



In This Issue:

Rinaldi and Union Leaders
Discuss the Work of Essential
Personnel on AFL-CIO Press
Call

Operation Traffic Counts
Across the U.S.

Styluses in Use at FAA
Facilities

Information for NATCA Locals
Holding Officer Elections

Information for NATCA
Locals Regarding
Membership and Executive
Board Meetings During
COVID-19 Crisis

NATCA Members Continue
to Show Support for Other
Essential Workers

Union Members Feature:
UNITE HERE

NATCA Member
COVID-19 Resources

Rinaldi, on AFL-CIO Press Call: 'We'll Do Anything It Takes to Keep the System Up and Running, but We Want Our People to be Safe'

During a national media roundtable event hosted on Monday by AFL-CIO Secretary-Treasurer Liz Shuler, NATCA President Paul Rinaldi praised the continuing great work of the Union's 20,000 represented aviation safety professionals, expressing deep pride in "their unwavering commitment to their profession, the system, and this country." A dozen other aviation labor leaders and workers and dozens of reporters also participated in the 90-minute press call.

"Unfortunately," Rinaldi added, "as they're going to work, they are being exposed" to COVID-19. He reported that as of Monday morning, 75 FAA employees have tested positive for COVID-19 – including approximately 35 air traffic controllers – at more than 35 facilities even as air traffic operations have declined by more than half. ([View a current FAA list of affected facilities here](#)) According to FAA data this week, airport operations nationwide were down 58.7% from the seasonal average. Operations at the core airports were down 60.2%. The biggest drops included the three New York airports – JFK (-82.01%), LaGuardia (LGA, -79.5%), and Newark (EWR, -77.73%) – and also San Francisco (SFO, -75.95%), Boston (BOS, -74.65%), and Las Vegas (LAS, -70.54%). En route centers were down 63.5%, and the top seven combined TRACONs were down 62.27%.

"This is having a negative impact on running a safe, efficient system," Rinaldi said. "We immediately had to figure out a way - as these people were testing positive in the work environment and infecting these facilities - of working collaboratively with the FAA to develop backup crews. We went to a three-team concept to always keep a crew in waiting to come in once a facility has been

cleaned and sterilized at a level 3 – almost a hospital-grade-cleaning. So they know they are going into a facility that is clean and they won't be infected from this disease, and go in there and continue to run air traffic."

Rinaldi said even with drastically reduced capacity, aviation is "still a vital part of this fight against this disease, moving goods and supplies and even people. At times, you have to move them from coast to coast, city to city. Air traffic controllers are there, day in, day out, around the clock, and it is a 100 percent challenge."

He continued, "We have been completely collaborative with the FAA and we stand ready to continue to attack this and run a safe system. But we have to make sure that our workers are protected at work, and to beat back this virus and clean these facilities, so they know when they go home, they're not infecting their families."

Rinaldi was asked by CNBC reporter Leslie Josephs whether he thought that the current changes, including fewer workers and regular deep cleanings, will last into the foreseeable future, and if other changes were on the horizon.

"We are being very dynamic when it comes to working airplanes," Rinaldi said. "When we shut down Indy Center, we shut down three areas, and you could see a photo of the traffic showing no airplanes going through that airspace while they were doing a level 3 cleaning (see below). At Palm Beach (PBI) last week, we worked from the top of a parking lot where we could see the runways and taxiways to continue to run airplanes." He also mentioned the situation last week at Orlando (MCO) where controllers went into the Delta ramp to continue working while their facility was closed for cleaning.



"We'll do anything it takes to keep the system up and running, but we want our people to be safe," he said, adding that the FAA has been very dynamic, and Secretary of Transportation Elaine Chao has been very open to discussions. "The FAA has worked very collaboratively with us in focusing on going beyond CDC (Centers for Disease Control and Prevention) guidance, because they do keep changing. But our workforce needs to understand that when they go to work, that

place is clean to specifications and that they're not going to contract this virus at work.

"Air traffic control itself, it's virtually impossible to social distance. We work very close together."

The press conference call also featured Transportation Trades Department, AFL-CIO, President Larry Willis and several other aviation labor union presidents, including Sara Nelson (Association of Flight Attendants-CWA), Capt. Joe DePete (Air Line Pilots Association, Int'l.), D. Taylor (UNITE HERE), Paul Shearon (International Federation of Professional and Technical Engineers), and Mike Perrone (Professional Aviation Safety Specialists).

During the call, DePete praised Rinaldi and NATCA for their continued efforts. "You made this Marine proud, I gotta tell you," DePete said, citing recent conversations he has had with FAA Administrator Steve Dickson. "That's exactly what I've been talking about, that out-of-the-box, whatever's-necessary-to-get-the-job-done attitude. Hat's off to you. You're the shepherds of the sky and, as far as the pilots are concerned, we appreciate everything you folks do."

Articles by the participating reporters were featured in several media outlets that highlighted the hard work and sacrifices that are being made by aviation personnel to keep the National Airspace System operating safely. Coverage also highlighted the important role that unions have had in helping keep essential activities functioning while trying to keep working men and women safe.

Collectively, the labor leaders on the press call demonstrated strong solidarity in standing up for the workers they represent who have worked under the strain of knowing the growing risks in their essential professions during this national emergency.

"I truly believe that labor has the answers," DePete said. "We're on the front lines every single day, and we have ideas and solutions. What we need is to continue to work together, not only in the labor world but in the adavance of our carriers to solve these problems. They just need to listen. We'll help them do it."

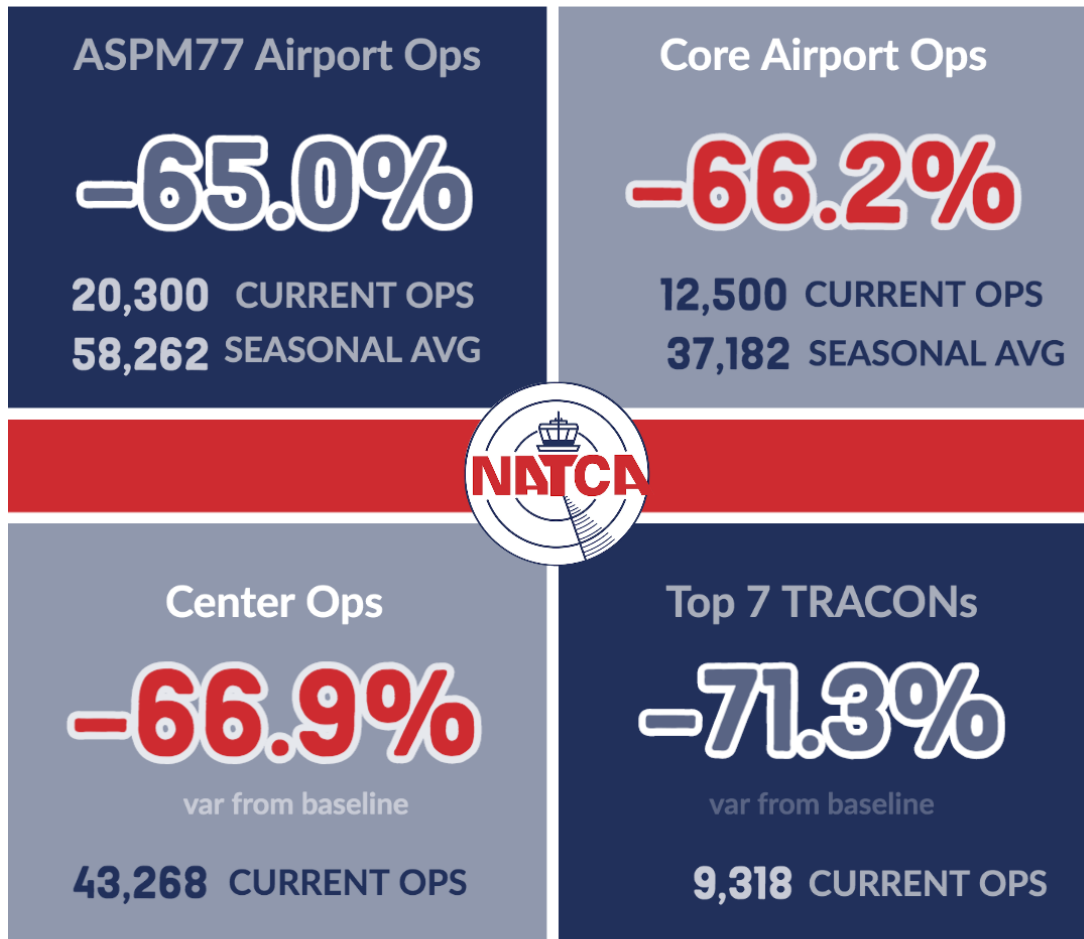
Said Shuler, in opening the call: "We think that, too often, the media is focusing attention on so many other aspects of the crisis beyond just what workers are experiencing on the front lines and are experiencing this in so many other ways day to day. They're heroic acts. They're acts of courage, showing up for work every day and continuing to provide the services that our country needs, and keeping others safe."

Operation Traffic Counts Across the U.S.

While the COVID-19 national emergency has stopped most activities everywhere in our country, NATCA members continue to provide essential service to flights across more than 29 million square miles of airspace. Air traffic controllers are a vital part of the fight against this disease, helping move necessary goods and emergency and medical supplies and equipment and even people, coast to coast, city to city. Otherwise — as all NATCA's members know — we're seeing dramatically less traffic at all facilities.

Aviation System Performance Metrics (ASPM)

THURSDAY, APRIL 9, 2020



SOURCE: Federal Aviation Administration

Styluses in Use at FAA Facilities

In an effort to prevent the spread of the coronavirus in air traffic control facilities, the FAA has been working on getting styluses for each member at their respective facility to use on the touch screens. As recently as the end of March, NATCA Safety and Technology Director Tom Adcock and NATCA National Program Management Organization (PMO) Representative Jeff Woods worked with FAA leadership to help fast-track the order. About half of the styluses have been delivered. The other half went out from the logistics center on April 9.



“A few facilities had already purchased styluses on their own, including Miami Center, Kansas City Center, and they seem to be working out well for the members,” said Adcock. “Once we worked with the FAA, it took about a week to get the order done and out to the facilities.”

The styluses are simple to clean. Disinfectant wipes will do the trick. Gloves and masks are in high demand for the medical field, and unfortunately the FAA continues to have difficulty in locating these items.

“The key is making sure each person is using their own personal stylus,” said Adcock. “Keeping it on their lanyard and using it as opposed to your finger is one way to reduce further spread of the COVID-19 virus.”

Information for NATCA Locals Holding Officer Elections

The Department of Labor has issued guidance regarding union officer elections impacted by the current COVID-19 crisis. DOL recommends that locals make a good faith effort to conduct timely elections, as a failure to do so is still a violation of the Labor-Management Reporting and Disclosure Act (“LMRDA”). However, if a union officer election is disrupted due to COVID-19 and DOL receives a complaint concerning a failure to hold a union officer election within LMRDA timeframes, DOL will seek a voluntary compliance agreement for the local to hold an election as soon as practicable, on a set future date.

NATCA understands that during this period of time, locals may have issues with conducting and completing officer elections. Any local having difficulties with their election, or locals with questions about how to handle pending or in-process elections, should contact the National Election Committee (NEC@natca.net) or NATCA’s General Counsel Marguerite L. Graf (mgraf@natcadc.org) for further guidance and assistance.

Information for NATCA Locals Regarding Membership and Executive Board Meetings During COVID-19 Crisis

The following information does not pertain to conducting Q&A calls with the membership to deliver information or discuss concerns. This information specifically addresses the conduct of a local meeting as specified in the local constitution in which the official business of the local will be deliberated and/or voted upon.

NATCA has received inquiries from a number of locals regarding whether membership and/or executive board meetings needed to conduct local union business may be held electronically, as opposed to in-person, during the COVID-19 crisis. The answer to this issue requires a balancing of the provisions in the NATCA Constitution with the unusual realities of the state and local regulations currently mandating stay-at-home periods and/or limitations on the number of attendees at gatherings.

Article VI, Section 6 of the NATCA National Constitution requires that “all regular and special meetings of the Association shall be governed by this Constitution and by Robert’s Rules of Order Newly Revised.” These parliamentary rules only allow for electronic meetings where expressly authorized in an organization’s governing documents and disfavor such meetings due to concerns over ensuring all members have the technology to participate and protecting the processes for actions such as recognizing speakers, allowing points of order, taking and recording votes, and maintaining minutes.

NATCA’s governing documents do not contain an express authorization for electronic meetings. However, given the need to interpret the NATCA Constitution (which is a contract between the organization and its members) in accord with traditional legal principles that require a contract be applied to effectuate its intent and in coordination with the realities of the current public health crisis, NATCA offers the following guidance:

- Locals that do not need to conduct urgent local union business and can postpone local meetings until the current COVID-19 crisis has abated should do so.
- Locals that determine they must hold meetings to conduct time-sensitive and necessary local union business must develop a written plan for the conduct of an electronic meeting for this limited purpose and provide a copy of that plan to their regional Constitution Committee member prior to the notice and holding of the electronic meeting.
- Locals’ plans for an electronic meeting must ensure that all participating members be able to speak and be heard, that meeting minutes be taken appropriately, that the meeting be closed to the public and non-meeting participants and, at a minimum, provide details for the following:
 1. Whether the meeting platform will be audiovisual (such as through Zoom or Skype) or audio only (such as through a conference call) and which particular platform will be used;
 2. How a member will seek recognition or interrupt a speaker to seek a point of order;
 3. If members will need to download new software or buy new equipment to participate in the meeting and who will be available to assist members with technology issues or questions; and
 4. What procedural special rules of order might be necessary (for example, whether motions should be made in advance of the meeting and seconds be obtained prior to the meeting to take less time and how votes will be taken and reported).

Locals with questions about this guidance should contact their regional Constitution Committee member or NATCA General Counsel Marguerite L. Graf (mgraf@natcadc.org).

NATCA Members Continue to Show Support for Other Essential Workers

Thank you members for continuing to give while we are all enduring the same crisis. Your professionalism and thoughtfulness for others continues to shine

through.

Despite all that is happening around us, and even in your personal lives, you still find time to help others, which is why we are honored to call you brothers and sisters. You all embody the true spirit of solidarity, especially in times of crisis. Below are a few examples showing our members giving to other essential workers during such a critical time. Let's keep it going!



Louisville ATCT (SDF) - Members at Louisville ATCT (SDF) took cookies to many first responders in their area to say thank you. Included was a note: "Thank you for your dedication and service to others. Each and every one of you are heroes in our eyes. We hope this small gesture will bring you a smile, even if only for a brief moment. The fact that you continue to risk your lives to save others without hesitation is unparalleled. Thank you from the air traffic controllers at SDF tower and TRACON."



Houston Center (ZHU) - NATCA Houston Center (ZHU) members have been feeding local workers on the front lines of fighting COVID-19.

“During Hurricane Harvey (2017), and then again during the government shutdown, our members were on the receiving end of a lot of gratitude, from literally all over the world, as we saw meal after meal provided to our members when the chips were down,” said ZHU FacRep Chris Parris. “I will never forget the outpouring of love we saw.”

Now ZHU is paying that love forward, planning meals for Air Line Pilots Association, Int’l. (ALPA) members, hospital emergency room personnel, union police officers with the Houston Police Department, Harris County Precinct 4 Constable’s office, and 14 different union fire stations in local communities.





"We plan to take this as far as the donations will go, with numerous other entities lined up in the coming days and weeks," Parris said. "Thank you to Ashley Amato, Nick MacDonald, Cat Lovetro, Chris Reece, Chris Scandridge, and Kathryn Campbell for your efforts coordinating and making food runs as part of NATCA Local ZHU's efforts." You can [click here](#) to help support ZHU's efforts.





Pictured: NATCA ZID President Marc Schneider with Shoefly owner Craig Mariutto the day they gifted their generous donation.

Indianapolis Center (ZID) -From the Central Indiana AFL-CIO: Last year when the government shutdown for 35 days and threatened paychecks of our NATCA siblings, a local restaurant owner answered the call to serve by providing 4 meals to over 200 controllers. Fast forward to 2020 in the midst of a global pandemic that is threatening the livelihood of every restaurant owner and staff in America; NATCA ZID decided to return the favor. The facility put out the word and within days they had collected \$4,500 in donations for Craig Mariutto and Shoefly Public House in Indianapolis.

This act of kindness is exactly what the world needs right now. Restaurant owners across the country have had to face heartbreaking decisions to lay-off staff and/or close indefinitely. We can all follow NATCA's example (if we're able) by ordering carry-out from your favorite local establishments to help them stay afloat in this uncertain time.

NATCA members both in Indiana and across the country remember the incredible generosity and support shown by their brothers and sisters of the labor community during the government shutdown last year. They are now working to pay that forward to health care professionals and first responders working on the front lines of this COVID-19 national emergency, as well as pilots, flight attendants and other unionized aviation safety professionals and local businesses who supported us and now need our support in return. We're all in this together!

Union Members Feature: UNITE HERE

In coming weeks, NATCA's communications will highlight how the COVID-19 national emergency is affecting our brothers and sisters in other unions. This week, we highlight and thank our UNITE HERE union brothers and sisters for their union solidarity and activism, and their dedicated work in airports, hotels, food service, transportation, and more. The COVID-19 pandemic is hitting the more than 300,000 UNITE HERE members in the U.S. and Canada especially hard. As business pauses in airports, hotels, convention centers, theme parks, and sports and event venues, many UNITE HERE members are facing layoffs and uncertainty.



Learn more about how UNITE HERE is managing this devastating time for these union family members [here](#).

NATCA Member COVID-19 Resources

[Click here for COVID-19 Updates and Resources](#)



Many members have self-identified as being in higher risk categories for severe illness. The Regional Flight Surgeons (RFS) have made some initial determinations that employee conditions, in certain cases, do not rise to the level of being at higher risk. If you have had the RFS render an initial determination that you are not in a higher risk category, we need you to contact your [RVP](#). Your RVP will direct you to NATCA's

benefit partner, Aviation Medicine Advisory Service (AMAS). AMAS clinical staff will assist with review of the RFS's initial determination and develop a course of action, if appropriate.

Please also know that our [CISM team](#) is available to help you. CISM is a peer-to-peer service designed to help during a post-accident time or personal crisis. Call the on-call peer coordinator at 202-505-CISM (2476). They are on call 24/7. You will reach the voicemail. Leave your contact info, and someone will call. Messages are kept strictly confidential. You also can reach them via email at CISM@natca.net.



If you find that you are having difficulty managing stress, or if a household member is hypervigilant, obsessively reading about the crisis and worrying about the effects, remember you can call your FAA WorkLife Solutions Program. You can speak with a clinical professional 24 hours a day, 7 days a week. All services are free and confidential.

[Visit the member website](#) for more information and to access Digital Cognitive Behavioral Therapy apps, including FearFighter® for anxiety, panic and phobia, and MoodCalmer® for depression.

Magellan Healthcare is here to provide you with compassionate and caring support and help you build your resilience so you can move forward with peace of mind. FAA WorkLife Solutions Program offers a range of services to support your life and work. This includes online self-assessment tools and wellness tips, in-person counseling, convenience services to help with everyday events needing your time and attention, child and elder care options, legal and financial services, and much more. Call your program at 1-800-234-1327, TTY Users: 1-800-456-4006, or log on to www.MagellanAscend.com.

NATCA's benefit partner SkyOne Credit Union has extended the following for members they serve:



FEDERAL CREDIT UNION

Skip-a-Pay Fixes - Need a break from paying bills, right about now? Sign up for Skip-a-Pay on eligible SkyOne loans and credit cards. From now till April 15, 2020, SkyOne is waiving Skip-a-Pay fee.

SkyOne Emergency Loan - When a little extra can go a long way, a SkyOne emergency loan can help with the unexpected hits.

- Up to \$2,500 for qualified members
- Up to 48-month term
- 0% APR² for first 90 days

Sign up for Skip-a-Pay or an emergency loan:

- Log in to [online banking](#), notify us under "Manage My Account"
- Call a Member Service Specialist at 800.421.7111

NATCA | www.natca.org

