



Paul Rinaldi & Trish Gilbert **TEAM UPDATE**

Dear Brothers and Sisters,

As millions of passengers take to the skies to join loved ones for Thanksgiving celebrations, we reflect on the remarkable service the men and women of NATCA provide to this country. Our schedule this year allowed us to visit with many of you and your families in your warm and welcoming facilities and communities. The time we are able to spend with the membership reminds us of the reasons why we all serve in the many ways that we do. We have no greater calling in this Union than to represent you. We have shared meals, in-depth discussions, many smiles and laughs, and also some very serious information sessions, and it has left us today feeling profoundly grateful to you for giving us the opportunity to serve you for these last 10 years.



Unfortunately, there are still many challenges ahead. Those challenges will test every part of our collective spirit and compel us to raise our voices to an unprecedented level. We will do so out of a fierce desire to see this Union continue to thrive and grow. We give our solemn promise to work to protect you, your careers, and your families. But during this season, it is important to recognize all of the reasons we have to be thankful and celebrate.

Thank you to each of the regional and local elected representatives who continue to lead NATCA and its nearly 16,000 dues-paying members. You've given your time and your talents, and sacrificed much for the honor of being integral to maintaining and growing something bigger than yourselves--a NATCA family built on volunteer strength and a commitment to the power of our solidarity.

Thank you to our activists, committee members, our collaboration facilitators, our Article 114 representatives, and our workgroup members who have found an area of interest and seized an opportunity to get involved and make a

difference.

Thank you to our great National Office staff who comes to work each day committed to providing you the very best service and representation in organized labor.

But most of all, we give thanks to each of you. Many of you began the year on furlough or working for over a month without a paycheck. You persevered by joining us in airports to leaflet, on the airwaves, at rallies, and on Capitol Hill. You continued to come to work, despite the unbearable stress and fatigue, and provided professional service to the flying public whom deserve the very best. Despite the nation's capital being roiled in yet another political divide that had nothing to do with aviation, you stood together and stood strong. Since then, you've continued to demonstrate excellence in your professions, striving to be great, and making every day a training day. We are proud to represent you and are honored by your dedication. We thank each of you for your support, your solidarity, and your own service to this great Union and the professions it represents.

We wish you a happy and safe Thanksgiving holiday with your family and loved ones.

In proud solidarity,

Paul and Trish

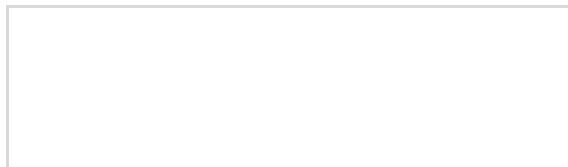
We Are Also Thankful for Our New Members



There is less than a week left in our membership open season campaign, the NATCA Collective. As the end of this campaign coincides with Thanksgiving, it's appropriate to express our thanks to our new members for joining our Union. Welcome! We look forward to all of the great things that we will accomplish through our solidarity.

We also want to thank all of our members who have reached out to potential members and explained the value of NATCA. Thank you for all that you do for our Union. And thank you for supporting this campaign.

Below are videos of two NATCA members--Michele Mustin, the AFN Rep at the Engineer/Aeronautical Center (EAC), and Don Schmeichel, the FacRep for Engineer/Northwest Mountain (ENM)--explaining how important NATCA has been to them.





**Michele Mustin,
Engineer/Aeronautical Center
(EAC) AFN Rep**



**Don Schmeichel,
Engineer/Northwest Mountain
(ENM) FacRep**

The NATCA Collective campaign is scheduled to end on Monday, Dec. 2. Time is quickly running out for eligible new members to join our great Union without paying an initiation fee. Please encourage your friends and co-workers who haven't yet joined to talk to a Union rep today and learn more at <https://thenatcacollective.natca.org>.

Give Through NCF on Giving Tuesday

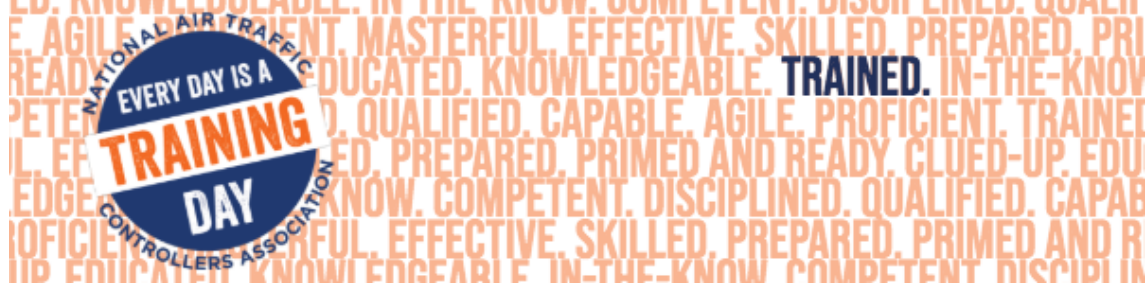
Created in 2012, GivingTuesday has become a global generosity movement unleashing the power of people and organizations to transform their communities. GivingTuesday takes place on the Tuesday following Thanksgiving. This year, it takes place on December 3. It is a simple idea: a day that encourages people to do good. NATCA members can join the movement and give through the NATCA Charitable Foundation (NCF).

NCF is a nonprofit 501(c)(3) corporation that works to make a difference in the lives of many. NCF's philanthropic efforts stretch across the country. NCF seeks out areas of need that go un-funded or are missed through other donor drives. It seeks out smaller charities that help the underserved in the communities where NATCA members live and work. Across the country, through NCF, NATCA members and their family and friends give and volunteer to make a big impact and help bring smiles to those in need.

On GivingTuesday, make a difference and donate to NCF. Learn more at: <https://natca.org/index.php/ncf>.



2020 NATCA Academy Schedule Is Here!



The 2020 NATCA Academy schedule is now available. Dozens of classes are planned for next year, with multiple dates available for Representative Training, Safety Advocacy Training, Secretary-Treasurer Training, Legislative Activism Training, Advanced Legislative Activism Training, Federal Contract Tower Training, and more.

Visit portal.natca.org to view all available classes and register. Once you have logged in, select "NATCA Academy" from the quick links. Then, select "2020 Courses." If you need any help with registration, contact the Coordinator for your region. Registrants will be notified within 35 days from the course start date of their status for the course.

If you have any questions, please contact NATCA's Training Coordinator, Carolyn Kamara, at ckamara@natcadc.org.

2020 NATCA Academy Schedule

Advanced Legislative Activism Training (ALAT)	June 16-18	Washington, D.C.
Advanced Legislative Activism Training (ALAT)	Sept. 1-3	Washington, D.C.
Advanced Legislative Activism Training (ALAT)	TBD	Washington, D.C.
Drug & Alcohol Training (DAC)	April 28-29	Las Vegas
Federal Contract Tower (FCT)	June 9-10	Washington, D.C.
Legislative Activism Training (LAT)	Feb. 26-27	Las Vegas
Legislative Activism Training (LAT)	Oct. 6-7	Las Vegas
LEAP	March 9-11	Glenrose, Texas
LEAP	Oct. 19-21	Airlie, Va.
OSHA/OWCP	Oct. 14-15	Las Vegas
Representative Training:	Aug. 13-14	Las Vegas

Grievances		
Representative Training 1 (RT1)	Jan. 13-17	Las Vegas
Representative Training 1 (RT1)	Feb. 24-28	Las Vegas
Representative Training 1 (RT1)	June 8-12	Las Vegas
Representative Training 1 (RT1)	Aug. 31-Sept. 4	Las Vegas
Safety Advocacy Training (SAT)	Jan. 13-14	Las Vegas
Safety Advocacy Training (SAT)	June 9-10	Las Vegas
Secretary-Treasurer Training (STT)	Jan. 15-16	Las Vegas
Secretary-Treasurer Training (STT)	Feb. 24-25	Las Vegas
Secretary-Treasurer Training (STT)	Oct. 6-7	Las Vegas
Train the Trainer (TTT)	Jan. 23-24	Washington, D.C.
Train the Trainer (TTT)	July 8-9	Las Vegas

Cohesiveness for Nursing Mothers in all NATCA Bargaining Units



NATCA and Region X have achieved another victory on behalf of its members: On Oct. 1, 2019, NATCA signed a [Memorandum of Understanding \(MOU\)](#) that provides key protections for nursing mothers in our Region X bargaining units. This MOU concerns FAA Policy: Human Resource Policy Manual (HPRM) Volume 12: Work Life and Benefits (WLB);

12.8--FAA Nursing Mothers Program and applies to NATCA bargaining unit employees (BUEs) covered by the Light Blue and Purple Books. It requires that the FAA provide a private area other than a bathroom, and collaborate with

NATCA on the location of the private area. It also clarifies that the FAA must pay nursing mothers for the reasonable breaks to express milk and that the duration of those breaks will vary depending on the nursing mothers' individual needs.

Additionally, Region X nursing mothers will now use the same Nursing Mothers Program Form (Appendix 1 to the MOU and Appendix H to the Slate Book) as Slate Book nursing mothers. This NATCA-negotiated form does not require BUEs to specify the number or duration of breaks, while the Agency-developed form that applies to non-NATCA BUEs does require this information. The MOU incorporates provisions regarding nursing mothers contained in Article 31, Sections 5 and 6 of the Slate Book for Region X BUEs covered by the Multi-Unit CBA (the Light Blue Book) and the Consolidated CBA (the Purple Book).

Under this new MOU, the treatment of nursing mothers has been standardized across all NATCA bargaining units.

NATCA Members Visit Trainees at FAA Academy



NATCA hosted its regular meet and greet event for nearly 50 ATC trainees from the FAA Academy at the Mike Monroney Aeronautical Center in Oklahoma City. During the event, the trainees were addressed by NATCA Executive Vice President Trish Gilbert, John Bratcher, who is the FacRep for Fort Smith ATCT (FSM) and the chairperson of both the National Organizing Committee (NOC) and the National Benefits Committee, and Chris Keyes, who is a controller at Washington Center (ZDC) and a member of NATCA's Professional Standards Committee.

The speakers talked about ways that the trainees can be most successful as

they finish up their training at the Academy and begin working at their first facility. This event also was attended by other NATCA members, including NATCA Region X Regional Vice President Curt Howe, Don Smith, who is the NATCA local president for the Oklahoma City Aeronautical Center and a member of the NOC, Michele Mustin, who is the AFN rep at the Aeronautical Center, Ken Filippelli, who is an aircraft certification engineer at the Aeronautical Center; and Alec Wiseman, who is a staff support specialist from Houston Center (ZHU).

Have You Registered for NATCA's 2020 Convention?

Registration continues for our 18th Biennial Convention in Houston. May 27-29 will be here before you know it, but there is still time to register if you haven't. Don't miss out on all the activities we have planned just for you!

[Click here](#) to register. Have convention registration questions? Email Houston2020Reg@natca.net.

For more information, please

visit <https://www.natca.org/index.php/convention>.



NATCA and NCF Support Houston-Based Snowdrop Foundation



One of the charities identified by the NATCA Charitable Foundation (NCF) and our #NATCA2020 Convention Committee to be highlighted at our 18th Biennial Convention next year in Houston is the Snowdrop Foundation.

The hearty snowdrop flower is the symbol of this Houston-based organization and symbolizes hope and purity because of its durability and nearly indestructible nature. In the same way, many childhood cancer patients demonstrate an indestructible attitude and spirit while battling their life-threatening illnesses.

Snowdrop Foundation is dedicated to assisting patients and families at Texas Children's Cancer Center through funding for continued research to eliminate childhood cancer and scholarships for college bound pediatric cancer patients and survivors. Snowdrop Foundation celebrates the hope that one day a cure for all childhood cancers will be found allowing the purity of every child to remain untouched by the devastating diagnosis of cancer.

Check out snowdropfoundation.org to learn more, and stay tuned for more information about this charity, the important work it does in assisting patients and families, and how you can get involved. NATCA supports the organization's mission of providing scholarships for college-bound pediatric cancer patients and childhood cancer survivors while raising awareness and funding for continued research to cure childhood cancer.