



Paul Rinaldi & Trish Gilbert **TEAM UPDATE**

Dear Brothers and Sisters,



Founded by the National Society of Professional Engineers in 1951, Engineers Week is dedicated to ensuring a diverse and well-educated future engineering workforce by increasing understanding of and interest in engineering and technology careers.

NATCA represents more than 1,300 members in our Engineers & Architects (E&A) bargaining unit who design, construct, or remodel air traffic control (ATC) facilities and replace aging National Airspace System (NAS) equipment. E&A is the largest component of NATCA's Region X.

Our Union's second-largest bargaining unit remains one of our greatest organizing success stories. This week and every week, we salute our E&A sisters and

brothers for working to keep the flying public safe. Thank you for the work you do!

NATCA celebrates this week and applauds our union brothers and sisters across the country and around the world making a difference as engineers. From our union family members in the International Federation of Professional and Technical Engineers (IFPTE), the International Union of Operating Engineers (IUOE), the Marine Engineers' Beneficial Association (M.E.B.A.), and across the ranks of many of our other fellow AFL-CIO affiliates, we recognize and thank you for your countless contributions advancing technology in all walks of life for all humanity.



Visit discovere.org for ways to celebrate



Visit <http://www.discovere.org/content/celebrate-engineers-week#overlay-context=our-programs/engineers-week> for ways to celebrate. #Eweek2020

In Solidarity,

Paul and Trish

Brad Davidson Assumes Region X Vice President Position as of January 1



In accordance with Article IV, Section 7 of the NATCA Constitution, Brad Davidson, P.E. (Engineer, EGL) was appointed by the NATCA President and approved by the NEB to be the Region X Vice President (RVP). Brad assumed the responsibilities as RVP as of Jan. 1.

Brad Davidson has been with the FAA since 2003, working for the Airports Division in Detroit. Brad is an Environmental Protection Specialist and has held duties as a community planner, program manager, passenger facility charge specialist, and state block coordinator.

Brad answers several questions below:

When did you join NATCA and what roles have you had?

After working at the FAA for several months, I was approached by our local representative, who educated me about NATCA. I joined in 2004. My first role in NATCA was as the Detroit Airports District Office local representative. Being involved at the local level and being exposed to NATCA's national efforts from our then RVP Mike MacDonald inspired me to become more involved. I have been the Airports Division Representative since 2016, and it has been extremely rewarding to represent the hard-working professionals in airports

that are located all around the United States. With the new decade comes new challenges and being appointed as the Region X RVP is truly an honor.

What inspired you to take on leadership roles in NATCA? How did your first role help you to understand what being active was about, and inspire you to take on additional roles throughout your career?

I first became involved as the local representative because I witnessed first-hand many of my peers being overlooked for promotions, raises, and superior performance recognition. It was readily apparent to me that many of my peers needed an active voice and an advocate on their behalf. Additionally, local management was clearly overstepping their bounds with the implementation of our collective bargaining agreement (CBA) and picking and choosing, like ordering off a menu, the articles they wished to recognize. We clearly needed someone to push back, and I was ready to fill that role. Once you become involved and active in NATCA, you get to see a much larger picture of the influence and power of our Union. Attending NATCA in Washington and Communicating For Safety really opened my eyes to the professionalism of the organization, our focus on all of our professions, and the vision for the future.

What are the biggest issues that your fellow Region X members talk about? How do you plan to address their concerns?

Region X is extremely diverse in the professional disciplines we all fulfill for the Agency. That diversity is both an asset and a challenge from a representation standpoint. We have many localized issues, line of business challenges, and national items that need to be addressed. To put this in context, we have approximately 120 different work codes for our professional roles with the Agency.

Similar to any labor/management relationship, we experience management overreach and control issues. Many issues can be overcome through the education of what the CBA actually has agreed to and the intent of each article. Some of Region X's issues include allowing our members to work flexible work schedules, empowering the employees to do their jobs without being overly micro-managed, and in many cases, management that does not have the education or experience to understand what our workers' jobs truly entail. Many of the issues in Region X that need to be addressed will be best served by increased collaboration with the Agency and holding both our membership and FAA management accountable to fulfilling our obligations for the CBA.

What goals do you have as you serve as RVP and represent your region?

We all are witnessing very troubling actions being taken against other unions in the federal government. The current CBAs between NATCA and the FAA for the Region X membership are set to expire in July 2021. My main focus as it relates to the CBA is being fully prepared as a collective body to address the challenges or potential opportunities that we will face during our future negotiations. In order for Region X and NATCA to be fully successful in this effort, our membership in Region X must be as strong as possible. Continuous education of the workforce and recruiting new members is vitally important to our collective future.

One of my primary objectives as the RVP is to leave my representative role for our membership and NATCA in a stronger place than when I began, and I am committed to doing everything possible to make that a reality for our Union.

How do you juggle your home life with being so active in NATCA?

I am lucky to have an extremely supportive family who believes in what NATCA is doing to protect our labor force and elevate our professions. The time commitment for the RVP role can be overwhelming, so when we do have dedicated family time, we have a commitment to focus on the family and avoid distractions in order to improve the quality of our time together.



Anything else you wish to share?

I am extremely honored to serve as the RVP for the Region X membership. We have the most diverse workforce in the Agency that is located across the entire nation and U.S. territories, and we are involved in every aviation-related activity in the National Airspace System. Our membership is educated, dedicated, direct, and in my opinion, are hands down the best employees in the entire federal government workforce.

2020 Election of National Representatives: Nomination Information and Election Timeline

The biennial election of National Representatives provided for in Standing Rule H-1 of the NATCA Constitution will occur over the next few months. National Representatives will be elected to two-year terms that begin on Sept. 1, 2020.

The following bargaining units within NATCA Region X will elect National Representatives: (1) Drug Abatement Inspectors and Investigators (AAM-800); (2) Aircraft Certification Services (AIR); (3) En Route Automation; (4) Terminal Automation; (5) Airports (ARP); (6) Office of Chief Counsel (AGC); and (7) Flight Service (FSS).

A summary of the important dates for the election of the National Representatives is as follows:

- Feb. 19 | Mailing of Notice of Election, Election Rules, and Request for Nominations
- April 1 | Nominations due to National Office by 5 p.m. EDT
- May 1 | Nomination acceptances due to National Office by 5 p.m EDT
- May 15 | Mailing of ballots to members
- June 17 | Deadline for duplicate ballot requests
- June 30 | Ballots due to P.O. Box in Washington, D.C.
- July 1 | Ballot collection and tally
- Sept. 1 | National Representatives commence two-year terms

Members with questions about this election should contact Region X Regional

Vice President Brad Davidson at bdavidson@natca.net; NATCA General Counsel Marguerite L. Graf at mgraf@natcad.org; or NATCA Assistant General Counsel Magen Stevens at mstevens@natcad.org.

[Click here](#) to read complete election rules for the nomination of the National Representatives.

New Guidelines for Reimbursements of Payment Apps

The NEB recently adopted guidelines governing the use by locals of mobile payment apps (such as Venmo or Cash App) as the means to reimburse members for appropriate union-related expenses, rather than traditional reimbursement by means of a paper check. Adoption of these guidelines was in response to the recognition that many members now primarily or solely utilize mobile payment apps for their banking. The guidelines, [attached to this message](#), will be incorporated in NATCA's Expense Reimbursement Policy.

Before utilizing mobile payment apps for reimbursement, locals must: (1) notify their regional Finance Committee member and (2) participate in a remote training via telephone conference call with the National Office.

Initial trainings will be offered on the following dates:

- Tuesday, March 3, at Noon EST
- Thursday, March 12, at 3 p.m. EDT

Please register for the training you wish to attend [here](#). If you have questions about the guidelines or upcoming training schedule, please contact Assistant General Counsel Magen Stevens at mstevens@natcad.org.

Air Traffic Services (ATS) Field Structure Evolution Memorandum of Understanding

[Click here](#) for the signed agreement regarding the implementation of what the Agency is calling the Air Traffic Services (ATS) Field Structure Evolution. This initiative replaces the Agency's ATS Field Realignment that was implemented on Oct. 1, 2018. The ATS Field Structure Evolution was implemented on Feb. 16.

The agreement represents a return to the Agency's management structure that existed prior to Oct. 1, 2018, for the Staff Support Specialists (SSS) and Traffic Management Unit (TMU) bargaining unit employees. There is no change for other NATCA-represented bargaining unit employees.

2020 Retirement Seminar and Webinar Schedule

One of the most important member benefits that NATCA provides you is expert planning

and guidance about your retirement. This year, we are pleased to offer you retirement seminars in 28 cities, provided by 4 Square Financial Literacy Partners, Inc. The format has changed, and both dates (two per city) present the same information. Either dates are available to all members, which adds flexibility.

The full schedule is below. Additionally, five retirement webinars are scheduled: April 9, May 15, July 9, Aug. 27, and Dec. 5. They each begin at 10 a.m. Central time.

To register for both the seminars and the webinars: use the NATCA

Portal, portal.natca.org. Click on the "events" tab in the main menu at the top of the screen. First time using the Portal? [Click here](#) to register. Forgot your username or member number? [Click here](#). Forgot password? [Click here](#).

For more information, [please click here](#). For questions or any problems with registration, please contact Lisa Head at the National Office: 202-628-5451 or lhead@natcad.org.

2020 Seminar Schedule:

April 21 Portland, Ore.	April 22 Portland, Ore.	April 28 Houston	April 28 Lubbock, Texas	April 29 Houston
April 29 Sacramento, Calif.	April 30 Sacramento, Calif..	May 12 Westbury, N.Y.	May 13 Westbury, N.Y.	May 13 Atlanta
May 14 Atlanta.	May 19 Los Angeles	May 20 Los Angeles	June 2 Jacksonville, Fla.	June 3 Jacksonville, Fla.
June 4 Cincinnati	June 5 Cincinnati	June 9 Knoxville, Tenn.	June 10 Knoxville, Tenn.	June 10 Chicago
June 11 Chicago	June 24 Charlotte, N.C.	June 25 Charlotte, N.C.	July 14 Denver	July 14 Seattle
July 15 Denver	July 15 Seattle	July 16 Renton, Wash.	July 17 Renton, Wash.	Aug. 18 Omaha, Neb.
Aug. 18 Minneapolis	Aug. 19 Omaha, Neb.	Aug. 19 Minneapolis	Sept. 10 Leesburg, Va.	Sept. 11 Leesburg, Va.
Sept. 15	Sept. 16	Sept. 29	Sept. 30	Oct. 1



SAVE THE DATE

YOUR 2020 RETIREMENT BENEFIT BRIEFINGS HAVE BEEN SCHEDULED!

FINANCIAL LITERACY WORKSHOPS CREATED EXCLUSIVELY FOR NATCA MEMBERS!

2020 APPROVED LOCALES AND DATES		
PORTLAND, OR: 4/21-4/22 HOUSTON, TX: 4/28-4/29 LUBBOCK, TX: 4/28-4/29 SACRAMENTO, CA: 4/29-5/1 WESTBURY, NY: 5/12-5/13 ATLANTA, GA: 5/13-5/14 LOS ANGELES: 5/19-5/20 JACKSONVILLE, FL: 6/2-6/3 KNOXVILLE, TN: 6/9-6/10 CINCINNATI, OH: 6/9-6/10 CHICAGO, IL: 6/10-6/11 CHARLOTTE, NC: 6/24-6/25	SEATTLE, WA: 7/14-7/15 RENTON, WA: 7/16-7/17 DENVER, CO: 7/16-7/17 SAN FRANCISCO, CA: 7/16-7/17 KANSAS CITY, MO: 7/16-7/17 CLEVELAND, OH: 7/16-7/17 PITTSBURGH, PA: 7/16-7/17 MINNEAPOLIS, MN: 7/16-7/17 LEESBURG, VA: 9/10-9/11 RICHMOND, VA: 9/10-9/11 SAN ANTONIO, TX: 9/10-9/11 FORT WORTH, TX: 9/10-9/11 DALLAS, TX: 9/10-9/11 HOUSTON, TX: 9/10-9/11	ANN ARBOR, MI: 10/15-10/16 INDIANAPOLIS, IN: 10/15-10/16 COLUMBUS, OH: 10/15-10/16 MIAMI, FL: 10/15-10/16 ST. LOUIS, MO: 10/15-10/16 PHILADELPHIA, PA: 10/15-10/16 BALTIMORE, MD: 10/15-10/16 WASHINGTON, DC: 10/15-10/16 NEW YORK, NY: 10/15-10/16 BOSTON, MA: 10/15-10/16 CHICAGO, IL: 10/15-10/16 SAN FRANCISCO, CA: 10/15-10/16

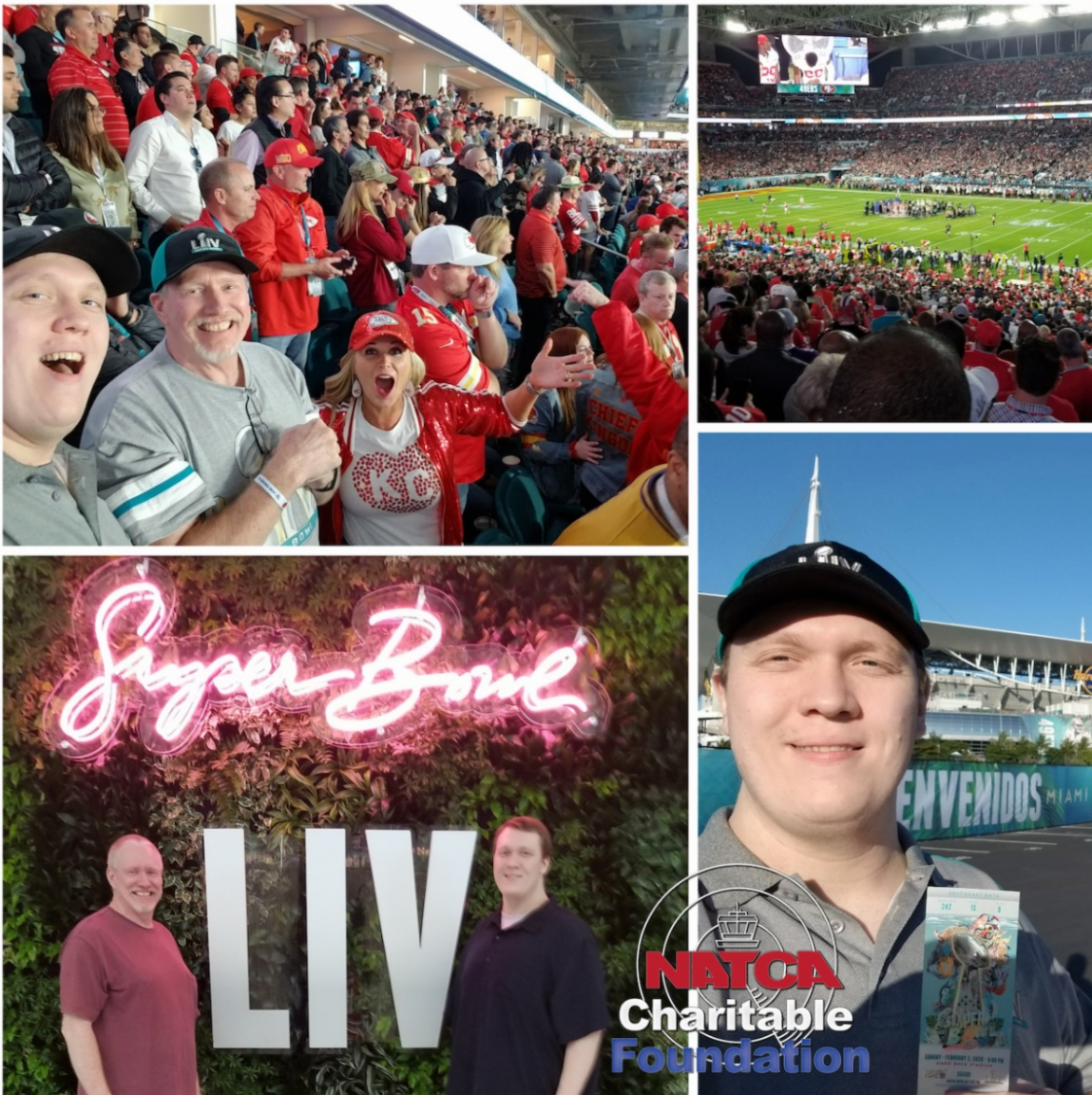
TO REGISTER VISIT portal.natca.org

PERSONALIZED BENEFIT ESTIMATE FOR PARTICIPANTS PAID FOR AS AN EXCLUSIVE BENEFIT FOR NATCA MEMBERS. YOU WILL NEVER BE SOLICITED OR SOLD ANYTHING...EVER!

FOR ANY QUESTIONS OR PROBLEMS WITH REGISTRATION,
CONTACT LISA HEAD, STAFF SUPPORT SPECIALIST II:
(202) 628-5451 OR lhead@natcad.org

Kansas City, Mo.	Kansas City, Mo.	Cleveland	Cleveland	Pittsburgh
Oct. 2 Pittsburgh	Oct. 6 Indianapolis	Oct. 7 Indianapolis	Oct. 20 Nashua, N.H.	Oct. 21 Nashua, N.H.
Oct. 22 Burlington, Mass.	Oct. 23 Burlington, Mass.	Nov. 10 Juneau, Alaska	Nov. 11 Juneau, Alaska	Nov. 17 Dallas
Nov. 17 Honolulu	Nov. 18 Dallas	Nov. 18 Honolulu	Dec. 3 Miami	Dec. 4 Miami

Winner of the NCF Super Bowl Tickets Shares His Experience



NATCA Portland TRACON (P80) member Marcus Worthen, winner of the NATCA Charitable Foundation's (NCF) Super Bowl raffle package, had never been to a professional football game before he took his dad as his guest to watch the Chiefs seal their first title in 50 years at Super Bowl LIV.

“It was an amazing experience and I'm very glad I seized the opportunity to give to NATCA Charitable and the chance to win it,” Worthen said. “I was able to get time off and I took my dad with me to Miami. He was ecstatic that we got to go.”

The raffle raised \$17,850 for NCF and will go back to our #NATCAfamily's local communities through the foundation's work. As part of his prize package, Worthen won two tickets to the Super Bowl, a three-night hotel stay, and two tickets to the NFL players pre-game tailgate party, which was Worthen's favorite experience besides the game itself, “which was unbelievable,” he said.

“There was a great outdoor area that included open bars and several food carts that were catered by celebrity chefs like Guy Fieri and the food was phenomenal,” Worthen said. “The main stage featured ESPN SportsCenter host Sage Steele interviewing NFL players about their experiences and of course the Super Bowl itself. The atmosphere and energy with all of the people was absolutely electric and was a perfect way to get hyped for the game.

“I really appreciate everyone that was involved with the raffle and helping me in Miami. NATCA, the NATCA Charitable Foundation, of course, and John Glynn from Union Labor Works.”

“Overall it was one of the coolest and most exciting things that has happened to me.”

NCF continually seeks out programs and areas of need that are being overlooked or under-funded in order to make the most of donated dollars. NCF's 100 percent volunteer organization has maintained an operating expense ratio below 5 percent since 1998. Donate today: <https://squareup.com/store/natca-charitable-foundation>.

NCF Raises Money at 2020 Solidarity Cup



Members of the 2020 NATCA golf team included Team Captain Kyle Kirchheiner (Fort Lauderdale ATCT, FLL), Mike MacDonald (retired member), Phil Hughes (retired member), Steve Weidner

(retired member), Jim Ullmann (retired member), Andy Lewis (retired member), Moe Scoville (retired member), Steve Abraham (retired member), Woody Camp (San Juan CERAP ZSU), Josh Goolsby (Houston TRACON, I90), Brian VanDeBerg (Minneapolis Center), Ryan Bertsche (Oakland Center, ZOA), Chris Evans (Jacksonville Center, ZJX), Sean Carreras (Southern California TRACON, SCT), Dacus Grant (ZJX), Sean Davis (SCT), Paul Bugarin (SCT), Steve Spinks (SCT), Jon Bergstrom (SCT), Kevin Maney (New York TRACON, N90), Bob Aitken (Engineers/New England, ENE), and Stan Parulski (Pensacola TRACON, P31).

The Solidarity Cup between NATCA and Prospect ATCOs' Branch was hosted at the Kiawah Island Golf Resort in South Carolina at the beginning of this month. This was the second Ryder Cup-style golf tournament between the two groups. It was previously held in Wales, United Kingdom, in 2018. NATCA was once again successful in bringing home the solidarity cup, and the Solidarity Cup Trophy will be displayed at the National Office.



"Our air traffic brothers from the U.K. did well, but our NATCA team was just too strong," said Southern Regional Vice President Jim Marinitti. "The event was lots of fun and solidarity for all the participants. The courses at Kiawah Island near Charleston are amazing."

Through the golf tournament, the NATCA Charitable Foundation (NCF) raised over \$10,000 through a silent auction, mini-games, hole sponsorships, and a raffle. "The NATCA golf team did all of the fundraising and events to raise money for NCF," said NCF President Corrie Conrad, Portland ATCT (PDX). "On behalf of NCF, I would like to thank them for all of their time and efforts to make the NCF fundraisers successful."

OSHA Committee Webinar on Drinking Water Testing

The NATCA OSHA Committee's next one-hour webinar, on Feb. 26 at 1 p.m. EST, will be about drinking water testing. The webinar, with Geoff Bacci, CIH, will explore things we can do to make sure the testing is accurate as well as the follow-up needed if results are above action levels.

NATCA members are covered by a contract that requires drinking water testing every three years and more often if there is a reason to believe water quality is compromised. We have learned a lot from testing data, like what year buildings are problematic and how usage patterns affect water quality.

NATCA representatives can help by witnessing the testing protocol. For the lead and copper samples to be accurate, we need a period of non-use. We have to ensure samples are "first flush."

Please join us on Feb. 26. Register here: <https://forms.gle/Mxd5pNG43ZQQm9Wm8>.

