



NATCA *INSIDER*

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Dear Brothers and Sisters:

None of us could have imagined the sorts of challenges and tragedies we have faced in 2020. Still, as we celebrate Thanksgiving this week, we have many reasons to be thankful.

The news deserving the greatest thanks is that vaccines should be available for all Americans in the coming months. Afterwards, we will all be able to concentrate on getting back to "normal" and rebuilding our beloved aviation sector and the larger economy.

While every infection is one too many, our Union's collaborative efforts with the Federal Aviation Administration (FAA) have kept aviation safety professionals as safe as possible while we have done our essential work. The COVID-19 pandemic still rages, and the travel sector and commercial aviation have been hit hard. In spite of the pandemic, air traffic controllers and other aviation safety professionals have kept the National Airspace System (NAS) operating safely and efficiently so essential air traffic and cargo can keep moving. Our profession will play a vital role as drug makers and governments prepare to distribute billions of vaccinations globally.

NATCA is well known for our advocacy in Washington, D.C. The pandemic prevented us from holding our annual NATCA in Washington lobbying event. It also made our Election 2020 and Boots On The Ground efforts more challenging. Even so, our Union's collective voice continued to be heard loud and clear. NATCA members advocated for issues important to our Union, and NATCA members volunteered in many election campaigns to protect the NATCA Majority in Congress.

While some NATCA members were affected by unprecedented and very destructive hurricanes, floods, tornados, and wildfires this year, the NATCA Disaster Response Committee was there to monitor these tragic events and provide necessary assistance to help the affected members start rebuilding their lives.

The NATCA Charitable Foundation has similarly continued its activities. This year, NCF helped organize a number of fundraising efforts to grow its important support to vital charities. NCF raised a record amount with its 25 for 25 campaign – nearly \$90,000 – for NCF and the American Foundation for Suicide Prevention. These fundraising efforts are especially noteworthy, because they were all done virtually.

Of all the things that we celebrate this Thanksgiving, our greatest blessing has been how our NATCA family has come together in solidarity this year. We have been there to support each other, defend our profession and the NAS from the pandemic, and advocate for an even stronger aviation sector in the future. This year, many NATCA locals returned support that other unions provided to us during the last government shutdown, by providing meals, protective equipment, and other supplies to medical personnel and other emergency responders dealing more directly with the pandemic.

Challenging times test us. Together, we have overcome everything we have faced this year. Our great Union remains strong. And the future of NATCA promises to be even stronger.

We thank you for being an important part of our NATCA family. We wish you and your loved ones a happy Thanksgiving.

In solidarity,

Paul Rinaldi

Trish Gilbert

Buy Union-Made for Thanksgiving

Turkey and Ham

- Appleton Farms
- Butterball
- Cook's
- Farmland
- Foster Farms
- Hormel
- Tyson

Stuffing and Bread

- Aunt Millie's
- Manischewitz
- Pillsbury
- Stroehmann

Vegetables and Fruit

- Andy Boy
- Betty Crocker
- Potatoes
- Birds Eye
- Del Monte
- Dole
- Eurofresh
- Mann's
- Muranaka Farm
- Ocean Spray

Pie and Filling

- Banquet Fruit Pies
- Del Monte Fresh Apples
- Entenmann's
- Food Club Canned Pumpkin
- Kroger Brand Pumpkin Puree
- Marie Callender's
- Sara Lee

Cookware and Cutlery

- Anchor Hocking
- Bennington Pottery
- Clauss Knives
- CorningWare
- Cutco Knives
- Fiesta
- Homer Laughlin China
- Libbey Glassware
- Pyrex

MORE AT: AFLCIO.ORG/THANKSGIVING

AFL-CIO

Steve Hansen Retires: His Legacy Is the Great Safety Culture He Instilled in Our Union

It can easily be said that National Safety Committee (NSC) Chair and National Safety Representative Steve Hansen has changed the perception of safety within NATCA. At the end of this year, Hansen is retiring from the Federal Aviation Administration (FAA), leaving a strong foundation for the NSC and the culture of safety to continue to grow.

Hansen worked with NATCA and the FAA to move from a punitive culture to a safety culture, furthering the cause of aviation safety. Under Hansen, NATCA also greatly expanded the scope and size of its annual Communicating For Safety (CFS) event in 2009, growing it into the aviation industry's leading conference concentrating on safety, technology, and building relationships. He helped make the conference one of a kind, honing in on the air traffic needs of all members of the aviation community who are affected by the National Airspace System (NAS).



“Steve changed the perception of safety within NATCA and even made safety cool again,” said NATCA President Paul Rinaldi. “His work ethic and relentless determination to improving safety every single day made him the right member for the job of leading our Safety Committee at exactly the right time in our history with the FAA, as it changed dramatically from punitive to collaborative in 2009. To work with Steve has been truly inspiring. I witnessed someone who understood our members’ strong commitment to safety and used his position to represent their voices in making the National Airspace System as safe as it has ever been over the last decade. He truly moved us from good to great.”

“Steve’s influence has been so powerful and so transformational during our era of collaboration with the FAA that we named our highest internal safety award after him, and we renew that organizational commitment to safety each year by presenting the award to a member who lives up to those ideals,” NATCA Executive Vice President Trish Gilbert said. “To see Steve’s effect on our Union, you just have to look no further than the relationships he has built, with FAA leaders, aviation industry partners, fellow aviation unions, and international colleagues and safety organizations. Under his leadership, we took CFS from a small hotel conference room to the aviation industry’s leading conference focusing on safety, technology and building relationships.”

"It has been the privilege of a lifetime to be able to serve the membership over the years," says Hansen. "NATCA is a trusted and credible voice in the aviation industry, and I am proud to have been able to contribute."



Prior to the FAA, Hansen can attribute his breadth of knowledge to his 12 years of active duty in the U.S. Air Force, as well as his time working for the Department of Defense as a civilian controller. Within the FAA and during his time as a NATCA member, Hansen added to his knowledge, serving in numerous roles: as a three-term FacRep at Fairbanks ATCT (FAI), an Area Rep at

Albuquerque Center (ZAB), on the Alaskan and Southwest regions Labor Relations teams, and on the National COBRA team during the time leading to the imposed work rules of 2006-09. In addition to being the NSC Chair and the National Safety Representative, Hansen currently serves as the Co-chair of the NATCA Safety and Technology Leadership Council and as Co-chair of CFS.

Hansen has been one of NATCA's leading voices to help ensure that members are involved from the beginning, when new equipment and technology is being introduced into the NAS. He spearheaded NATCA's efforts in making the Air Traffic Safety Action Program, the safety reporting system encouraging aviation safety specialists to bring forth safety concerns and incidents with the goal of achieving solutions to those events to enhance safety, a success. He then went a step further, educating and encouraging our members to accept and support the program. Additionally, Hansen has helped lead NATCA's collaborative efforts with the FAA on the Partnership for Safety program, another safety reporting avenue used to bring safety concerns forward for review and action.

Chrissy Padgett to Chair National Safety Committee

Chrissy Padgett (Washington Center, ZDC) will chair the National Safety Committee and assume the National Safety Representative position beginning in 2021. Padgett is NATCA's ATSAP Analyst for the Eastern Service Area's Event Review Committee

(ERC). She has served on various committees and in a number of roles over her 21-year career within the Federal Aviation Administration (FAA) including on NATCA's Reloaded Committee, the National Training Committee, the Communicating For Safety (CFS) Planning Committee, the Historical Committee, and NATCA's Board of Trustees. She also was heavily involved in representing NATCA on the collaborative Partnership For Safety program within the FAA.



At CFS in 2019, Padgett was presented with the Steve Hansen Safety Advocate Award, given to a NATCA member who has made extraordinary achievements, working tirelessly on NATCA's behalf to be a leader in furthering the cause of aviation safety. Upon presenting her with the award, NATCA Executive Vice President Trish Gilbert said, "She was tenacious in her advocacy, pushing facilities to conduct their monthly safety discussions. She also graciously and expertly supported the work of the local safety councils."



As Padgett prepares to step into her new role, she wants to ensure that NATCA continues to be on the forefront of safety. "If I can take part in moving the National Safety Committee forward even a percentage of the amount that Steve Hansen did, then I consider that a success," she says. "Steve has been a mentor of mine for many years. Those that know him recognize that his passion for protecting the members and ensuring the process makes sense and is followed is unwavering. Safety is constantly changing and evolving in our profession. I want to ensure our members are always protected."

16th Annual Archie League Medal of Safety Awards Winners' Spotlight

Western Pacific Region: Michelle Bruner and Jamie Macomber, San Diego ATCT (SAN)

Duffy Fainer holds three skydiving world records and has encountered eight parachute malfunctions and one emergency ocean landing in 46 years of jumps. His first in-flight emergency in 15 years of flying airplanes, late in the afternoon of Wednesday, April 22, 2020, gave him a different kind of feeling. But he credits the calm, professional, expert handling provided by San Diego

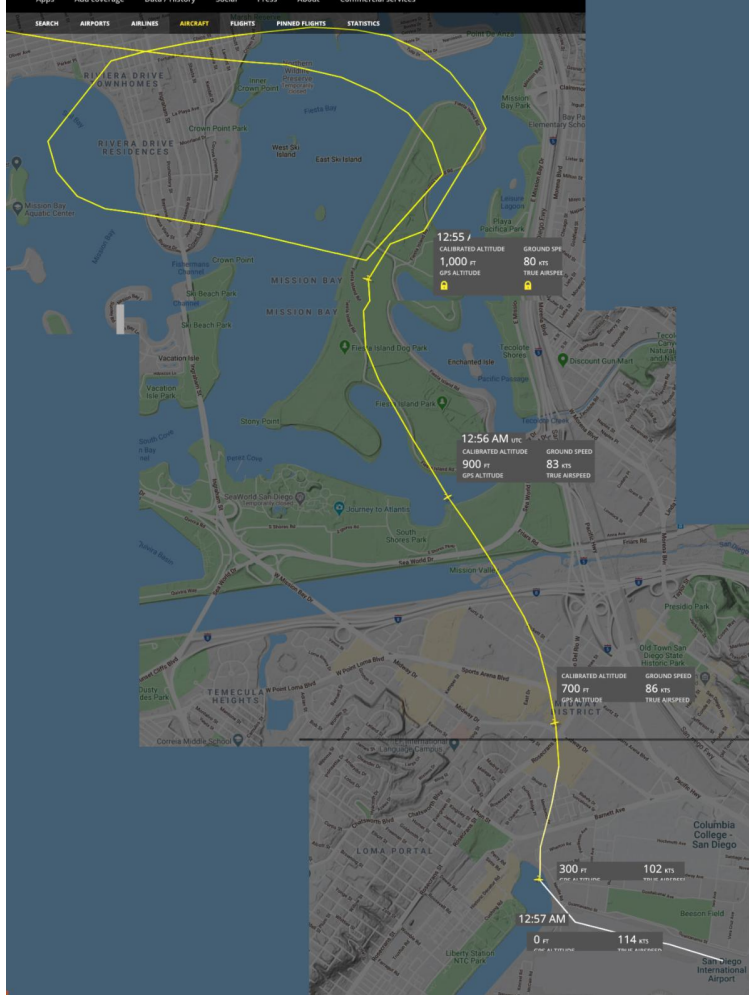


ATCT (SAN) NATCA members Michelle “Shelly” Bruner and Jamie Macomber with helping him to a safe, albeit nerve-rattling, landing.

Duffy’s home airport is Montgomery-Gibbs Executive (MYF, formerly known as Montgomery Field). He departed on his usual route of flight in his Grumman American AA-5A Cheetah, N365PS, heading west of the Miramar Naval Air Station airspace toward the Pacific Ocean. After Fainer crossed over Crystal Pier, located on the ocean just north of Mission Bay, he realized the throttle was not working properly. It was stuck at the 2,000 rpm point, which was enough to enable him to sustain level flight but it wasn’t going to let him climb. Fainer was at 800 feet at that point in a coasting climb that then took him to 1,200 feet but no further.

“I just felt dread because I knew most likely this was not going to resolve itself,” Fainer said. “I knew that I wasn’t in a good position to try and get back to Montgomery Field, which was six miles away. I was stuck at an altitude that I knew I would have had rising terrain on my way back and that didn’t seem like a good idea flying over houses and suburbs and buildings.”

So Fainer called SAN and was immediately soothed by Bruner’s familiar voice. “She said, ‘whatever you need,’” Fainer said, “which gave me a lot of confidence



and sense that somebody was there backing me up despite the fact I was in the cockpit all alone with my sad little airplane.”

“I knew something was up on his first transmission,” said Bruner, the daughter of a Navy mechanic who spent more than five years in the Army before starting her Federal Aviation Administration career 11 years ago. She’s been at SAN for the last 10 years. She noted that Fainer, a professional announcer and host, has a very familiar voice and callsign.

“We’re very familiar with him coming into the airspace but he always calls with all of his requests all at once,” Bruner said. “So this time, when he just called

me with his callsign, I’m like, ‘OK, this is going to be different.’ I think instantly the adrenaline started kicking in. I had to figure out what was going to happen, what’s my plan - A, B, and C.”

On that day, in that month, just weeks after the start of the COVID pandemic, traffic was light at SAN, which worked in Fainer’s favor. But it still required the experience of the tower crew to safely handle this emergency.

Once Fainer said he needed to come in, Bruner and Macomber worked swiftly. Anticipating a possible conflict with normal IFR departure traffic off runway 27, Bruner proactively assigned a heading to SkyWest Flight 3378 to deconflict with Fainer. She also issued a go-around to United Flight 1869, which was on a mile final. Macomber handled the declaration of emergency with the airport and handled coordination with adjacent facilities and the fire crews.

“I think at that point, you’re just listening to what’s going on around you and picking up the loose ends; the little bits that need to be done,” said Macomber, who has also been at SAN for 10 years after working at Oakland Center (ZOA) for the first two years of her career. “Shelly sent the United (flight) around, so I called and let everybody know this guy’s going (around) and why he’s doing it, and then it was about clearing as much room and taking as much of the kind of paperwork part of it off of her as much as possible.”

The rpm gauge started to drop aboard the Cheetah and Fainer didn’t know how long the aircraft would sustain itself in flight. He

had to make a decision before it was too late to glide anywhere. Beneath him was Fiesta Island, just three miles north of SAN. It has a two-mile stretch of sand that terminates into hard-packed dirt where it meets the water.

But Bruner had a better idea: She offered him an uncommon opposite-direction landing on runway 9, saving Fainer time and altitude.



“When she said runway 9 was available, and I was looking at 27 - which was another mile and a half to two miles away if I was going to approach it from that direction - it gave me an option I wasn’t really considering,” Fainer said, “but my hesitation was I didn’t want to tie up their nice big airport. I didn’t want to be ‘that guy’ that left a big smoking hole in the middle of their runway.”

He needn’t have worried. Macomber recalled a similar experience when a military Beechcraft T-34 lost an engine offshore and they had to bring them in to SAN for an emergency landing on runway 9.



Fainer didn’t know the extent of the problem at the time, a detached throttle bearing, which attaches the throttle cable to the carburetor arm like a trailer ball and hitch. All he knew with one mile to go was that he wasn’t sure if he was going to make the airport and if he did, he wasn’t sure how he was going to stop the aircraft.

At 140 miles per hour and downwind, Fainer killed the engine over the Engineered Material Arresting System (EMAS) before the numbers of runway 9, and put the plane into a steep sideslip bank, figuring that sooner or later it would run out of airspeed. He floated for a good mile down the runway. “I was wondering when it was all going to end,” he said. Finally, it did. He put it down and exited at the 7,500-foot mark.

Fainer said that if he had attempted to return to MYF and tried that same maneuver he used to land at SAN, “I would have ended up in the In-N-Out Burger on the other side of the (Cabrillo) freeway.” He repeated one of the important lessons from this incident for other pilots that he wishes to share: Don’t worry about where your car is, or your hangar; worry about landing safely. “If you’re gonna have a drama you want to go to the longest runway, and have as many services waiting for you as possible,” he said.

“We’ve seen a lot of episodes lately where pilots overflew perfectly good airports with the intention of trying to get elsewhere and it didn’t end well for them. That’s

one thing where aviators could do better. And the other thing is we're typically afraid of, or intimidated by, the big Class Bravo airports and don't want to infringe or impose or be a burden. I would certainly encourage aviators, especially after my incident, to ask for help and expect that controllers are going to make getting you down safely as their first priority."

Bruner said she has gone to the Archie League Awards banquet 6-7 times and watched the playbacks of winning events closely. "You always hope that when that situation comes along, that you will be that calm voice; that you will be that helping hand to that pilot," she said.

Added Macomber: "In those moments, your priority is just, 'everything I have to do to make sure this person is safe, let's do that.'"

Fainer, who grew up under the approach path to runway 24 left at Montreal-Pierre Elliott Trudeau International Airport, sparking a love of air traffic control, said he relishes his interactions now with ATC.

"Half of the fun of flying for me now is having a professional and cordial communication with the controllers and making my flight successful in that regard," Fainer said, "not just landing safely but knowing I had a good communication with all the controllers en route."

Western Pacific Region Archie League Winners Podcast



Hear Bruner and Macomber tell their story, and discuss their efforts to guide the Cheetah pilot to a safe landing, in the latest episode of the NATCA Podcast. [Click here](#) to listen.

View the transcript of the podcast [here](#).

NATCA plans to recognize all of the winners at the 18th Biennial Convention in Houston on the evening of Wednesday, May 26, 2021. The flying public doesn't always get to thank aviation safety professionals for the work you do daily, performing with 100 percent accuracy, 100 percent of the time. We at NATCA thank all of you for the work you do, keeping millions of passengers safe daily.



Nov. 30 Deadline Approaching for NATCA Members to Join the Lawsuit for Damages

The deadline is approaching for NATCA members to submit their forms to join the lawsuit for damages for work performed during the December 2018-January 2019 shutdown. A recent court order has directed that any new NATCA plaintiffs must be added to the suit by Dec. 1, 2020. Under the law, this is an "opt-in" lawsuit, meaning that NATCA members won't be included in the case unless they

complete and submit the forms to join. The law firm representing the NATCA plaintiffs (McGillivray Steele Elkin LLP) must receive forms for new NATCA plaintiffs by Nov. 30 in order to process them before the Dec. 1 deadline.

The lawsuit, Baca, et al. v. United States, is currently pending in the United States Court of Federal Claims. The litigation seeks (1) liquidated damages under the Fair Labor Standards Act (FLSA) for the government's failure to timely pay at least the federal minimum wage to affected NATCA members who worked during the shutdown, and (2) liquidated damages under the FLSA for the government's failure to timely pay for any overtime work performed by affected NATCA members during the shutdown. NATCA members may be added to the case for these damages even though they received their pay after the shutdown concluded.

More than 7,500 NATCA members have submitted forms to join the lawsuit and have been added to the case.

If you want to check to see if you're already a part of the lawsuit or have questions regarding the lawsuit, email shutdownlawsuit@natca.net.

In order to be added to the suit, NATCA members (1) **must have worked** during the December 2018-January 2019 shutdown (2) **in an FLSA non-exempt position**. (*FLSA non-exempt positions are those that are subject to the FLSA's minimum wage and overtime requirements. NATCA members can check the FLSA status of their position by reviewing their earnings and leave statements. The FLSA classification of the member's position is indicated in the "Basic Information" box of their statement.*)

Those NATCA members who worked during the shutdown but haven't yet joined the lawsuit and would like to do so must:

1. Download the forms [here](#),
2. Complete the forms,
3. Submit the completed forms by email to sdp@mnelaborlaw.com,
4. Or send the completed forms by U.S. mail to the following address:

**McGillivray Steele Elkin LLP
Attn: Sandy Patel
1101 Vermont Avenue, NW
Suite 1000
Washington, D.C. 20005**

Completed forms MUST BE RECEIVED BY McGillivray Steele Elkin NO LATER than the close of business on Monday, Nov. 30, 2020.

Several other law firms have brought similar suits on behalf of other groups of federal employees. NATCA members should join the NATCA lawsuit **as it presents claims unique to our members' situations** that the other lawsuits do not, and **employees** may only participate in a single suit. NATCA is covering the out-of-pocket costs for the lawsuit, and the attorneys handling the case will receive a contingent fee determined by the recovery.

Deadline for Unum Open Season

Don't Miss Chance to Get This Insurance That Takes the Financial Stress Away



"I would recommend UNUM to anyone who has dependents they are responsible for. Having this extra insurance will help you like it did me — ensuring financial security in the case of any medical issues that might arise."

— William Ryan (PHL)



The current open season to enroll in the NATCA group long-term disability (LTD) program from Unum is scheduled to end on Nov. 30. Unum is the insurance that provides protection and peace of mind in the event you lose your medical or are disabled. Having insurance grants peace of mind when the unexpected happens. Don't miss this opportunity to enroll.

Philadelphia ATCT (PHL) member and staff specialist William Ryan encourages all NATCA members to sign up for Unum during this open enrollment season:

"I have had Unum disability insurance since 2007. It has allowed me to make ends meet and help to take the financial stress away. I never thought I would need this, and wow, has it helped me with the time I have missed at work over this last year. I easily filed a claim with Unum in March 2019 and was helped by the NATCA disability team. I would recommend Unum to anyone who has dependents they are responsible for. Having this extra insurance will help you like it did me — ensuring financial security in the case of any medical issues that might arise."

Visit natcadisability.com for more information and to enroll.

We are proud of the amazing benefits package that we offer our members, with one of the most valuable being the long-term disability (LTD) insurance from Unum. You've seen the member testimonials these past few weeks in NATCA's member publications and on social media. Today, we have a new video with an important message below:

HANDLE WITH CARE.

This is the package NATCA delivers to you. Will you protect it?



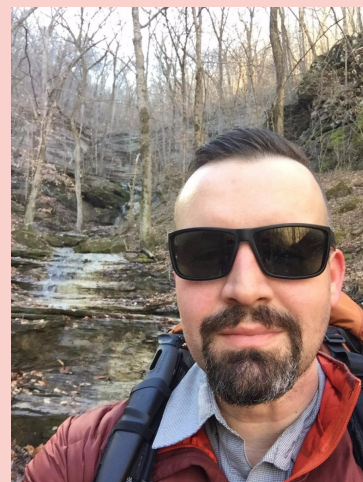
OPEN ENROLLMENT NOW | NATCADISABILITY.COM



Unum Prize Drawing Winner at ZID

Each week, NATCA holds a prize drawing from the members who have signed up for the Unum LTD insurance. This week, we would like to congratulate Indianapolis Center (ZID) member Robert Vaughan.

"I heard about Unum at work and received a mailer as well," said Vaughan. "The decision was easy to make and provided me the peace of mind while moving forward in my career. I appreciate having a NATCA contact available for this benefit. I had a small issue with enrolling and received a very quick response on how to fix the issue. I feel that every NATCA member should take advantage of this program."



Congratulations Robert. Thank you for supporting and participating in this important NATCA benefit. Members not enrolled should [sign up today](#) to participate and be entered into upcoming drawings.

NATCA Charitable Foundation Announces its Volunteer of the Year Award Winner

The NATCA Charitable Foundation (NCF) was founded Aug. 15, 1994, by a small group of dedicated volunteers in Fort Worth, Texas. They had a passion for helping others



and making a difference to those in need. Nearly three decades later, that vision lives on. NCF could not do this amazing accomplishment alone.

The Cathy Meachum NCF Volunteer of the Year Award recognizes someone each year that embodies everything the charity represents. NCF is a volunteer army, and this award recognizes a volunteer who goes above and beyond for NCF throughout the year.

"When the NCF Board met last year, there was no question who was deserving of this award," said NCF Chair Corrie Conrad. "This individual shows up at the beginning of an event and is one of the last to leave. She consistently asks, 'What can I do? Is there anything else that needs to be done? Does anyone need help?' She works tirelessly with a ridiculous work ethic, while constantly making us laugh. Her infectious laugh can be heard across the ballroom at events. She reminds us that even when we are exhausted, there's always time to smile. She has a heart of gold with concern for the success of this charity. She is always focused on how we can be better and how NCF can leave a positive print on our world. We are blessed to have this amazing woman volunteering her time, energy, and passion, to further the cause of NCF, making a difference.



"It is with great pleasure that we recognize Portland TRACON (P80) member Kim Beckett as NCF's Volunteer of the Year. Congratulations Kim!"

NCF Introduces New Step Challenge Campaign



Stride with NATCA pride into 2021 with the NATCA Charitable Foundation (NCF) step challenge! Registration opens Dec. 4 for \$25, to benefit NCF.

Stay tuned to NATCA and NCF communications for more details and the sign up link soon!

Open a SkyOne Account to Help
Raise Money for Your Local

SkyOne Federal Credit Union is offering a unique opportunity to raise money for facility local accounts that bank with them: a \$1,000 incentive that will be deposited directly to your local account.



What do you need to do to help your local get this bonus? Sign-up for an account by or before Dec. 31. This is for a new member account only, and any local that did not hit the bonus in October is eligible to continue towards that goal. SkyOne will count the number of accounts received toward the 20 needed. Additionally, just for signing up with SkyOne, you will receive a \$25 Amazon e-gift card as a welcome offer.

To open a new account with SkyOne, follow the steps below:

- [Click here](#) or use the link, <https://refer.skyone.org/dina>.
- Enter your email and click GET STARTED.
- Click on the first eligibility option and enter NATCA, or the second eligibility box for family (children or spouse).
- Select YES in the promo code section and enter the facility/local three letter/number identifier.
- Enter Dina Earl in the “How you heard about us” field.
- Send your local FacRep a message that you completed the application. You can also send a message to Dina Earl, dearl@skyone.org.

At least 20 members need to join from their respective local in order for the local to receive a \$1,000 deposit. Additionally, the local will receive \$10 for each member over the number needed (20) to join.

SkyOne Account Q&A

Does it have to be a local member?

No, it can be a friend or family, just make sure they select YES in the promo code section and type in the local 3 letter/number identifier.

I am already a member, can I open a second account to qualify?

No, it has to be a new primary owner name, however you can be joint on a family members account and qualify.

What is the minimum deposit?

You need to deposit \$5 in a savings account, and \$20 in a checking account.

Can I just open a savings account to qualify?

Yes.

Can I open accounts for my children or grandchildren?

Yes, if you don't already have one established, you can open accounts for your children and grandchildren. An adult will need to be joint on all minor accounts and children 13 and over are able to have a checking account. Same deposit requirements as above.

What if my local doesn't bank with SkyOne?

You can talk to your local leadership and the local can apply for SkyOne membership in the same time frame as the promo to participate.

What if my local doesn't want to move the local account over to SkyOne?

You can always put "NCF" (NATCA Charitable Foundation) in the promo code. NCF already banks with SkyOne and has achieved the \$1,000 promo. SkyOne will donate \$10 for each new account that uses the NCF promo code.

When do I get the welcome offer \$25 Amazon e-gift card?

30 days after the new account is opened (not entered).

Additional account questions?

Please contact Dina Earl directly at dearl@skyone.org or 310-487-1680.

Good luck and let's raise more money for NATCA locals!

National Office Staff Employee Spotlight: Lisa Head

We have an amazing National Office staff that our membership can be very proud of. They come to work each day – and currently are working remotely – committed to providing our members with the very best service and representation in organized labor. Today, we feature Membership Services Coordinator Lisa Head. Thank you for all you do, Lisa!

Where are you from, or what places have you lived?

Head: I was born and raised in Washington, D.C. I currently live in Maryland.

Where did you go to school, or what other education do you have?

Head: I graduated from the University of Maryland University College with a Bachelor of Science in Business Management and Management Studies.

How did you come to work at NATCA?

Head: After working for a mental health organization for many years I was ready for a change. I had various temporary positions and the staffing agency I was working for was so eager to place me on an assignment with NATCA. I was with NATCA briefly in 2015 as a temp. I worked other temp positions in Washington, D.C., until I was placed on another assignment with NATCA in 2016. I became a permanent employee in 2016, and I have been enjoying my time at NATCA ever since.

What's the most rewarding part of being a member of NATCA's staff?

Head: The most rewarding part of being a member of NATCA's staff is meeting the needs of our members. I admire how hard my colleagues work and go the extra mile to get the job done.

Do you have any hobbies or any other activities you enjoy outside of your work for NATCA?



Head: I love to visit the Smithsonian museums, visit the Kennedy Center for various performances, see a good movie at the theatre, read, draw, go shopping, and I love to cook.

Has there been a favorite moment for you while at NATCA?

Head: My favorite moment at NATCA is having the opportunity to greet our visitors each day.

NATCA Academy Virtual Learning

The NATCA Academy Virtual Learning program continues. We hope that you will take this opportunity to learn more about your Union, your rights, and how you can become more active in the areas that interest you.

[Full Academy Virtual Learning schedule and class descriptions here](#)

Below is the schedule of upcoming classes for the remainder of the year. Register [today](#).

NATCA
ACADEMY
VIRTUAL
LEARNING



Sign up at
[portal.
natca.org](http://portal.natca.org)



MON
NOV 30

1:00 pm EST
SMS Webinar
(60 min)

TUE
DEC 15

2:00 pm EST
NATCA 101
(120 min)

Union Members Feature: Retail, Wholesale and Department Store Union

We continue 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 Retail, Wholesale and Department Store Union (RWDSU).

Due to the global pandemic, many RWDSU members have been laid off and are out of work. Others continue to work in such essential industries as health care and nursing homes, supermarkets, drug stores, and food processing. As the holiday shopping season looms before these workers in what has already been a difficult year for many of them, learn about all the resources, health information, and benefits that RWDSU has been providing its members. [Click here](#) for more information.



Operation Traffic Counts Across the U.S.

Aviation System Performance Metrics (ASPM)

TUESDAY, NOVEMBER 17, 2020

ASPM77 Airport Ops

-57.0%

23,541 CURRENT OPS
54,762 SEASONAL AVG

Core Airport Ops

-60.8%

13,820 CURRENT OPS
35,212 SEASONAL AVG



Center Ops

-39.2%

var from baseline

71,441 CURRENT OPS

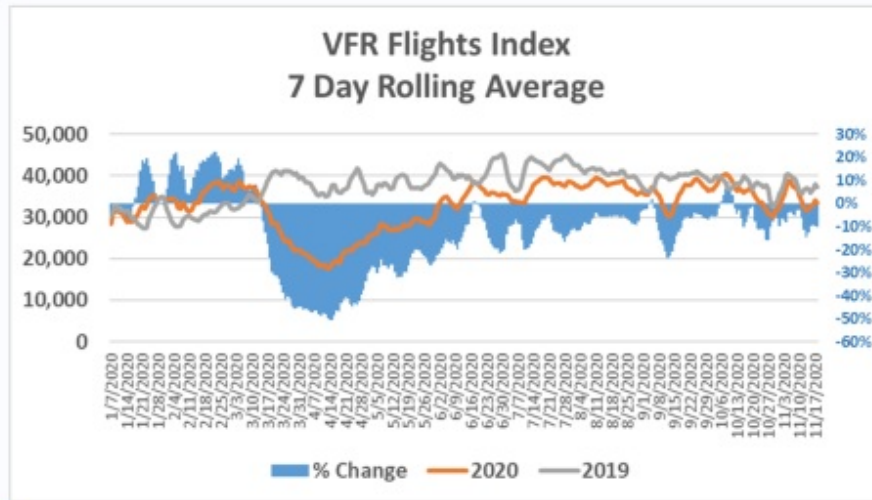
Top 7 TRACONs

-38.4%

var from baseline

18,797 CURRENT OPS

SOURCE: Federal Aviation Administration



Last Retirement Webinar of the Year: Dec. 7

The final retirement seminar of the year has been merged and reformatted to be a webinar due to the COVID-19 national emergency. It is open to any member nationwide.



Dec. 7: 2 - 8 p.m. EST

To register, use the NATCA Portal, portal.natca.org. Click on the “events” tab in the main menu at the top of the screen.

For questions or any problems with registration, please contact Lisa Head at the National Office: 202-628-5451 or lhead@natcadc.org.

IT Committee Tech Tips

New Mac OS: Apple recently released its latest operating system: OS 11 or Big Sur. The NATCA IT Committee has tested the new operating system to confirm it is compatible with NATCA’s various services and applications (i.e., UnionWare, GATS, Microsoft Teams, etc.). We determined that NATCA’s services and applications seem to be working with the new operating system. However, we did identify one possible concern. We had an older machine stop working after we installed the new operating system on



it. Research showed this might be a more widespread problem. Therefore, if you have an older Mac (from 2014 or earlier), you may not want to upgrade at this time. But if you have a newer machine, we have no indication that this OS 11 Big Sur upgrade will cause issues at this time.

Outlook Update: There also is a new version of Outlook for Mac. While the servers that host NATCA's natca.org accounts are compatible with this updated version of Outlook, at this time, the servers that host NATCA's natcad.org and natca.net email accounts are not compatible. Since this software update is not a mandatory, NATCA members and staff may want to hold off on upgrading until all of NATCA's email servers are supported.

If you have questions about these issues or any other IT matter, contact the ITC members at: itc@list.natca.net.

NATCA Member Resources

Families First Coronavirus Response Act (FFCRA) MOU

On May 8, NATCA and the Federal Aviation Administration (FAA) signed a memorandum of understanding (MOU) regarding Human Resource Policy Manual (HRPM) Policy Bulletin 115, Paid Leave under the Families First Coronavirus Response Act (FFCRA). Policy Bulletin 115 and the MOU specifically address the

FAA's implementation of FFCRA, which was signed into law on March 18. FFCRA provides expanded paid leave options for NATCA bargaining unit employees (BUEs) who have been affected by COVID-19. FFCRA provides two forms of paid leave: Emergency Paid Sick Leave and Expanded Leave under the Family and Medical Leave Act (FMLA), which can be utilized for the employee's own health needs or to care for family members.



Emergency Paid Sick Leave quick reference guide [here](#).

Expanded FMLA Leave quick reference guide [here](#).

FFCRA Frequently Asked Questions can be viewed [here](#).

Download the full MOU [here](#).

Download only the FFCRA leave request form attachment [here](#).

Comparison of the Emergency Paid Sick Leave and Expanded FMLA Leave [here](#).