



Paul Rinaldi & Trish Gilbert **TEAM UPDATE**

Dear Brothers and Sisters,

The last several months have been unprecedented. The COVID-19 pandemic and the resulting economic collapse upended our lives and routines and emptied our airports and much of our airspace. More recently, we have seen massive protests in cities throughout America (and in other countries) demanding racial justice and equality.

Like many of you, our hearts are heavy from the cumulative effect of these historic, complex, and systemic issues. We are here to offer support to our Union sisters and brothers. Our Critical Incident Stress Management (CISM@natca.net) peer debriefers are equipped to provide member support through traumatic times and the services of the Employee Assistance Program (EAP) are also available to members and their families contact the NATCA EAP at WorkLife@natca.net for further assistance on obtaining free services from a licensed clinician.

As we indicated in the member message this week, NATCA's leadership joins Americans in calling for an end to systemic racism, discrimination, and racial injustice. We are listening and are ready to help effect meaningful change wherever necessary. NATCA will not tolerate discriminatory, harassing, or otherwise unacceptable behavior in the workplace or at any of its activities, events or meetings.

NATCA's Union Synergy (US) Committee was created to promote and maintain a union that is inclusive of all members and thrives on the talents of our diversity. Through research, awareness, and education, and with a clear understanding

**BLACK
LIVES
MATTER**





of our professional/conduct codes and the NATCA constitution, the US committee works to recognize and address the effect of bias on the work culture and climate amongst all NATCA safety professionals. This week, our Union launched a new Union Synergy Facebook page. It is a closed group for only current active and retired NATCA members. [We invite you to join this group and participate in the timely discussion here.](#)

Every day brings more bad news about the COVID-19 pandemic. We mourn the nearly 115,000 Americans who have perished from this disease. After weeks of slowing

infections and fatalities, there now are alarming upticks in infections in many states. However, the rate of positive COVID-19 cases in U.S. ATC facilities has decreased. There were 35 facilities that had at least one positive COVID-19 case from mid-March to May 4, but only seven more cases have been added to that tally since then.

NATCA continues advocating for legislation to ensure the safest possible working conditions for air traffic controllers and aviation safety professionals who continue to go into work. The U.S. House of Representatives recently passed the HEROES Act, commonly referred to as "CARES 2.0," that contains many provisions that, if enacted, would help protect NATCA's members. As Congress continues to deliberate this legislation, NATCA will continue to fight tirelessly on behalf of the workforce we represent to raise the volume on our critical priorities.

We must embrace our solidarity, be there for each other, and demonstrate whenever possible how in unity we can work together to face even the biggest problems. As we continue to fight this pandemic, rebuild our economy and aviation system, root out systemic discrimination and racism, it is now more urgent than ever that we extend and deepen solidarity within our own membership, within the larger labor movement, and within our communities.

In Solidarity,

Paul and Trish

Federal Employee Participation in Protests

In light of the protests that continue to take place, NATCA members have asked whether federal employees are permitted to participate in protests and rallies. The First Amendment to the Constitution guarantees the right of people to peaceably assemble and "petition the government for redress of grievances." The Hatch Act restricts federal employees from engaging in partisan political activities while on duty and at work. However, protests and rallies are not considered partisan political activity; unless, they are in support or opposition to a partisan political candidate for office or political party.

Employees on excused absence and subject to recall should not engage in partisan political activity during the period of their scheduled shift. If the employee is off-duty, engaging in partisan political activity is not a Hatch Act violation.

Federal employees with security clearances must especially be careful to comply with instructions issued by law enforcement officers. Any arrest, even one that has no merit, could delay or prevent re-issuance of a security clearance.

NATCA's CBA's provide that an employee's off-duty misconduct shall not result in disciplinary action, unless a nexus can be shown between the employee's off-duty misconduct and the efficiency of the service. Any proposed action for off-duty misconduct will contain a statement of the nexus between the off-duty misconduct and the efficiency of the service. That said, the maintenance of a security clearance is a condition of employment for certain FAA and DOD positions.

Workers First Caravan Rescheduled for June 17

The AFL-CIO's Workers First Caravan for Racial + Economic Justice has been rescheduled for Wednesday, June 17. NATCA is asking members of our Union to join in solidarity with our AFL-CIO brothers and sisters by participating in this event, an all-out action of national solidarity calling for implementation of [America's Five Economic Essentials](#) and passage of the HEROES Act.

Union members will be participating in Workers First Caravans across all 50 states, Washington, D.C., and Puerto Rico. [Join your local labor movement](#) and use the AFL-CIO's [updated toolkit](#) to plan your event.



June Length of Service Increase

Each of NATCA's Collective Bargaining Agreements (CBAs) with the FAA provides for a one-point-six percent (1.6%) length of service increase effective the first full pay period of June. This year, the first full pay period of June concludes on June 20, so the increase will be included in the pay check for the period of June 7-20.

In accordance with our CBAs, if the length of service adjustment will cause the employee's Basic Pay to exceed the band maximum or the employee's Basic Pay is already equal to or exceeds the band maximum, the employee

will receive a pay increase up to the band maximum and the remainder as a lump sum payment.

Suspension of NTI, OJTI to Continue

The Parties at the National level have agreed to continue the suspension of the National Training Initiative (NTI) and On-the-Job Training (OJTI) pending the completion of work by the national OJTI Workgroup. Once received, the Parties will review the recommendations and develop a realistic timeline for implementation. We will provide updates as necessary following receipt of the workgroup's recommendations.

Happy Pride Month



Fifty-one years ago this month, police officers stormed the Stonewall Inn Bar in New York City. While the trans women who frequented the bar had a long history of being harassed, on that night, they said no more and fought back, starting what a half century later is known as the Stonewall Riots. While there is still work to be done related to social acceptance and legal civil rights for LGBTQ+ Americans, we now celebrate the many victories they have achieved since that fateful night in New York by saying, "Happy Pride!" In

2020, because of the COVID-19 pandemic, Pride celebrations universally have been delayed, cancelled outright, or are being reimagined as virtual events. While Pride won't be the same this year, we still wish NATCA's LGBTQ+ members and allies a very Happy Pride!

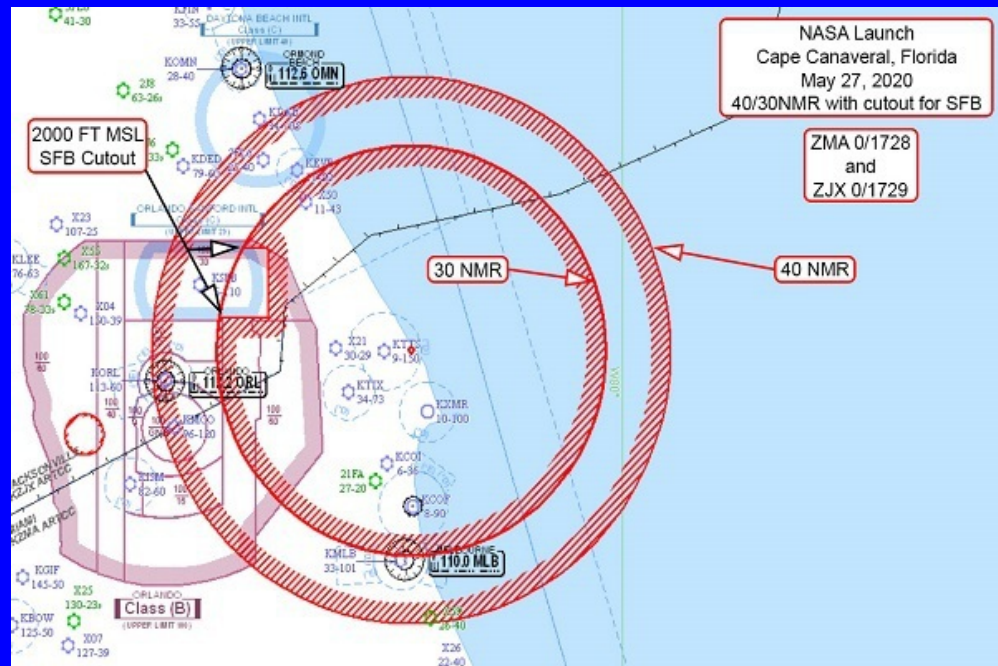
NATCA Members Involved in SpaceX Launch

Those of you who were with us at Communicating For Safety the past couple of years heard from officials at SpaceX. They and others from NATCA, the FAA, and local organizations, who work collaboratively on space launches, discussed the exciting and important commercial space effort.



Last week, we were excited by the successful launch by NASA and SpaceX at the Kennedy Space Center in Florida of the Demo-2 test flight to the International Space Station with astronauts Robert Behnken and Douglas Hurley aboard the Crew Dragon spacecraft. It was the first launch of U.S. astronauts on a U.S.-built spacecraft from U.S. soil in nine years and the first time in history that a commercial aerospace company has carried humans into

Earth's orbit. NATCA members were directly involved in this launch, and they will be helping humanity take the next steps into space.



NATCA's Article 114 National Commercial Space Representative, Paul Behan, collaborates with the FAA on ensuring the NAS can accommodate commercial space operations with minimal disruptions to air traffic and no detriment to safety. Behan works with his FAA counterparts on all aspects of planning for commercial space, including policy, procedure, implementation, training, and all launch and reentry preparations. Until recently, Behan said, the NAS has worked on a system of segregating commercial space traffic from civil air traffic, instead of integrating, meaning even most test flights could create significant disruptions to air traffic.

"The Agency has gotten much better at using smaller portions of airspace to accommodate a launch and reentry," Behan said. "And when you use smaller portions of airspace, the impact to the system is much less in that there is more airspace available to the controller to work civil air traffic. There are fewer route closures and fewer re-routes, and that all makes everything flow a whole lot better."

Full integration of space operations into the NAS will eventually lead to air traffic controllers overseeing operations of spacecraft as part of their normal air traffic control service.

BELOW: Watch Paul Behan discuss collaboration between NATCA and the FAA on commercial space operations.



Proud to Mark 20th Anniversary of Adding TMC, AOS Bargaining Units to the NATCA Family!

Several of the 17 bargaining units represented by NATCA are reaching their 20-year anniversaries of NATCA certification by the Federal Labor Relations Authority this year. That includes our traffic management coordinators (TMC; certified May 25, 2000) and FAA automation support specialists (AOS; certified June 1, 2000) units, which have just marked their anniversaries.

Traffic management coordinators and traffic management specialists in en route centers and terminal facilities maximize the NAS by

NATCA DIFFERENCE

coordinating the flow of aircraft on a national scale. They are continuously aware of the traffic flow, status of navigational aids, weather conditions, and traffic forecasts to preclude situations that may cause sector saturation, excessive en route and terminal delays, and flights with undesirable atmospheric conditions. AOS employees work in en route centers and terminal field facilities nationwide as computer specialists, computer scientists, electronic engineers, and air traffic control specialists. Their primary function is to provide operational computer software support and maintenance for en route centers and terminal environments.

The value of NATCA having expanded its organizing efforts two decades ago to represent other safety professionals has created a safer and more cohesive approach to enhancing all of our professions while improving the NAS. It has also made us a more well-rounded union.

“It has helped us set the standard in the aviation industry as the premier voice for issues concerning the NAS,” said NATCA National Organizing Committee Chair John Bratcher. “Giving a voice to any profession that is part of the NAS is important and NATCA has continued throughout the last 20 years to answer that call. Being the largest labor union in the FAA, we continue to lead the way in workplace protections, collaboration, and safety. Being a part of NATCA gives an employee a voice that is strong and valued.”

We are proud of each of our represented professions that make up our NATCA Family!

Global ATC Alliance Members Share Current Situations in Six Countries During Pandemic

Since its creation in 2018, we have greatly valued the camaraderie and solidarity of our brothers and sisters of the six-nation Global Air Traffic Controllers Alliance, but never more so than during the past three months of the COVID-19 global emergency. Our strong partnership was on full display Thursday, June 4, during a virtual panel discussion hosted by the Air Traffic Control Association (ATCA). It was supposed to happen in Madrid in March at the World ATM Congress. Thanks to our friends at ATCA, we hosted it online instead and it drew a worldwide audience of more than 250 people, including viewers from Brazil, South Africa, Nepal, Portugal, Uruguay, and Cameroon.



ACCESS TO EXPERTISE

**Virtual
World ATM
Congress**

PANEL DISCUSSION

**Global Air Traffic Control in the
Time of COVID-19**

 **VIDEO HERE**

Trish moderated the hour-long discussion and Paul, who serves as Alliance Vice President, represented NATCA. The bottom line was perhaps summed up best by Canadian Air Traffic Control Association (CATCA) President and CEO Peter Duffey, who stated, “How good is your crystal ball? Because that’s what we’re all doing right now.”

Indeed, speculation is running rampant among the international aviation community as we watch cautiously as nations begin to open their doors and their skies. But some answers are starting to emerge. Trish started the panel by reporting on the release of [the International Civil Aviation Organization's \(ICAO's\) global guidelines for restoring air connectivity](#). ICAO's “Takeoff” guidance proposes a phased approach to restarting aviation.

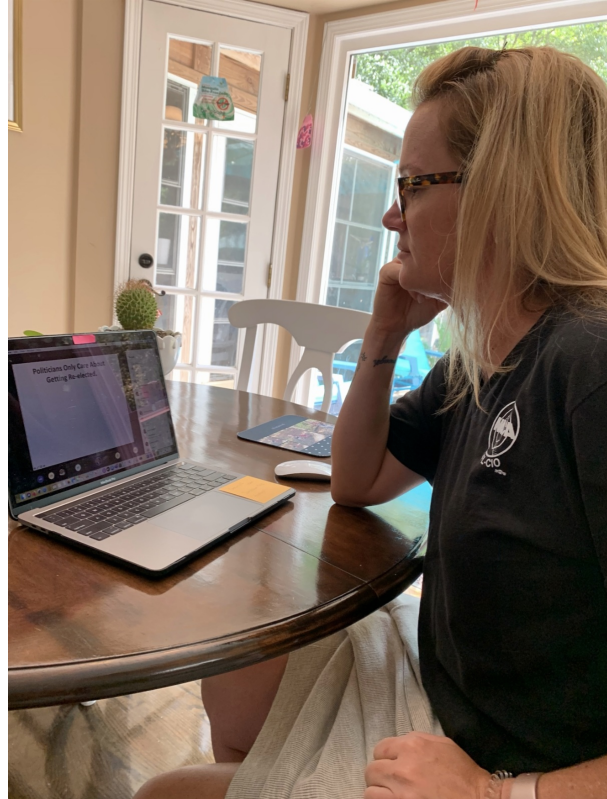
Our Alliance brothers reported on their specific situations but all agreed that passenger confidence to get on an airplane again is the key in moving forward, as well as how well our respective funding systems will hold up under this unprecedented strain.

[Read a synopsis of the panel](#) | [View the video of the panel](#)

NATCA Academy Virtual Learning Schedule

We have been very pleased to see the enthusiastic interest shown in our newly-developed NATCA Academy Virtual Learning program. We are also grateful for the work each of our dedicated members and staff have put into quickly and effectively transitioning our valuable Union training curriculum from in-person classes to an online version that remains educational and stimulating.

We have many more classes scheduled through the end of this month and into July. The first of those are listed in the graphic below. 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.



[View full schedule, including course descriptions](#)
[Register here](#)

(Pictured: Reloaded Committee Chair Dawn Johnson, taking a recent legislative class.)

NATCA ACADEMY VIRTUAL LEARNING



Sign up at
portal.
natca.org



THU
JUN 18

11:00 am EDT
Conducting Local Elections
(60 min)

SAT
JUN 20

1:00 pm EDT
Article 6: Representation Rights (75 min)

4:00 pm EDT
Medical Reporting Requirements (75 min)

MON
JUN 22

1:00 pm EDT
Building Lasting Relationships
(60 min)

TUE
JUN 23

1:00 pm EDT
ATSAP Webinar
(60 min)

NATCA Congratulates Senior Training Administrator Carolyn Kamara on Her 20-Year Anniversary

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. June marks an important anniversary for one of these staff members, Carolyn Kamara. We thank her for her incredible 20 years of service to our Union! Below is our interview with Carolyn:

What is your job title and what are some of the things you do for NATCA in that role?

Senior Training Administrator.

What is your primary responsibility?

I coordinate details for NATCA Academy Training programs which then allow



Academy instructors to show up and teach.

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

I am a Washington, D.C. native. I was born and raised in Northeast D.C. I am a product of D.C. Public Schools.

How did you come to work at NATCA?

I responded to a want ad in The Washington Post for an Executive Assistant. I mailed my resume, came in for an interview and was hired by Adell Humphries.

Do you have family members who are involved in unions?

I have family members who are members of AFSCME (American Federation of State, County, and Municipal Employees).

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

The most rewarding part of working for NATCA is helping to create seamless programs. I enjoy working with our dedicated staff and members.

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

A few of my hobbies include reading, planting, hiking, and interior decorating.

N90 Member's Son Awarded Scholarship from Union Plus

Union Plus recently awarded \$300,000 in scholarships to 215 students representing 43 unions, including a \$1,000 scholarship to Troy Sica, whose father, also Troy Sica, is a NATCA member at New York TRACON (N90). Troy will attend Hofstra University as a political science major. He hopes to eventually attend law school and wants to work on political campaigns to help make his district a better place to live.

In addition to his father being a NATCA member, Troy's mother, Pamela Sica, is a member of the Retail, Wholesale and Department Store Union (RWDSU). "I realized from a

young age that belonging to a union gives the members a voice in their



working conditions that cannot be avoided or ignored,” Troy said. “A union gives us the ability to earn what we are worth and improve working conditions for everyone. When you need help, the union is always there to stand by your side.”

The Union Plus Scholarship Program, now in its 29th year, awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. The program is offered through the Union Plus Education Foundation. Union Plus, founded by the AFL-CIO in 1986, uses the collective buying power of America’s

12.5 million union members to deliver top-quality benefits and services at competitive prices to working families. [Learn more](#)

Paying It Forward: NATCA Members Helping Other Essential Workers on the Front Lines



Miami ATCT (MIA): NATCA members at Miami ATCT (MIA) contacted Vancouver ATCT to arrange the delivery of some treats to cheer them up and pay back the generosity they showed in donating pizza to our members during the 2019 government shutdown. The Vancouver controllers politely declined, and asked MIA to instead pay forward the generosity to some local front line workers. MIA members donated snack items to medical workers at Miami Urgent Care in honor of them and their generosity.

The Canadian Air Traffic Control Association (CATCA) posted: “The gesture by Miami Tower then inspired Vancouver Tower to do a fundraising drive to make a donation to a local hospital in the Vancouver area!”



Cleveland Center (ZOB): Members thanked the first responders of Oberlin, Ohio, for all that they are doing to keep everyone safe. ZOB Treasurer Joe Ciappa coordinated the meal that was provided for the workers of Mercy Health-Allen Hospital. Members Patrick Rojek, Justin Large, and Matt Cvetkovic were also instrumental in this effort.

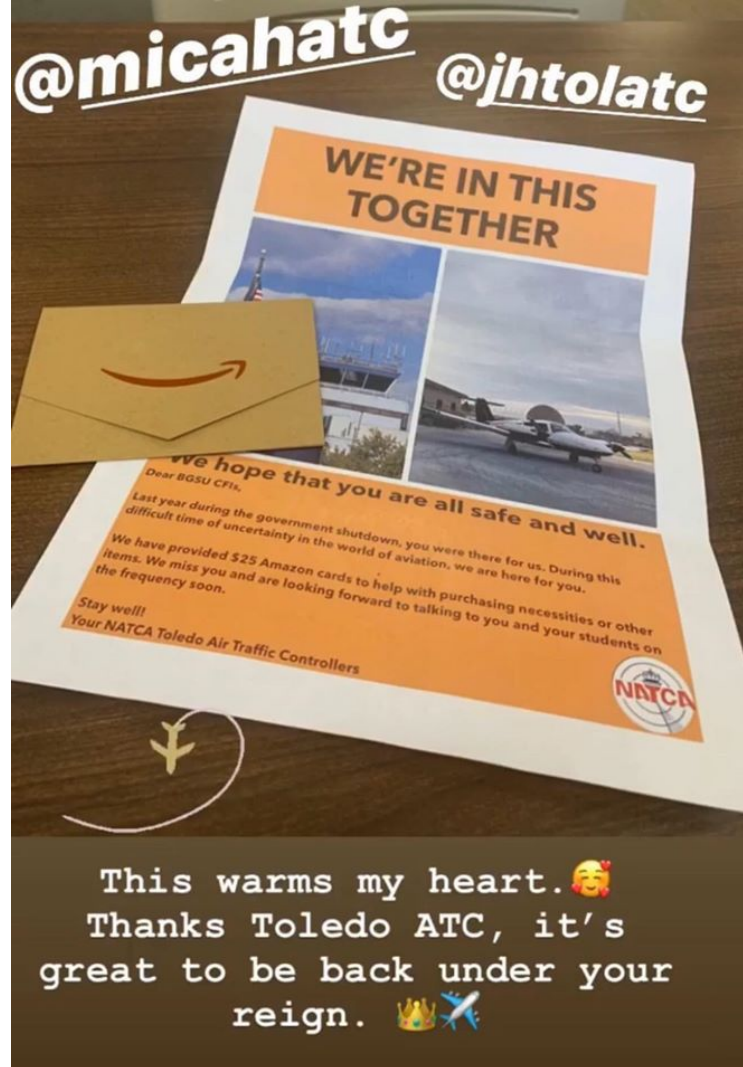


Los Angeles Center (ZLA): Members, joined by ZLA management, have been busy over the last month delivering food to several locations. That includes 250 tacos brought to the night shift COVID-19 unit at Henry Mayo Newhall Hospital, feeding 200 deputies, dispatchers, and other personnel at the Los Angeles County Sheriff's Department Palmdale Station, bringing food to the Los Angeles County Fire Department Station 24, and dropping off lunch for the janitorial employees at the Antelope Valley Hospital. They also made a visit to Prestige Assisted Living Facility, where they delivered snacks, sodas, cards, and artwork made by the children of ZLA and Just Plane Kids.

ZLA FacRep Nate Pair said, "Many thanks to Trish Cummings and Elaine Johnson for taking the lead, along with members Brittany Garland, Mike Piolatto, and Brandi Meyer for working so hard collecting money, finding local restaurants to participate, spearheading the items to collect/purchase, and getting these items delivered across the Antelope Valley. It was great to be a part of something to thank others for what they do!"

Toledo ATCT (TOL): The NATCA TOL membership sent gift cards to the local flight instructors that

bought groceries for them during the shutdown and included this note.



Greensboro ATCT (GSO): Members recently

raised over \$3,500 for a local organization called [BackPack Beginnings](#) and created a custom T-shirt to raise awareness about the organization. BackPack

Beginnings is dedicated to delivering child-centric services to feed, comfort and clothe children in need. GSO FacRep Ryan Hampton recently visited with BackPack Beginnings Founder and Director Parker White who said, "This is amazing! We would love to be a part of it, and we appreciate you all thinking of us. We are proud to be able to serve our local children during this time."



In an effort to help out during the COVID-19 crisis, NATCA's National Legislative Committee, in partnership with the NATCA Disaster Response Committee, identified 12 groups nationwide who were looking for material to make face masks.

Kristena Jones and Brad Starkey (Washington Center, ZDC) shipped boxes of T-shirts donated by NATCA members to groups making masks around the country. One of these efforts to benefit from NATCA's donations is led by New Hampshire State Representative Wendy Thomas.

The Merrimack, N.H., mask sewing group started right after the COVID-19 isolation period began, when the CDC said there

was not enough PPE and that front-line workers could use scarves and bandanas.

"I figured we could do better than bandanas and I knew that every fabric mask someone wore meant that we might be able to keep them from getting sick," Thomas said.

While a fabric mask isn't 100% effective, it keeps droplets from spreading and more importantly keeps people from touching their faces, which is a common form of viral transmission. Thomas didn't know how to sew, but she put word out that for anyone who could sew she would equip them with a machine and the supplies needed to make masks.

"With the economy slowly opening up we are just as busy as ever providing small businesses with masks as well as residents who need to return to work," Thomas said. "It's difficult to count but between the masks we've given out and the kits we've provided, we're well around the 4,000 mask range. It is truly

taking a village to keep our town and local businesses safe.”

Thomas thanked NATCA members for the T-shirt donations and support for the project. [Read more](#)

NATCA Masks: Staying Safe and Showing Solidarity



Kahului ATCT (OGG): That is the Hawaiian Flag (Ka Hae Hawai'i). FacRep Jonathan Davis sent us this photo after receiving the shipment of NATCA solidarity COVID-19 masks. "We just wanted to share right away to show our appreciation and that we are all in this together!" Davis said.

Los Alamitos, Calif., Army Airfield ATCT (SLI): SLI is one of the Department of Defense facilities that NATCA represents. FacRep Moe Blane sent us this photo of him wearing the new mask.



Monterey ATCT (MRY):
Member Dallas Bryant
sent us this photo, taken
outside the facility.



In addition to these masks being shipped out to all facilities for all NATCA members, they are also available for purchase in the NATCA online store. NATCA staff are working remotely due to COVID-19. Please expect slight delays as we work with our suppliers to assist in the shipment of this item. The \$10 price of this mask includes the cost of the mask, taxes, and shipping. [Order here](#).

Nomination Deadline Monday: Archie League and Region X Safety Awards

The deadline is Monday to submit nominations for the 16th annual Archie League Medal of Safety Awards and the fourth annual Region X Commitment to Safety Award.

The Archie League Awards will honor the best saves that occurred at your facilities from May 1, 2019 through May 31, 2020. A member may nominate another member. Deadline to nominate: June 15.

[Nomination form](#)

The Region X Commitment to Safety Award is given annually to a Region X member who has shown a profound dedication to ensuring the safety of the National Airspace System (NAS). The award is peer-nominated, and any Region X member in good standing can be nominated for work done between May 1, 2019 and May 31, 2020 in their role as an aviation safety professional. Deadline to nominate: June 15.

[Nomination form](#)



Retirement Webinars Scheduled Through July

All upcoming retirement seminars for the months of June and July have been merged and reformatted to be

webinars due to the COVID-19 national emergency. They are open to any member nationwide. The webinars in June and July are as follows:



June 24: 9 a.m.-3 p.m. PDT

June 25: 9 a.m.-3 p.m. EDT

July 16: 9 a.m.-3 p.m. PDT

July 17: 9 a.m.-3 p.m. EDT

An additional webinar, called NATCA Edge, open to any member nationwide, is scheduled for July 9 at 10 a.m. CDT.

IMPORTANT: If you had previously signed up for these seminars and are unable to attend virtually, please consider canceling your reservation as space is limited for virtual classes as well.

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.

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

COVID-19 Resources

Click Here for COVID-19 Updates and 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](#)