outtz may have said that the CTI pool lacked
8 diversity in his report but the FAA rejected his
9 report in its entirety. So, Mr. Teixeira, you're
10 back to square one. Your carefully scripted
11 narrative is falling apart because the people
12 you relied upon to support this fantasy didn't
13 do their job too well. Even more important
14 college faculty members realize what a false
15 argument that is. We all have very diverse
16 populations of students we are preparing to
17 successfully become air traffic controllers. You
18 want to increase the population of minority
19 controllers? So do we. You know how we do it? We
20 educate them so they have a much, much, better
21 chance at surviving in the field.) But, again
22 none of these changes are being made solely as a
23 result of that.

24 I mean I've been trying to for the past
25 hour-and-a-half to say we are engaged in a
26 robust change process that involved many changes
27 and we were informed in that process by several
28 large reports. The barrier analysis is just one

1 of them, right. And we can differ on what it
2 says, but we used it.

3 We accepted that report as is and we value
4 it, and it does say perhaps different things to
5 different people. But we are taking information
6 from it and using it.

7 MR. LATHAM: Well, I'd like to make one other point and I'll
8 get off and let other people ask a question.

9 But, you know, this had been mentioned by
10 various people at different schools is, now
11 Terry Craft over the last year, year-and-a-half
12 told us on numerous occasions, either in
13 telecons, or at the CTI conferences, that the
14 FAA was very satisfied with the diversity of the
15 student pool in the CTI schools overall, but
16 there was -- the FAA had no problem with the
17 diversity pool that existed within the CTI
18 program. Now, we're being told that it's not
19 diverse enough.

20 So, you know, I feel maybe Terry didn't
21 have all the information, or the FAA, you know,
22 basically, was throwing this out there for us.
23 But, you know, it's kind of disingenuous to be
24 saying that to us and all of a sudden have this
25 come out now, like you just said right here,
26 which is also in the barrier analysis report,
27 that the diversity in the CTI programs is not
28 what the FAA would like it to be so --

1 MR. TEIXEIRA: No.

2 MR. LATHAM: -- the question --

3 MR. TEIXEIRA: I am not saying that, so a couple of --

4 MR. LATHAM: I'm just saying that's what Terry -- that's what
5 we were told by the FAA, that the diversity of
6 the schools, the FAA was very pleased with.

7 MR. TEIXEIRA: Okay. So the numbers are the numbers, you have
8 them. (Bordering on another untruth here Joe-
9 but honestly the contradictions you get caught
10 in makes me feel like I'm beating a piñata. I'm
11 giving you a pass since you actually stated "the
12 numbers are the numbers." Yes Joe, they are. The
13 problem is the way you folks aren't "doing the
14 math") But before we go through that, I want to
15 simply say look, the CTIs have done a
16 magnificent job in doing outreach to
17 communities, having outreach to high schools,
18 creating incentives for people to -- in the
19 minority work groups locally to participate in
20 these programs, and to offering grants and
21 scholarships, so that program has been terrific,
22 right?

23 The numbers of minorities graduating from
24 CTI schools, I mean those numbers are available
25 in the report. We're transparent on what the
26 numbers are, you can see them, you can read
27 them, you can reach whatever decisions are.
28 (What? Are you still hanging on to that

1 previously discredited Barrier Analysis as
2 justification to gut the CTI Program? Unlike
3 you, I've read the report and I have reached a
4 decision. Here it is. That Outtz study was
5 about 25% prescient and 75% BS. A CTI college
6 student can explain "prescient" to you).

7 Well, also what I'm saying is that as a
8 totality of all the people that we have hired
9 from all the sources we have a deficient pool,
10 and we need to do things in all the processes
11 that we're engaging to improve, we need to
12 improve our recruitment of minority students and
13 women as a commitment that we have and an
14 obligation as a government organization.

15 And we are using the recommendations in
16 that barrier analysis to make those improvements
17 among many other improvements were making. (You
18 mean the discredited barrier analysis report
19 that the FAA rejected in its entirety. By
20 improvements you mean go back to the OTS hiring
21 method that Congress has been critical of? The
22 one that cost taxpayers great sums of money in
23 hiring and training costs? Hiring unprepared
24 trainee controllers the great, great majority of
25 which never succeed?)

26 MR. LATHAM: Oh, I'm fine. If you guys want to leave it at
27 that way, that's fine. I have no further
28 questions. Thank you.

1 MR. TEIXEIRA: I am, and I would like to announce that we
2 probably need to take two last questions.

3 THE OPERATOR: Thank you, and the next question is from Wayne
4 Ressitar.

5 MR. RESSITAR: Good afternoon, guys, thanks for taking the
6 question.

7 MR. TEIXEIRA: Hi, Wayne.

8 MR. RESSITAR: So we just spoke a little bit ago about there --

9 THE OPERATOR: Wayne Ressitar, your line is open.

10 MR. RESSITAR: Okay. Can you guys hear me? Can you hear me?
11 Can you hear me?

12 UNID MALE: We're going to our last --

13 MR. RESSITAR: Can you hear me?

14 UNID MALE: -- caller then, please.

15 UNID MALE 2: Push the star --

16 THE OPERATOR: Thank you, and the last question is from Julie
17 Moore (phonetic); your line is open.

18 UNID MALE: Hi, Julie.

19 MR. RESSITAR: Nobody hear me? Hello.

20 UNID MALE: Hear you now.

21 MR. RESSITAR: Oh, this Wayne again, I got cut off there. Can
22 I ask it real quick?

23 UNID MALE: Absolutely.

24 MR. RESSITAR: Okay. So we just talked about a minute ago
25 about this list that the FAA picked from, and
26 now it wasn't diverse enough so now we know
27 there was a list.

28 So at CCBC, here our enrollment basically

1 is about 60 percent plus out of state, so they
2 come here to get their ATC degree and hopefully
3 make it on this list. So now there's no more
4 list and the way we see it there goes 60 percent
5 of our enrollment.

6 They might as well stay home in Des Moines,
7 Iowa, go down the street to a community college,
8 take a couple courses, maybe a couple weather
9 courses, ATC course, have a couple years
10 progressive work experience, and apply -- and
11 they're going to be considered equally as though
12 you came to a school like this; am I correct?

13 MR. TEIXEIRA: Wayne, I need to be given an opportunity to
14 correct what you said.

15 MR. RESSITAR: Okay.

16 MR. TEIXEIRA: There was no list. The barrier analysis was a
17 retroactive look at the people we hired, right?
18 So it's not looking forward. It's not looking
19 at the pool. It's not looking at any list.

20 It's looking at what was the pool of
21 individuals that we hired in the past four or
22 five years. (This was one of the reasons the
23 report was rejected was because there was no
24 complete and accurate list of the diversity
25 profile of the recent hires. How Outtz came to
26 the conclusion regarding the apparent lack of
27 diversity is open to speculation. The other
28 problem with the report was the attempt to

1 **connect the alleged lack of diversity to the CTI**
2 **schools was suspect as well.)** So no lists.

3 MR. RESSITAR: Okay. Well, I meant to say that the
4 recommendation list that came to the FAA from
5 the CTI schools, that recommendation list that
6 we thought we had before, and now that's going
7 to be gone. That's the list I was referring to.

8 MR. TEIXEIRA: Correct.

9 MR. CANNON: Yeah. Yeah.

10 MR. RESSITAR: So --

11 MR. CANNON: You are correct, now those individuals, you
12 know, whether they are attending a CTI school,
13 or not attending a CTI school --

14 MR. RESSITAR: Right.

15 MR. CANNON: -- will be free to apply if they have interest
16 in that particular occupation.

17 MR. RESSITAR: Right. Yes, sir, I understand that. So what I'm
18 saying is students came from out of state to our
19 school to get their ATC degree and hopefully get
20 on this list that no longer is going to exist.
21 So why will students consider coming here?

22 There is no advantage of coming here to
23 hopefully get on a list that's no longer going
24 to exist. You might as well stay home and go to
25 school back there and apply to the FAA back
26 there someplace because there's no advantage of
27 coming here anymore.

28 MR. TEIXEIRA: Okay. Wayne, I think we -- we've answered this

1 question several times during this call, and we
2 said many times that just because you were on a
3 list, and we knew that you graduated from an AT
4 school, that didn't really give you any
5 advantages.

6 I mean we can continue to think that it
7 did, but it didn't.

8 MR. RESSITAR: It did.

9 MR. SCOTT: Okay. And if I could add a question here, this
10 is Jim Scott, also from Community College of
11 Beaver County. A lot of this I understand is
12 driven by diversity, and I'm just kind of
13 wondering how you think this is going to be
14 better than the CTI schools are doing. How are
15 you going to achieve diversity when everybody
16 enters on a level field?

17 MR. TEIXEIRA: Okay. So we have not said that any of this
18 stuff is driven by diversity. (Untruths number
19 15-20. You rang the bell here Joey. The Outtz
20 was commissioned by the FAA-OHR to comply with
21 Management Directive 715. Your own email refers
22 to this as the cornerstone of your decision to
23 "revamp" the hiring process. READ IT. MD715
24 directs the agency to take appropriate steps to
25 ensure that policies, practices, and procedures
26 are conducted in a discrimination free manner
27 for employees and applicants. The entire process
28 calls for a barrier analysis to verify that no

1 barriers exist. And were barriers are identified
2 then the agency must rectify the situation. It
3 is all about diversity. The problem arises when
4 everything is considered a barrier. Like in this
5 instant case, Outtz identified a definite
6 barrier in Decision Point #1. What was it?
7 Well, he concluded that the HR personnel lacked
8 sufficient knowledge to figure out if a person
9 had three years of experience or not. He
10 recommended that all HR employees who process
11 ATCS applications undergo appropriate training
12 so they could figure out what constituted three
13 years of work experience. Don't believe me. Go
14 to page 45 of the Barrier Analysis and read it
15 for yourself. He threw the HR specialists under
16 the bus by implying that they couldn't count to
17 three with any degree of accuracy.)

18 And it's also clear that the process that we're
19 putting in place is gender and race neutral.

20 (Really? Why do your BQ questions ask for race
21 and gender then? Type of music you like? TV
22 shows you watch? Magazines you read? ALL of
23 these questions are anything but race and gender
24 neutral.) And we have no guarantees that there
25 will be, when we do another barrier analysis two
26 years from now, that we will have improved our
27 outcome, although it is our hope that it
28 would. (Recommendation to Teixeira. If you are

1 still employed by the FAA in two years (two
2 months, two weeks) you might considered getting
3 someone other than Outtz to do the next barrier
4 analysis. His first attempt was a pure,
5 unmitigated goat rope.) But that the -- those
6 issues are not driving these changes, and we
7 have not designed any system to target the
8 acquisition of minorities. We're designing an
9 open and neutral system for everybody, and we're
10 going to put everybody through the same
11 way. (Untruth number 21. You have in fact
12 designed a system to ensure a quota of select
13 minorities. We will provide you with the emails
14 from the special emphasis groups that we have
15 collected for public review. You probably should
16 have had your coalition buddies keep their
17 secrets under wraps. All races and both genders
18 deserve a fair chance and the CTI institutions
19 have fantastic minority students who, if given a
20 chance, will be great controllers)

21 MR. SCOTT: Well, I was under the --

22 MS. BOSTICK: This is not the only process -- this is Carolyn
23 Bostick. This is not the only process that the
24 FAA will look at.

25 I mean what good organizations do is from
26 time to time they look at their processes, they
27 review them, they make -- they improve them.

28 And there's nothing suspicious about

1 this. (Are you kidding? You know this is racially
2 motivated Ms. Bostick and it is disgusting to
3 members of every race and both genders. Maybe
4 where you sit this is business as usual. But
5 where I sit this whole process looks very
6 suspicious. Don't panic and start deleting all
7 your emails. Everything you've ever received or
8 sent via email is stored on massive servers
9 underneath the FAA Headquarters. They are also
10 subject to legal process and FOIA requests (hint
11 for the college student that has been screwed
12 over by the FAA HR gang)) This is one of our
13 processes that we're looking at, and we will
14 continue to look at it, and we will also look at
15 other things. But this is not about trying to -
16 - the goal here is not achieving diversity. The
17 goal here is a fair and consistent process that
18 is perceived as fair and by all people who are
19 trying to partake in it.

20 And if we, through this process achieve
21 greater diversity, well isn't that awesome. But
22 the goal is not specifically about achieving
23 diversity. It's very important that everyone
24 understands that. (Okay, so what is the goal?
25 The barrier analysis only requires changes to
26 change diversity. Joe told us his decision was
27 based on it in the email setting up this
28 telecon. You want quotas. Your cohorts today

1 **have unsuccessfully tap danced around every**
2 **imaginable topic and still won't fess up to**
3 **what's driving this change. As soon as you**
4 **finished reading the scripted introductory**
5 **comments the entire briefing went off the rails.**
6 **No one from the FAA knows how to answer any**
7 **question with clarity. Probably because it**
8 **requires truth.)**

9 MR. JONES: And with that, Operator, I think that was our
10 final question.

11 If I could just wrap this up and thank
12 everybody for taking the time to join us in this
13 telcon. We know that this is extremely
14 impactful to you and you have a lot of concerns
15 both as organizations, as aviation professionals
16 and concerns for your individual students.

17 So we know that there's going to be a lot
18 of work yet ahead of us in continuing to foster
19 and build our relationship with the CTI academic
20 institutions, we are committed to do that. We
21 know that this is impactful to your business
22 education models that you currently are using
23 and have been using for several years.

24 But we also see this as an opportunity that
25 we can work with you to help develop your future
26 in the role in this.

27 So with that, Operator, we'll go ahead and
28 sign out.

1 UNID MALE: Becka, if you could pull our line from the
2 conference for a final line count, please?

3 THE OPERATOR: Yes. Thank you. And thank you all for your
4 participation. You may disconnect at this time.
5 One moment while I transfer speaker.

6 UNID MALE: Bullshit.

7 (Recording Ends)

8
9 **Editorial comment:** the FAA's HR and Civil Rights Offices are
10 anything but diverse. The workers do not come close to
11 mirroring the national population. I challenge Ms. Bostick and
12 group, as they are so concerned about diversity, and fairness
13 to all to practice what they preach. Bottom line: everyone
14 deserves a fair chance regardless of race or gender. The CTI
15 Institutions are proudly inclusive. Much more so than FAA
16 Headquarters.

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