



Northrup, Herbert R.: Papers (PATCO Strike), 1972-1991

Finding Aid Type

Donated Collections

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Record Type

Textual

Biography

Herbert R. Northrup attained an A.B. from Duke University in 1939; an A.M. in 1941 and Ph D. in 1942 from Harvard University. Twenty years later, Northrup served as chairman director of the Department of Industry (now called Department of Management) at the Wharton School, Pennsylvania, from January 1964 until his retirement in July 1988. During Northrup's tenure, the struggling group began to live up to its mandate as a resource for labor relations and personnel material. Under Northrup's leadership, the school became the largest academic publisher of labor-management relationships and studies. Northrup himself published several research papers and books, ranging from a wide selection of topics including: "The Negro in the Air Transport industry" (1971); "Blacks and other Minority Participation

in the All-volunteer Navy and Marine Corps” (1977); “Impact of OSHA on the Aero Space Industry” (1977); “Objective Selection of Supervisors” (1978); “The 12-Hour shift Revisited” (1988); “The Federal Government as Employer: The federal Labor Relations Authority and the PATCO Challenge” (1988); and “The ‘Helper’ Controversy in the Construction Industry” (1993).

As a professor emeritus at the Wharton School’s Department of Industry, Northrup still publishes. He resides in Haverford, Pennsylvania.

The material donated to the Reagan Library pertains to the 1981 PATCO Strike.

PATCO STRIKE SUMMARY

On August 3, 1981, members of the Professional Air Traffic Controllers Organization – the PATCO Union – began a historic strike. These federal employees cited their perceived poor pay and unsatisfactory compensation as their grievances. Specifically, these controllers felt that the Federal government should increase their benefits due to the stressful nature of their jobs and reprimand unsympathetic supervisors.

President Ronald Reagan’s response was swift: he fired all eleven thousand PATCO participants, but allowed a forty-eight hour grace period for the strikers to return to their positions without retribution. While some of the strikers heeded the president’s warning and went back to work, many did not and found themselves out of work. In his autobiography, *An American Life*, President Reagan explained that while he was sympathetic with the strikers – as he himself led the Screen Actors Guild for two terms in the 1950s – Reagan rejected the strikers’ demand for a “huge salary increase” that would cost the Federal government an additional \$700 million per year.

In addition, Reagan argued that the strike itself was illegal, and if the PATCO union won, it would set a precedent that would open the Federal government to all sorts of demands from federal employees. Reagan quoted Franklin Roosevelt, who stated that workers who performed an essential government service could not act out against their employers, namely the people. In Reagan’s eyes, he had to “maintain the safety of the airways” from these workers who had abandoned their pledge not to strike against the government. The Court of Appeals for the Second

Circuit upheld the President's and John Lewis' (Secretary of the Department of Transportation) decision to fire all remaining strikers.

The PATCO strike had several long-lasting ramifications. Still relatively new to the Presidency, Reagan's move was popular with the people; Reagan demonstrated that he was taking his role seriously and was, in his words, "not playing games." The President's handling of the PATCO strike further symbolized the decline of organized labor in the public's perception. After the strike ended, all attempts to rebuild a PATCO-like union failed. Ironically, the Federal Aviation Administration's subsequent investigation into the controversial conflict determined that many of the air traffic controllers had genuine grievances, leading the FAA to take steps to increase workers' benefits and lessen

Scope and Content Note

This collection is arranged into five series.

Series List

SERIES I: PATCO STRIKE

This series consists of primary documents pertaining to the strike. Such sources include audio tapes, news clippings as the strike unfolded, and various PATCO papers and communiqués (newsletters, contracts) relevant to the strike. This series also contains PATCO's failed appeal to the United States Supreme Court to uphold the strike.

SERIES II: POST-PATCO STRIKE

This series consists of files documenting the aftermath of the PATCO strike. This series includes Congressional investigations, various air traffic controllers groups that attempted to succeed PATCO, and the post-strike environment for air traffic controllers. This series also contains an appeal to Federal Labor Authority to reinstate PATCO

SERIES III: LEGALITIES AND LEGAL RAMIFICATIONS

This series consists of legal papers and cases where fired air traffic controllers attempted to force the federal government to rehire them. The material also includes various international responses to the PATCO strike and news clippings describing how the strike affected international air travel.

Series IV: THE PATCO STRIKE AS HISTORY

This series consists of articles and scholarly perspectives concerning the PATCO strike approximately ten years after the event. This series also includes material focusing on the strike's ten-year anniversary.

SERIES V: INDUSTRIAL RESEARCH UNIT STUDIES AND DOCUMENTS

This series consists of independent and Congressional studies concerning air traffic controllers. The material includes topics concerning international working conditions, labor/management relationships, and air traffic controller staffing. The documents also include several court depositions of PATCO leaders for their role in the strike.

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Box 1

Status	Title
OPEN	Audio TapesBackground and Chronology I: History and Background
OPEN	Background and Chronology I: Pre-Strike Clippings
OPEN	Background and Chronology I: Public Service Research Course

Status	Title
OPEN	Background and Chronology I: Chronology (1)-(5)
OPEN	Background and Chronology I: Labor in Conflict: A History of the
OPEN	Professional Air Traffic Controllers OrganizationChronology II: PATCO – FAA Communications I
OPEN	Chronology II: PATCO – FAA Communications II
OPEN	Chronology II: Clippings on Strikes (1)-(3)

Box 2

Status	Title
OPEN	PATCO Material: PATCO Material (1)(2)
OPEN	PATCO Material: Cluster Meetings, AFGE Minutes, re PATCO Treachery, Bill of ClayPATCO Material: United States Union Reactions
OPEN	PATCO Materials: PATCO – violence copies
OPEN	PATCO Finances (1)-(4)
OPEN	PATCO Contracts: April, 1973
OPEN	PATCO Contracts: November, 1976
OPEN	PATCO Contracts: December, 1977
OPEN	PATCO Contracts: March, 1978

Box 3

Status	Title
OPEN	PATCO Contracts: [April, 1979]
OPEN	PATCO Contracts: [March, 1978 (Revised October, 1979)]
OPEN	PATCO Newsletter (1) [1]
OPEN	PATCO Newsletter (1) 0[6/02/1971-09/18/1972] [2]
OPEN	PATCO Newsletter (1) [11/27/1972-12/24/1973] [3]
OPEN	PATCO Newsletter (1) [01/28/281974-07/05/1974] [4]
OPEN	PATCO Newsletter (1) [08/10/1974-12/25/1974] [5]
OPEN	PATCO Newsletter (1) [02/23/1975-May, 1975] [6]
OPEN	PATCO Newsletter (1) [06/14/1975-11/15/1975] [7]
OPEN	PATCO Newsletter (2) [03/11/1976-05/05/1976] [1]

Status	Title
OPEN	PATCO Newsletter (2) [06/06/1976-11/25/1976] [2]
OPEN	PATCO Newsletter (2) [12/15/1976-04/15/1977] [3]
OPEN	PATCO Newsletter (2) [05/17/1977-01/30/1978] [4]
OPEN	PATCO Newsletter (2) [03/10/1978 -12/1978] [5]
OPEN	PATCO Newsletter (2) [04/23/1979-January, 1980] [6]
OPEN	PATCO Newsletter (2) [03/25/1980-January 1981] [7]

Box 4

Status	Title
OPEN	Litigation: Decertification (PATCO) (1)(2)
OPEN	Litigation: EEO [Equal Employment Opportunity]
OPEN	Litigation: Internal PATCO Litigation, Harassment, NLRB [National Labor Relations Board]
OPEN	Litigation: Pre- August 1981, Issues Were Early FLRA [Federal Labor Relations Authority]
OPEN	Litigation and Administrative Actions - Federal Labor Relations Authority, Bankrupt (1)-(3)
OPEN	Legal Documents II: Air Traffic Associations/PATCO IV 652811009
OPEN	Extra Copies United States Supreme Court - Legal Papers #78-1394 (1)-(3)

SERIES II: POST-PATCO STRIKE

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Box 4, cont.

Status	Title
OPEN	Miscellaneous: Congressional (1)-(4)

Box 5

Status	Title
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OPEN Miscellaneous: Econ [Economic] Impact
(1)(2)Miscellaneous: Government Pay, Strikes

OPEN Miscellaneous: Unemployment Comp [Compensation]

OPEN Air Traffic Unions: [Exclusion of PATCO strikers]

OPEN Air Traffic Unions: New ATC [Air Traffic Controllers] Unions
(Except USATCO) [United States Air Traffic Controllers
Organization] (1)-(4)

OPEN Air Traffic Unions: [General Accounting Office Inquiry and
Miscellaneous Items]

OPEN USATCO (Failed Attempt to Rebuild PATCO): USATCO
[United States Air Traffic Controller Organization]
Incorporation

OPEN USATCO (Failed Attempt to Rebuild PATCO): USATCO Press
Clippings

OPEN USATCO (Failed Attempt to Rebuild PATCO): Publications
(1)-(4)

Box 6

Status	Title
OPEN	Air Traffic Controllers Hiring and Training: [Commercial Controllers] (1)(2)Air Traffic Controllers Hiring and Training ATC [Air Traffic Controllers]
OPEN	Private Controllers
OPEN	Air Traffic Controllers Labor Relations: Foreign Controllers
OPEN	Air Traffic Controllers Labor Relations: Air Traffic Controllers Labor Relations (1)(2)
OPEN	Air Traffic Controllers Safety [12/21/1989-05/23/1986] (1)
OPEN	Air Traffic Controllers Safety [05/22/1986-04/07/1982] (2)
OPEN	Air Traffic Controllers Safety [04/01/1982-02/06/1982] (3)
OPEN	Air Traffic Controllers Safety [01/29/1982-01/21/1982] (4)
OPEN	Air Traffic Controllers Safety [12/04/1981-08/09/1981] (5)
OPEN	Air Traffic Controllers Union: [Dateline Newsletters, PASS: Professional Airways Safety Specialists] (1)-(3)

Status	Title
OPEN	Air Traffic Controllers Union: PASS [Professional Airways Safety Specialists] Miscellaneous
Box 7	
Status	Title
OPEN	Air Traffic Controllers Union: PASS [Professional Airways Systems Specialists] Constitution [August, 1983] (1)
OPEN	Air Traffic Controllers Unions: PASS [Professional Airways Systems Specialists] Constitution [August, 1982] (2)
OPEN	Air Traffic Controllers Stress/Disability: Air Traffic Controllers Stress/Disability 02/10/1991- November 1982] [1]
OPEN	Air Traffic Controllers Stress/Disability: Air Traffic Controllers Stress/Disability [07/23/1982- June 1981] [2]
OPEN	Air Traffic Controllers Technology: [01/04/1988- 08/07/1981]
OPEN	Federal Aviation Administration: Correspondence – FAA [Federal Aviation Administration] and Data on Strike-Roper Poll [08/02/1983-10/21/1981]
OPEN	Rejected 1981 Agreement: [Article 1 to 28 – 06/06/1981] (1)
OPEN	Rejected 1981 Agreement: [Article 29 – 59 – 06/22/1981] (2)
OPEN	Rejected 1981 Agreement: [Article 1-24 – PATCO#1] (1)
OPEN	Rejected 1981 Agreement: [Article 25-59 – PATCO#1] (2)
OPEN	Rejected 1981 Agreement: [Article 60-99 – PATCO#1] (3)
OPEN	[General Accounting Office: FAA Staffing September, 1988]
OPEN	[Professional Air Traffic Controllers Organization v. Air Transport Association of America – Writ of Certiorari to the United States Court of Appeals for the Second Circuit]
OPEN	[Petition for Review of an Order of the Federal Labor Relations Authority 06/11/1982] (1)-(4)
OPEN	[Brief for Appellant]: [Air Transport Association of America v. Professional Air Traffic Controllers Organization, Inc.]

Status	Title
OPEN	[Appellant's Reply Brief]: [Air Transport Association of America v. Professional Air Traffic Controllers Organization, Inc.]

SERIES III: LEGALITIES AND LEGAL RAMIFICATIONS

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Box 7, cont.

Status	Title
OPEN	Legal Documents I: [Air Transport Association of America et. al. v. Professional Air Traffic Controllers Organization, Inc. et. al.] (1)(2)

Box 8

Status	Title
OPEN	Legal Documents I: [Appeal: Air Transport Association of America, et. al. v. Professional Air Traffic Controllers Organization, INC.]
OPEN	Legal Documents I: [Amicus Curia Brief of Appeal]
OPEN	FAA Strike Plan: [National Air Traffic Control Contingency Plan] (1)-(4)
OPEN	FAA Strike Plan: National Air Traffic Control Contingency Plan Revision 04/15/1981] (1)(2)
OPEN	FAA Strike Plan: [Other Contingency Plans]
OPEN	Controller Reinstatement (1)-(8)

Box 9

Status	Title
OPEN	Controllers Reinstatement (9)-(11)
OPEN	IFATCA - PATCO Strike - International Reaction: IFATCA [International Federation Air Traffic Controllers Association] Connections

Status	Title
OPEN	IFATCA - PATCO Strike - International Reaction: IFATCA [International Federation Air Traffic Controllers Association] Clippings
OPEN	IFATCA - PATCO Strike - International Reaction: [PATCO Strike - Japan, New Zealand, Denmark, Australia]
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - Caribbean
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - European Controllers
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - France
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - ILO [International Labor Organization]
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - ITF [International Transport Workers' Federation]
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - Netherlands
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - Portugal
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - UK
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - WFTU [World Federation of Trade Unions]
OPEN	IFATCA - PATCO Strike - International Reaction: PATCO Strike - [Miscellaneous]
OPEN	IFATCA - PATCO Strike: PATCO (1)-(3)
OPEN	IFATCA - PATCO Strike: IFATCA -PATCO Newspaper Clippings (1)-(3)
OPEN	IFATCA - PATCO Strike Canadian Reaction (1)-(5)
OPEN	IFATCA - PATCO Strike Canadian Reaction: [Telegrams, CATA [Canadian Air Traffic Association] - PATCO]

Box 10

Status

Title

OPEN Air Traffic Controllers Regional

OPEN Europilote (1)(2)Transport Canada: Correspondence

OPEN Transport Canada: Interviews – Ottawa

OPEN Transport Canada: ATC – Canada (1)-(3)

OPEN Transport Canada: ATC – Europe

OPEN Transport Canada: Air Traffic Controllers International Pay Survey (1)(2)

OPEN FEIA – Flight Engineers International Association

OPEN International Air Transport Association

OPEN IFALDA – International Federation of Air Line Dispatchers Association

OPEN IFALDA – Correspondence (1)(2)

OPEN IFALDA: Australian Airline Pilots

OPEN IFALDA – Articles (1)-(5)

OPEN IFALDA – Korean Plane Shot Down by Soviets (1)-(3)

Box 11

Status	Title
OPEN	IFALDA – Korean Plane Shot Down by Soviets (4)IFALDA Latest Draft (1)(2)
OPEN	IFALDA Latest Draft: Proposal
OPEN	IFALDA Latest Draft: Supplementary Materials
OPEN	IFALDA – Atlas ET KSSU
OPEN	IFATCA: International Federation of Air Traffic Controllers
OPEN	IFATCA: Day of the Controller
OPEN	IFATCA: Excerpt from the Controller (1)-(3)
OPEN	IFATCA: International matters Bilingual Strike
OPEN	IFATSEA: Correspondence
OPEN	IFATSEA (1)(2)

Series IV: THE PATCO STRIKE AS HISTORY

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focusing on the strike's ten-year anniversary.

Box 11, cont.

Status	Title
OPEN	[Rehiring of Fired PATCO Employees]: [August 13, 1993]
OPEN	[Labor Relations and Public Policy Series No. 32]
OPEN	[The "Helper" Controversy in Construction Industry]

Box 12

Status	Title
OPEN	["Salting" the Contractors' Labor Force: Construction Unions Organization with NLRB Assistance"]
OPEN	["The Labor Policies of the Reagan Administration"]
OPEN	["Union Corporate Campaigns and Inside Games as a Strike Form"]
OPEN	["The PATCO Strike: Myths and Realities" by Michael H. LeRoy"]

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Box 12, cont.

Status	Title
OPEN	Survey of Working Conditions of Air Traffic Controllers Book I: Comparison Chart
OPEN	Survey of Working Conditions of Air Traffic Controllers Book I: Australia (1)-(3)
OPEN	Survey of Working Conditions of Air Traffic Controllers Book I: Austria (1)(2)
OPEN	Survey of Working Conditions of Air Traffic Controllers Book I: Belgium

Status	Title
OPEN	Survey of Working Conditions of Air Traffic Controllers Book I: Canada
OPEN	Survey of Working Conditions of Air Traffic Controllers Book I: Denmark
OPEN	Survey of Working Conditions of Air Traffic Controllers Book I: France (1)-(5)
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: West Germany
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: Great Britain
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: Japan
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: Netherlands
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: New Zealand (1)-(5)
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: Sweden

Box 13

Status	Title
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: Switzerland (1)(2)
OPEN	Survey of Working Conditions of Air Traffic Controllers Book II: International Labor Organization Report
OPEN	Management and Labor Relations in the Federal Aviation Administration Volume I (1)-(4)
OPEN	Management and Labor Relationships in the Federal Aviation Administration Volume II (1)-(3)
OPEN	Air Transport Association of America v. Professional Air Traffic Controllers Organization: Deposition of Robert E. Poli (1)-(6)

Status	Title
OPEN	Air Transport Association of America v. Professional Air Traffic Controllers Organization: Deposition of Robert E. Meyer (1)-(3)

Box 14

Status	Title
OPEN	Air Transport Association of America v. Professional Air Traffic Controllers Organization: Deposition of Robert E. Meyer (4)(5)
OPEN	Air Transport Association of America v. Professional Air Traffic Controllers Organization: Deposition of David A. Trick (1)-(5)
OPEN	Air Transport Association of America v. Professional Air Traffic Controllers Organization: Deposition of Robert E. Meyer [Washington DC] (1)-(3)
OPEN	Edward V. Curran: Unpublished PATCO Strike Manuscript (1)-(5)
OPEN	Paden, D. Air Traffic Control Part 1. (Ann Arbor: University of Microfilms International, 1962).

Box 15

Status	Title
OPEN	Paden, D. Air Traffic Control Part 2. (Ann Arbor: University of Microfilms International, 1962)
OPEN	Glenn C. Kinney, Glennis L. Bell, Martin A. Ditmore: The Human Element in Air Traffic Control: Factors in System Recovery and Revitalization [1983]
OPEN	Glenn C. Kinney, Glennis L. Bell, Martin A. Ditmore: The Human Element in Air Traffic Control: Factors in System Recovery and Revitalization - Appendixes [1983]
OPEN	Aviation Safety: Air Traffic control [PATCO Walkout] (1)(2)
OPEN	General Accounting Office: FAA [Federal Aviation Administration] Staffing: The Air Traffic Control Work force Opposes Rehiring Fired Controllers

Status	Title
OPEN	General Accounting Office: FAA Staffing: Air Traffic Controllers' Work Load and Operational Performance
OPEN	General Accounting Office: Aviation Safety: Serious Problems Concerning the Air Traffic Control Work Force
OPEN	Federal Aviation Administration: Biological Rhythms and Rotating Shift Work
OPEN	Federal Aviation Administration: Air Traffic Service Recovery and Revitalization Plan

Box 16

Status	Title
OPEN	Selection of Air Traffic Controllers, August 1984
OPEN	Air Traffic Controller Health Change Study, December 1978
OPEN	Federal Aviation Administration: Air Traffic Controller Health Change Study
OPEN	Federal Aviation Administration: Selection of Applicants for the Air Traffic Controller Occupation, July 1981
OPEN	Department of Transportation: Air Traffic Controller Career Committee Report, January 1970