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NATCA Delivering Masks to Your Facilities

The Centers for Disease Control and Prevention (CDC) recently announced that it now recommends everyone wear cloth face masks in public settings where social distancing measures are difficult to maintain. The CDC guidance is a precaution to be used in addition to social distancing and proper hand-washing. In addition, states including New York, New Jersey, Maryland, and Pennsylvania are implementing requirements that people wear face masks when in public to use essential services like public transportation or going to grocery stores.

COVID-19 is caused by a novel type of coronavirus called SARS-CoV-2, a tiny particle of genetic material wrapped a fatty coating covered in spiked proteins that give it a crown-like appearance. The virus travels from person to person through droplets that are expelled when someone coughs, sneezes, talks, or exhales.



NATCA, with the help of Image Pointe, has arranged to provide masks for all members currently working in their facilities. All facilities should be receiving these face masks by the middle of next week. They are simple fabric face masks that meet the requirements of the Centers for Disease Control and Prevention (CDC) for cloth face masks. These are non-medical masks and are intended to serve only as a barrier and to also prevent touching of the face. The material is an ultra-soft and lightweight jersey fabric that makes this one-piece face mask comfortable and breathable, ideal for daily wear. A one-size-fits-all design with two ear holes and a contoured shape makes the mask versatile for many different face sizes and shapes.

OSHA's Tips for Wearing a Mask at Work

Here are some tips for using masks properly from our NATCA OSHA reps and NATCA's industrial hygienist:

Wearing Masks At Work: Cloth and Surgical Masks

- 1. Make sure your mask fits comfortably but snug to your face.**
- 2. Ensure that the mask allows breathing without restriction.**
- 3. Wash hands BEFORE putting on and immediately AFTER removing mask.**
- 4. Only remove mask by using the ear straps, never touch the front or inside of the mask.**
- 5. Discard mask if it becomes wet or soiled**

There should not be any gaps between the mask and your face. For controllers, headsets should be worn OVER the mask for maximum benefit.



NATCA OSHA COMMITTEE



How to Make Your Own Mask

The masks being sent to the facilities will be great for the workplace. Here is advice from the U.S. Surgeon General on how to make your own masks for you and your family members when in public settings. Ideally, fabric masks, bandanas, and scarves will act as a physical barrier that could keep droplets off a person's face, or keep an infected person's virus-carrying droplets to themselves.

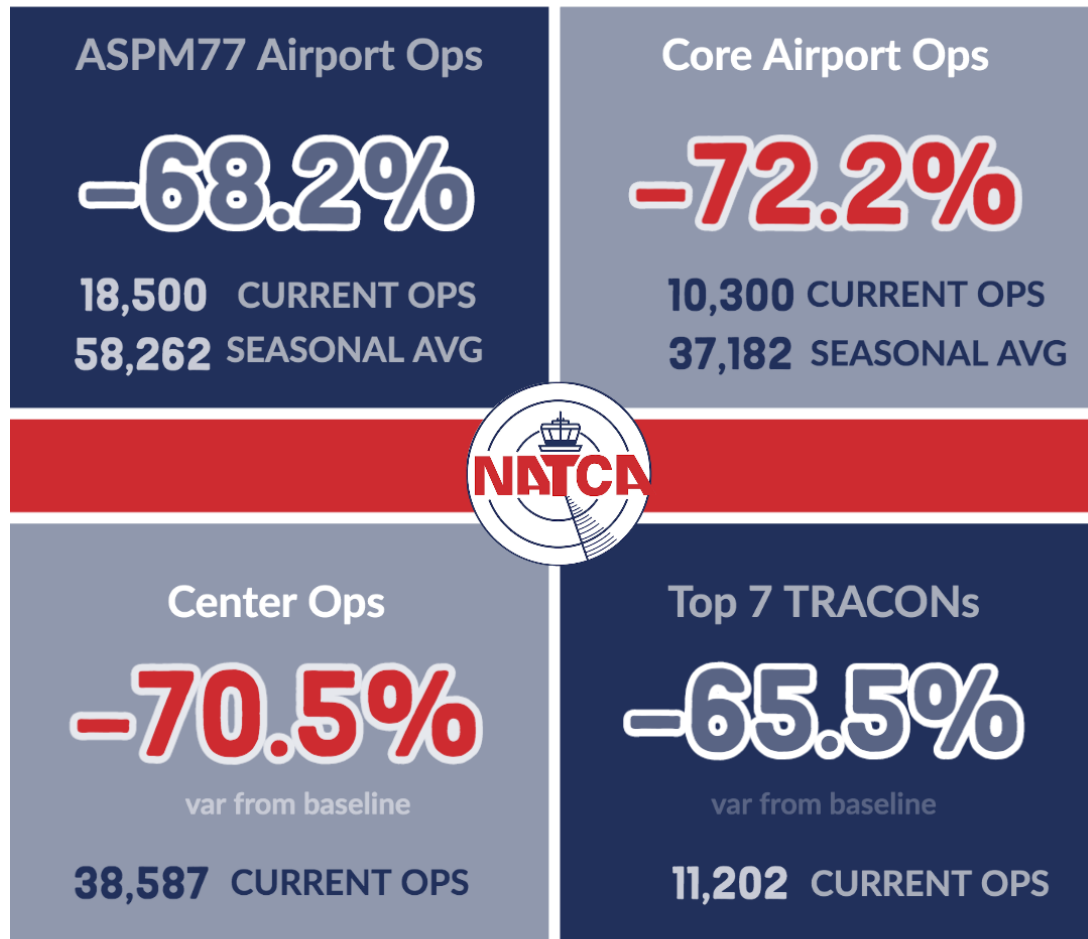


Operation Traffic Counts Across the U.S.

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 continuing to see dramatically less traffic at all facilities.

Aviation System Performance Metrics (ASPM)

THURSDAY, APRIL 16, 2020



SOURCE: Federal Aviation Administration

NTI, OJTI Suspension and NCEPT Cancellation

NATCA and the FAA have re-evaluated the determination to suspend the National Training Initiative (NTI) and On-the-Job-Training (OJTI) and have agreed to extend the suspension an additional 30 days until May 15, 2020.

In addition, the parties have agreed to cancel the National Centralized ERR Process Team (NCEPT) panel and selection meeting originally scheduled for May 2020 (Fiscal Year 2020 3rd quarter).

These decisions will continue to be re-evaluated amid the COVID-19 national emergency and we will continue to update you of new information as it becomes available.

Fast-thinking, Creative Coordination Between

ZME, ZID, DCC, and M03 Ensures FedEx Delivery of Critical Medical Supplies



Around 3 p.m. CDT on Saturday, April 4, Memphis Center (ZME), pictured above, FacRep Neil Caputo was notified by an employee that they had tested positive for COVID-19. The necessary notifications were made and a call organized by the Joint Crisis Action Team (J-CAT) was held. The purpose of the J-CAT call is to have all stakeholders, including NATCA and aerospace medicine on the line to make a determination on the level of exposure and its effect on the workforce and overall operation. The J-CAT participants determined that a thorough Level 3 cleaning of the control room was needed.

District and local leadership from both NATCA and the FAA collaboratively agreed that the upcoming midnight shift provided the most opportune time for ZME to go ATC-zero to clean the control room before the next day's first shift's arrival. The key factor in this decision was the FedEx midnight operation at its Memphis (MEM) hub. FedEx did not have a normal sort operation that night, and it would minimize the amount of aircraft that may have to divert or be delayed while ZME was ATC-Zero from 1:30-4 a.m.

However, once the notification was made to the carriers, FedEx notified the Agency that it had nine international flights already airborne and scheduled to land at Memphis on the midnight shift. They could not divert because the aircraft were carrying 346,000 pounds of critically needed medical supplies, which included 118,000 pounds of masks. Additionally, there was already a military transport plane on the tarmac at MEM waiting for these supplies.

"It was made clear to the parties that if we delayed or diverted these flights it would have a devastating, if not catastrophic, impact on the medical communities who were in very much need of them," Caputo said.

Caputo worked with ZME personnel that were in the facility and quickly triaged some alternative solutions with FedEx and the Command Center (DCC). Diverting the aircraft was not an option. Delaying the ATC-Zero event and the contractors' work would only hamper the day shift and its air carrier operations and potentially expose even more employees. So the parties again collaboratively came up with a work-around that would require the coordinated efforts of DCC, Indianapolis Center (ZID), and Memphis TRACON (M03).

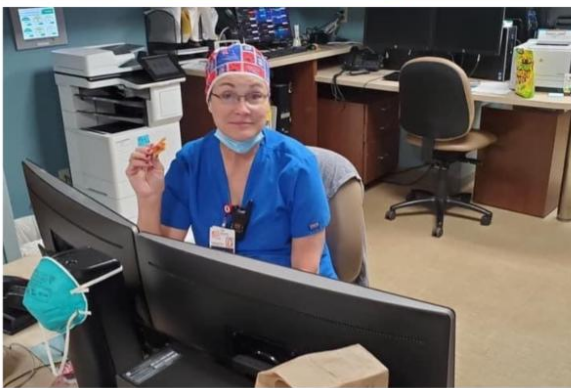
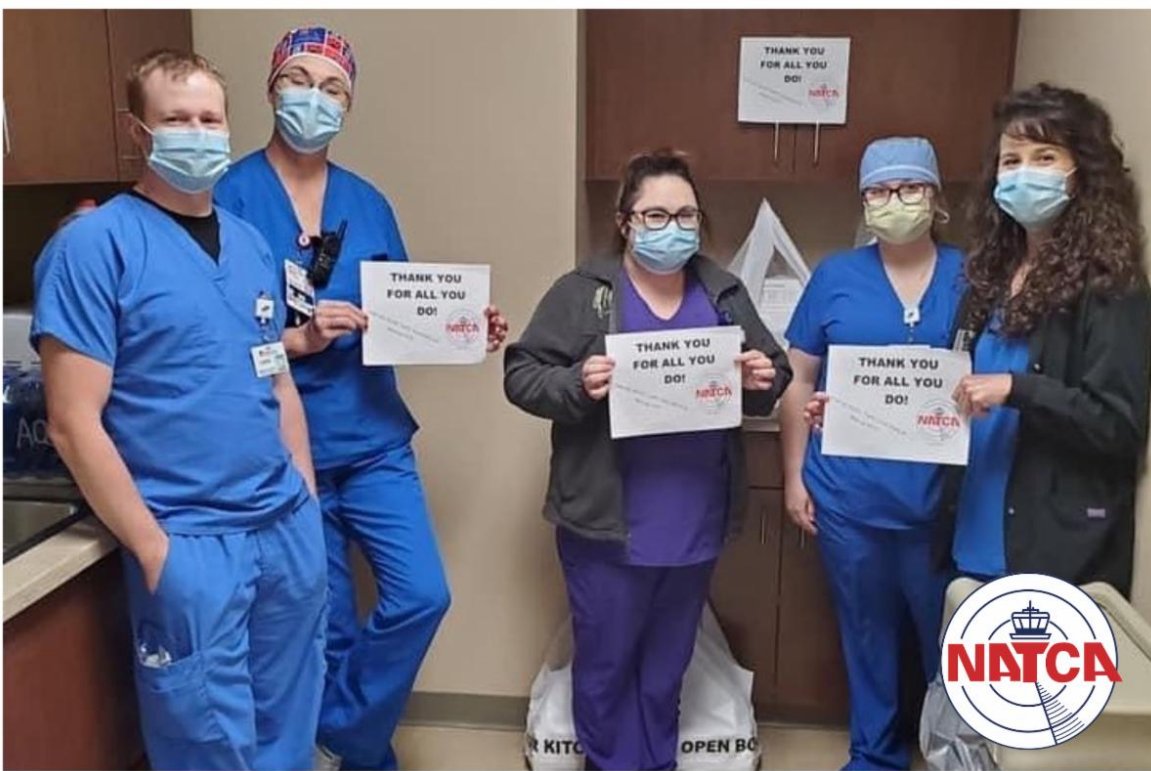
DCC implemented its national contingency protocol for a center ATC-Zero event. ZME then sterilized its airspace and delegated it to ZID, which used the northeast portion of the airspace to safely and expeditiously hand off those nine very important FedEx aircraft to M03.

"The unique piece to this plan was that neither Indianapolis Center nor Memphis TRACON has any automation or communication capability with each other, so they had to rely on a traditional telephone line for coordination," Caputo said. "Using that regular telephone line, Indianapolis Center and Memphis TRACON used an established predetermined point on the arrival to transfer control and communication of the aircraft."

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 more examples showing our members giving to others during this critical time. We are getting updates daily on what you all are doing for others on the front lines. Great job on keeping it going!



Monroe ATCT (MLU) - Members at MLU had the pleasure of buying lunch for the Emergency Room staff at Glenwood Medical Center.

"I cannot thank them enough for the job they and all the other medical professionals around the world are doing," said MLU FacRep Justin Andrae. "Hopefully we were able to take a little stress out of their busy day."

Andrae thanked the MLU members that stepped in and made the donation possible, as well as all the medical professionals continuing to provide service in this time of crisis.

"You inspire other essential employees like us to come into work every day during this difficult time," Andrae said.



Bedford ATCT (BED) - Members at BED collected money and purchased gift cards to mail to a few dozen full time flight instructors based at Hanscom Field who are currently out of work. These instructors showed our NATCA family tremendous compassion throughout the government shutdown in 2019, and greeted our members with much appreciation.



Los Angeles Center (ZLA) -ZLA Safety Rep Trisha Todd worked with members and management in her facility to provide and drop off lunch for the EVS (janitorial) employees at Antelope Valley Hospital.

"Thank you to Easy Egg Cafe in Quartz Hills for preparing the meals," said Todd. "Also thank you to ER Nurse Ellie Hester for helping us coordinate this. A special shout out to all of my co-workers, both NATCA and management together at ZLA, who donated to our 'Sharing the Love' program. Keep the donations coming and we will keep sharing the love with the frontline essential workers and others in need."

"I am always so impressed with our workforce and the controllers willingness to be there for people," said ZLA FacRep Nate Pair. "These other essential workers are on the front lines of this COVID-19 fight and it's amazing to be a part of an organization who recognizes the need to take care of them."



Boston Center/Boston TRACON (ZBW/A90) -ZBW/A90 delivered both lunch and dinner to the Merrimack Police Department in Merrimack, N.H. They provided lunches of various wraps, chips, drinks, and cookies, and dinners consisting of chicken cacciatore, broccoli, and rice.

Union Members Feature: Amalgamated Transit Union (ATU)

In our publications, NATCA continues to highlight our union sisters and brothers who are also essential workers during the COVID-19 national emergency. Today we highlight and thank our union siblings of the Amalgamated Transit Union (ATU), the largest labor union representing more than 200,000 transit and allied workers in the U.S. and Canada.

ATU members are metropolitan, interstate, and school bus drivers; paratransit, light rail, subway, streetcar, and ferry boat operators;



mechanics and other maintenance workers; clerks, baggage handlers, municipal employees, and more.

ATU members interact with the public on a daily basis and are at a heightened risk of contracting the coronavirus and other communicable diseases. As transit workers continue to provide the essential services that our communities need to respond to the COVID-19 pandemic and to meet the essential needs of the public, they are suffering some of the pandemic's biggest casualties.

Learn more about how ATU is managing this devastating time for these union family members: <https://www.atu.org/covid-19>.

NATCA Member COVID-19 Resources

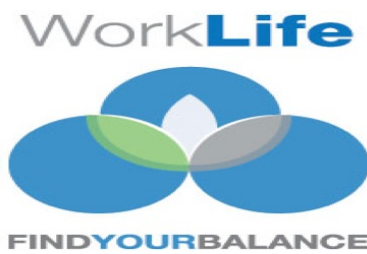
Click here for COVID-19 Updates and Resources



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 [Regional Vice President \(RVP\)](#). Your RVP will direct you to NATCA's benefit partner, Aviation Medicine Advisory Service (AMAS). AMAS clinical staff will assist with a review of the RFS's initial determination and develop a course of action, if appropriate.

During the COVID-19 pandemic, please know the [CISM team](#) is here to help you. CISM is a peer-to-peer service designed to help you post-accident or during a personal crisis. You can call us 24/7, 265 at 202-505-CISM (2476). If you reach our voicemail please leave your contact info, and someone will call you back. Keep in mind, we are aviation safety professionals and may be actively working at the time of your call. Messages are kept strictly confidential. You also can reach us via email at CISM@natca.net or check out our website at www.natca.org/CISM.





It is normal to feel anxious, unsettled, distracted, scared and/or overwhelmed by COVID-19. We do not know where it may spread; however, some people may be more vulnerable if they already have a health or generalized anxiety disorder. In either case, feeling stressed can affect your immune system and increase the risk of getting ill in general. That is why it is important to take steps to manage your anxiety

and stress and how you react to the situation, so you can keep yourself as safe as possible.

The tip sheets and webinars below may be helpful:

Webinars

Budgeting When Income Is Uncertain

[Click here to register for the series happening every Friday in April at noon EDT](#)

[Click here to access the recording from April 3, 2020](#)

[Click here to access the recording from April 10, 2020](#)

Financial Best Practices in Uncertain Times

[Click here to play the recording](#)

Financial Impacts of COVID-19

[Click here to play the recording](#)

How to Build Resilience and Adaptive Skills During the Pandemic

[Click here to play the recording](#)

Investor Education: Strategies During Volatile Markets

[Click here to register for the series happening every Friday in April at noon PDT](#)

[Click here to access the recording from April 3, 2020](#)

[Click here to access the recording from April 10, 2020](#)

Managing Anxiety and Worry During Uncertain Times

[Click here to play the recording and download the presentation](#)

Tip Sheets

- 7 Tips for Working from Home [English](#) | [Spanish](#)
- 10 Pandemic Coping Tips for Adults [English](#) | [Spanish](#)
- Addressing Healthcare Worker Anxiety about the Coronavirus (COVID-19) [English](#) | [Spanish](#)
- Coping with Isolation during COVID-19 [English](#) | [Spanish](#)
- Financial Resilience during the COVID-19 Pandemic [English](#) | [Spanish](#)
- How to Safeguard your Mental Health While Quarantined [English](#) | [Spanish](#) **Forthcoming**
- Maintain your Recovery during the Pandemic [English](#) | [Spanish](#) **Forthcoming**
- Preventing Compassion Fatigue [English](#) | [Spanish](#)
- School is Canceled. Now What? [English](#) | [Spanish](#)
- Tips for Managers: How to Help Staff Members in Distress during an Infectious Outbreak [English](#) | [Spanish](#)
- Tips for Members: How to Manage Anxiety and How you React to the Situation [English](#) | [Spanish](#)

You can also engage with our **Digital Cognitive Behavioral Therapy (DCBT)** apps, including FearFighter® for anxiety, panic and phobia, RESTORE

for sleep difficulty and insomnia and MoodCalmer® for depression. To access the apps, click on the Home tab in the upper left corner to the homepage. Then, scroll down to the “Your Apps” section to get started.

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 Mourns Passing of David Sandbach, Beloved Charter Member who Helped Shape Union's Training and Labor Relations Efforts

David Sandbach, a charter member of NATCA whose passion for labor relations, training, and protecting the membership in the Union's first two decades earned him wide respect and admiration as a beloved brother and friend, passed away recently. He was 63.

“The strength of our Union is built upon the work, sweat, and dedication shown by those leaders in our great history that built the path forward and inspired everyone around them to take NATCA to new heights. David was most certainly one of those leaders,” NATCA President Paul Rinaldi said. “We are saddened at his passing but will remember him fondly as part of the Union's rich legacy of always representing our members with everything that we have.”



Sandbach joined NATCA after beginning his FAA career in 1987. He worked for 25 years, retiring in 2012, and spent several years working with the NATCA National Office Labor Relations Department. Sandbach's last FAA facility was Potomac TRACON (PCT) where he also served as facility vice president from 2005 to 2009.

“He was a very versatile NATCA LR activist,” NATCA Executive Vice President Trish Gilbert said. “He was so committed to protecting our members at a time when the Union was growing, gaining strength, and adding such valuable features as training our reps as we were building the core of our labor relations efforts.”

In the early to mid-1990's, Sandbach was instrumental in helping to develop basic and advanced arbitration courses, the foundation upon which the bulk of the NATCA Academy training courses now stand. Several years later, he was part of building an advanced facility representative course that specialized in training on negotiations.

“David was a true blue union brother who always had the best interests of the

membership,” said retired member Joe Yannoni.

“He was a passionate labor advocate,” said Senior Labor Relations Staff Representative Melinda Kim, who worked with Sandbach and remembers him as cheerful and ready to help his co-workers. “And as someone from the front lines, he knew intimately, with first-person experience, the issues confronting the bargaining unit employees which gave him the added edge to know how to argue for and represent our members. His knowledge from this perspective was really invaluable as an advocate in my view. David’s skills were no different than those of attorneys when it came to representing employees in the labor relations arena. Being a former BUE himself was more of an asset to understand, with detailed precision, the issues that members faced in the field, and the impact these challenges had on the workforce.”

Veteran NATCA Engineers & Architects (E&A) Northwest Mountain member Curt Howe said Sandbach was the first E&A labor relations specialist after the Union’s first non-controller bargaining unit was certified in 1997. Together with then-Labor Relations Director Bob Taylor, Sandbach guided them through their initial Memorandum of Understanding (MOU) with the Agency and set up their labor relations training.

Howe says Sandbach traveled with the initial engineer bargaining session group, including himself, Mike MacDonald (Engineers New England), James Withers (Engineers Southwest), Tom Bayone (Engineers Eastern Region, EEA), and Joe Henn (EEA). “He was critical to our initial pay negotiations and achieved several MOUs, including one that eventually brought thousands of dollars in pay raises to over 300 engineers,” Howe said. “David and economist Joe Kilgallon educated us into the new FAA pay system where we achieved good pay raises twice a year for five years. David was a very gifted writer of legal-type documents and crafted detailed and specific agreements with the Agency.”

Sandbach was also very close with Barry and Sallie Sullivan-Krasner. Barry served as NATCA president from 1991-97, during the time Sandbach and many others were shaping the Union’s training and labor relations efforts. “David was a true Union advocate,” Sallie said. “He dedicated much of his own time for the benefit of NATCA’s members. He was a dear friend to Barry and I and we shared many incredible moments and everlasting memories. He was a true Union brother.”