



## Paul Rinaldi & Trish Gilbert **TEAM UPDATE**

Dear Brothers and Sisters,

At a Labor Day event prior to the election, newly inaugurated President Joe Biden told the AFL-CIO that he would be the “strongest labor president you’ve ever had.” We take him at his word and look forward to working with him to advance the interests of our members, the National Airspace System, and the labor movement. Already, during his first few days in office, President Biden began making improvements for workers and unions.

[President Biden revoked several Executive Orders \(EOs\)](#) issued by the former president that were very harmful to federal employees. Those EOs had multiple negative effects, including:

1. Expediting the process for removing federal employees in performance-based adverse actions;
2. Reducing the use of union representational official time government-wide and charging unions for office space in federal buildings;
3. Reducing the subjects agencies and unions can negotiate; and
4. Reducing the time it takes to negotiate a collective bargaining agreement and reducing the costs contained within them.

EOs 13836 and 13839 directed agencies to reopen collective bargaining agreements and impose unfavorable terms on federal workers while encouraging agencies to adopt policies that erode fairness concepts such as progressive discipline, performance improvement plans, seniority, and grievance filings for performance appraisals. Those EOs, among other things, prevented NATCA and the FAA from negotiating settlement in disciplinary cases once the final decision on discipline had been issued by the deciding official. They are now revoked.

EO 13837 gutted official time for federal unions and required unions to pay for office space on federal property. Because none of our CBAs were subject to renegotiation since that EO was implemented, it had not yet gone into effect for NATCA. However, the EO would have posed a serious risk to our ability to represent our members once those CBAs were scheduled to be renegotiated. The former administration unilaterally implemented, and the Federal Service

Impasses Panel ordered, the imposition of these terms on several union workforces throughout the federal government in the last three years. NATCA was fortunate to avoid this process and now will not be subject to the harms contained in this EO.

On his first day in office, President Biden also issued an EO requiring the wearing of masks in federal buildings and on federal property. The EO further established a task force to create testing, contact tracing, air filtration, vaccination prioritization, and other processes to ensure the safety of federal employees including our members. While we presently have a negotiated agreement regarding face coverings in the workplace that applies to all FAA employees, we will work with the FAA to determine what if any changes are necessary to that agreement to align it with President Biden's EO. In addition, we look forward to working with the FAA to develop a vaccine distribution plan for all essential front-line workers who volunteer to receive the vaccine.

Having support for worker safety in the Oval Office will highlight these issues going forward and will ensure they are priorities for all employees. During the Labor Day event, President Biden also said of changes brought on by the coronavirus pandemic, "people all across our country have a new appreciation for just how essential unions are. Unions are why so many today have health insurance and sick leave, why so many have a voice in the workplace and our democracy."

In addition to his support for workers' rights, our health and safety, union rights, and collective bargaining, President Biden also has made a commitment to infrastructure. He has [nominated former South Bend, Ind. Mayor Pete Buttigieg to be Secretary of Transportation](#). Buttigieg will serve as President Biden's lead on infrastructure, including aviation infrastructure, with a major focus on supporting well-paid union jobs and Buy-America provisions. Secretary-nominee Buttigieg spoke about these priorities in his confirmation hearing before the Senate Commerce, Science, and Transportation Committee. [President Biden has also nominated Boston Mayor Marty Walsh to be Secretary of Labor](#). Mayor Walsh is a journeyman member of the Laborers International Union of North America (LIUNA), former local LIUNA president, and former president of the Boston Building and Construction Trades Council.

We look forward to working with these two Secretaries, and the many other appointees of the Biden Administration, to protect and support our members in and outside of the workplace.

In solidarity,

Paul and Trish

## **18th Biennial Convention in Houston Rescheduled for Aug. 10-12**

The National Executive Board has concluded that in order to hold the biennial convention where it is safe for our members to travel and gather, we

once again must reschedule the event, which had been scheduled for May 25-27, 2021. The new dates are Aug. 10-12, 2021 at the Marriott Marquis in downtown Houston.

We plan to hold the opening reception on the evening of Aug. 9, a NATCA Charitable Foundation solidarity event on Aug. 10, and the closing event on the evening of Aug. 12. We will also proudly host the 16th annual Archie League Medal of Safety Awards presentation on Aug. 11.



**Questions:** If anyone has questions or would like more information about the 18th Biennial Convention, please email the Houston Convention Committee at [Houston2020Reg@natca.net](mailto:Houston2020Reg@natca.net).

Here is more important information regarding the rescheduled convention:

**Event Registration:** If you are already registered for Convention, there is no need to register again. All current registrations are still valid and have been carried over. If you need to cancel your registration because you cannot make the new dates, please log in to your existing convention registration to make the cancellation. If you canceled your registration or are now interested in going to the Convention, you will need to register. [Register or modify existing registrations here](#).

**Hotel Reservation:** All past hotel reservations have been canceled. There is no need to contact the hotel to cancel. Everyone who previously made reservations will need to make a new hotel reservation. [Reserve rooms here](#).

**Amendments and Resolutions:** As a result of the rescheduling of the Convention, the time period to submit proposed amendments to the NATCA Constitution and/or resolutions for consideration at the Convention has been extended. In accord with Article XIV, Section 1 of the NATCA Constitution, this new date for the submission of proposed amendments is 120 days prior to the beginning of the Convention (Tuesday, Aug. 10, 2021). All proposed amendments and resolutions are due to NATCA Executive Vice President Trish Gilbert ([tgilbert@natcadc.org](mailto:tgilbert@natcadc.org)) by 11:59 p.m. EDT on Monday, April 12, 2021.

All proposed amendments already submitted will remain in consideration at Convention provided the author is still a member in good standing. There is no need to re-submit any previously submitted timely amendments. The Constitution Committee will create a new booklet that will be mailed out to all members following the April 12, 2021 deadline.

Members with questions about this process should contact their Constitution Committee representative or NATCA General Counsel Marguerite L. Graf ([mgraf@natcadc.org](mailto:mgraf@natcadc.org)).

# Notice of Election & Election Rules for the 2021 NATCA National Election

NATCA is sharing the notice for the 2021 NATCA National Election of the following officers of the National Air Traffic Controllers Association:

- NATCA President
- NATCA Executive Vice President
- Regional Vice President, NATCA Alaskan Region
- Regional Vice President, NATCA Central Region
- Regional Vice President, NATCA Eastern Region
- Regional Vice President, NATCA Great Lakes Region
- Regional Vice President, NATCA New England Region
- Regional Vice President, NATCA Northwest Mountain Region
- Regional Vice President, NATCA Southern Region
- Regional Vice President, NATCA Southwest Region
- Regional Vice President, NATCA Western Pacific Region
- Regional Vice President, NATCA Region X

In accordance with Article VII of the NATCA National Constitution, the NATCA National Election Committee ("NEC") has established rules for this election. You can see these rules in their entirety [here](#). In addition, a printed copy of this election notice and these rules was mailed to all active NATCA members in early January.

## NATCA Virtual Academy Courses Now Available!

Building on the success of classes over the past year, organizers of the NATCA Academy have announced a new schedule of classes for virtual learning through the end of March. 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.

Visit the [NATCA Membership Portal](#) to sign up for any of the NATCA Academy Virtual Learning courses. Once you have logged in, select "List of Events" from the Events menu tab, then select "NATCA Academy Virtual Learning." If you have any questions, please contact [Chrissy Padgett](#).

## LEGISLATIVE

**What you Need to Know About Funding the FAA** Having experienced the longest shutdown of the federal government in history, many members were curious how we got there and what can be done to prevent it in the future. NATCA has been advocating for a stable, predictable funding stream for years but many don't understand why. This is your opportunity to learn about the U.S. budgeting and appropriations processes so that you understand the issue and can educate your fellow NATCA members. *(60 minutes)*

- **Thursday, Feb. 11 @ Noon EST**
- **Tuesday, March 9 @ Noon EST**

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# RELOADED

**Having a Difficult Conversation:** People are not always equipped to communicate effectively when perspectives differ or when discussing a sensitive topic. This webinar will uncover techniques to help participants improve professional and personal communication that opens a path forward to benefit everyone involved. *(60 minutes)*

- **Wednesday, Feb. 17 @ 4 p.m. EST**

**Critical Thinking:** Thinking seems like it should be a natural process, but often critical steps are omitted. This class has been developed to help participants enhance their decision-making process in order to approach complex situations using data and facts. Participants will put their skills to work in this fun-filled class that will enhance confidence in decision-making, leading to more effective union representation. *(60 minutes)*

- **Wednesday, Feb. 3 @ 1 p.m. EST**

**Collaborative Leadership:** Leaders may receive the right technical training, but not many know how to incorporate differing personality types and work styles within their team. This webinar facilitates an understanding of effective leadership in demanding environments. The outcome of this course is for each individual to gain a better understanding of their leadership strengths and weaknesses, as well as be able to identify various traits in others to propel their local into a more collaborative and successful team. *(90 minutes)*

- **Wednesday, Feb. 10 @ Noon EST**

**NATCA 101:** NATCA 101 endeavors to provide a foundation of information about the Union for all levels of membership. Whether attended online, or in-person, members will learn the history of the organization, the work the Union does for its members every day, and be provided insight for how members can become more involved. Education is the first step toward a stronger local, which leads to a more powerful national Union. A strong Union creates a better future for our members and their families. *(2 hours)*

- **Monday, Feb. 15 @ 2 p.m. EST**
- **Monday, March 15 @ TIME TBD**

**Building a Stronger Local:** This webinar is designed to enhance the strength of your local by recognizing and embracing individual differences, and learning how to improve teamwork and communication. This course provides an in-depth overview of how a local is organized, how the local functions, and educates members at all levels on how to become an active participant in their Union. *(60 minutes)*

- **Wednesday, Feb. 24 @ 2 p.m. EST**
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# SECRETARY/TREASURER

**End of Year Forms:** Join us for a detailed overview on end of year forms. We will discuss filing deadlines, how to setup an online account through the IRS, OLMS, and breakdown all the required information needed for you to fill out your LM4 and 990N forms. Due to the limited amount of facilities required to fill out an LM3 we ask that you work directly with your NFC member for questions regarding the LM3. *(60 minutes)*

- **Thursday, Feb. 4 @ 1 p.m. EST**
- **Thursday, Feb. 11 @ 6 p.m. EST**
- **Tuesday, March 2 @ 6 p.m. EST**
- **Monday, March 8 @ 1 p.m. EST**
- **Monday, March 15 @ 1 p.m. EDT**

**How to Amend Your Local Constitution:** Join us for a detailed overview on how to amend your locals constitution. The DOL requires local constitutions to be in line with national constitutions. As this is a convention year, locals will have to make any changes made by the convention body. *(60 minutes)*

- **Thursday, March 4 @ Noon EST**

**Conducting Local Meetings:** Join us for an overview on how to conduct a general/EBoard membership meeting in person and virtually. We will cover how to take meeting minutes and how to properly conduct Roberts rules while complying with DOL regulations and NATCA procedures. *(60 minutes)*

- **Monday, March 8 @ 11 a.m. EST**

**Conducting Local Elections:** As an election official, you will be responsible for conducting your union's election of officers in accordance with federal law and your union's constitution and bylaws. This training will prepare you to facilitate your locals election. *(60 minutes)*

- **Monday, March 8 @ 7 p.m. EST**

**Roberts Rules:** Based on Robert's Rules of Order Newly Revised In Brief, this course is designed for people who are new to using parliamentary procedure, or who would like a refresher on the fundamental concepts of effective meeting procedure. *(60 minutes)*

- **Tuesday, March 9 @ 6 p.m. EST**

**Social Media:** Create an engaged community around your local with social media marketing. Learn how to attract an audience, provide value for followers, promote our Union, and set up targeted advertising campaigns on platforms like Facebook and Twitter. *(60 minutes)*

- **Tuesday, Feb. 9 @ 2 p.m. EST**

- Tuesday, March 9 @ 2 p.m. EST

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## OCCUPATIONAL SAFETY AND HEALTH

**OSHA Rep Basics:** Explore health and safety issues and how our CBAs are built to protect us. As a Principal Facility Rep, Facility OSHA Rep, or NATCA member, you will learn the role you can play in supporting our CBAs and making your workplace safer. You will also discover how the OSHA Committee helps you find your way through OSHA issues daily, and how NATCA's Certified Industrial Hygienist (CIH) works to give us the tools we need to understand how our workplaces can affect our health. *(60 minutes)*

- Wednesday, March 31 @ 1 p.m. EDT

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## DRUG AND ALCOHOL

**Online Drug and Alcohol Basics Training:** Learn about your rights, the role we all play, what to expect, and where you can find additional resources before, during, and after testing. *(2 hours)*

- Thursday, Feb. 4 @ 1 p.m. EST
- Tuesday, Feb. 23 @ 1 p.m. EST
- Saturday, March 27 @ 1 p.m. EDT

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## FEDERAL CONTRACT TOWER

**Federal Contract Tower (FCT) Training** *(90 min)*

- Wednesday, March 10 @ 2 p.m. EST

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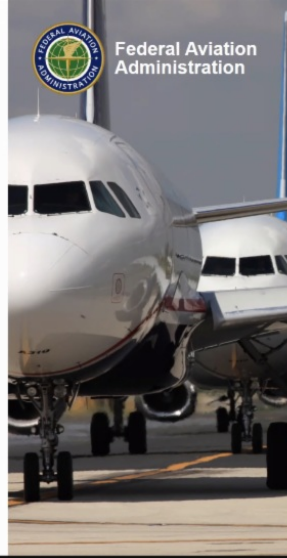
## Women in Aviation Advisory Board

January 14, 2021

## Women in Aviation Advisory Board

### Public Meeting

Meeting begins at 9:00 a.m. ET



The Women in Aviation Advisory Board (WIAAB) was established in 2019 under the FAA Reauthorization Act of 2018 to develop and provide independent recommendations and strategies to the Federal Aviation Administration (FAA) to explore opportunities to encourage female students and aviators to pursue a career in aviation. The board, to which I (Trish) was appointed by former U.S. Secretary of Transportation Elaine Chao, met earlier this month to hear updates from the subcommittees of the WIAAB. The Board plans to promote organizations and programs that are providing education, training, mentorship, outreach, and recruitment of women for positions in the aviation industry.

The members of the Understanding the Problem/Identify Industry Trends subcommittee, on which Trish serves, apprised the WIAAB and the general public about the number of women in aviation occupations, including senior leadership positions, to help better understand the areas of greatest gender gap. We also discussed some factors and barriers that have directly or indirectly discouraged women from pursuing careers in aviation, such as the lack of role models and worklife balance flexibilities, as well as factors that have directly or indirectly encouraged women to pursue careers in aviation, such as family members. Finally, we deliberated on the impact these factors have on the education, training, mentorship, outreach, recruitment, and retention of women in aviation.

We are looking forward to putting together a report of our findings with the other subcommittees to present to the FAA Administrator and Congress.

## National Office Staff Employee Spotlight: Olivia Hughes

We have an amazing National Office staff that our membership can be very proud of. They are committed to providing our members with the very best service and representation in organized labor. Today, we introduce you to the newest member of NATCA's staff, Executive Administrative Assistant Olivia Hughes, who joined our NATCA family in August 2020.

Olivia works closely with both of us. It is not easy to start a new job while working remotely, because you don't have the luxury of knowing what any of



your fellow employees even look like. But Olivia has eagerly embraced her position with energy and flexibility and has been warmly received by the staff.

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

**Hughes:** I am from Washington, D.C.

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

**Hughes:** I went to St. Lawrence University in upstate New York.



***How did you come to work at NATCA?***

**Hughes:** I was working with a staffing agency and they introduced me to NATCA.

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

**Hughes:** The most rewarding part is knowing that I am part of a mission and cause that involves a deep level of support that NATCA has for its members. The most challenging part was starting my new position during COVID-19. I wish I was able to meet everyone face-to-face to see how things operate in "normal times."

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

**Hughes:** I really enjoy traveling.

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

**Hughes:** Given the current remote environment, my moments are limited. However, I really enjoyed participating in NATCA 101, which afforded me the opportunity to learn the history of unions and NATCA.

## Deadlines Approaching for College Scholarships

### NATCA Scholarship Program

**SCHOLARSHIP PROGRAM**

**2021 Essay question: What has NATCA been able to attain on behalf of the professionals we represent through advocacy, collaboration and negotiations?**

**APPLICATION DEADLINE: MARCH 1**

The graphic features the NATCA logo, which consists of a circular emblem with a crown on top and the letters 'NATCA' in red. The background is a blue and white diagonal design.

NATCA offers a scholarship program for spouses, children, stepchildren, and legally adopted children of active, retired, and deceased members in good standing for at least two consecutive years. This scholarship is for full-time attendance at accredited colleges and universities within the United States and its territories for an undergraduate degree program.

Applicants must apply in writing to the NATCA National President no later than March 1 for the college/university attendance in 2021, and submit a qualifying 500-word essay.

During a crisis, like COVID-19, many workers have been able to perform their work from home. Many essential workers, like air traffic controllers, are unable to do so. Describe in 500 words or less: **“What has NATCA been able to attain on behalf of the professionals we represent through advocacy, collaboration and negotiations?”**

NATCA will notify applicants as to whether they will receive the scholarship by April 30, 2021. For details about the NATCA Scholarship Program, including the application, [click here](#).

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## Union Plus Scholarship Program

Over 3,200 students in union families have received nearly \$5 million in money for college through the Union Plus Scholarship Program. Awards are based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. At a time when many families have been financially impacted by the COVID-19 pandemic, Union Plus is especially glad to support hardworking students as they further their educations and pave the path for future success.

The 2021 Union Plus Scholarship application is open and entirely online, allowing students to complete the application in stages and save answers before submitting. **The deadline to submit your application is Jan. 31, 2021.**

To access the Union Plus scholarship application, [please click here](#).

## Operation Traffic Counts Across the U.S.

# Aviation System Performance Metrics (ASPM)

TUESDAY, JANUARY 26, 2021

ASPM77 Airport Ops

**-39.5%**

**31,746** CURRENT OPS  
**52,435** SEASONAL AVG

Core Airport Ops

**-46.1%**

**18,292** CURRENT OPS  
**33,941** SEASONAL AVG



Center Ops

**-39.8%**

var from baseline

**68,492** CURRENT OPS

Top 7 TRACONs

**-40.3%**

var from baseline

**16,978** CURRENT OPS

SOURCE: Federal Aviation Administration

