



Paul Rinaldi & Trish Gilbert **TEAM UPDATE**

Brothers and Sisters:

Happy Women's History Month!

NATCA members join our union brothers and sisters in celebrating Women's History Month (WHM). It is important to our country and our Union to remind ourselves of the accomplishments of women throughout the years and develop greater awareness regarding the challenges that women still face in the workplace.

In the United States, almost 50% of workers are women, but the number of women air traffic controllers still is less than 17%. Nationally, women members hold 15% of elected positions in NATCA. Despite these facts, we are very proud that women hold approximately 35% of our national appointed committee positions. Our Union succeeds because of the invaluable contributions of these elected and appointed female leaders.

NATCA stands in solidarity in calling for an end to sex and gender-based discrimination. Throughout history, union members have stood shoulder-to-shoulder with people in the civil rights movement. Gender inequality is a labor issue because it also is a workplace issue.



CELEBRATING WOMEN'S HISTORY MONTH

Unions helped overcome some issues of gender inequality by establishing work rules and pay systems that are objective and treat all employees impartially. For example, NATCA's negotiated pay rules do not allow

management discretion to discriminate against women or anyone else. Unions also promote fairness within the workplace and enforce worker rights. But we must not rest on these accomplishments. We must continue working toward greater inclusion in our Union and in the workplaces we represent.

Earlier this month, the NATCA leadership joined other aviation safety professionals worldwide in taking the #ChooseToChallenge awareness campaign against gender inequality. By joining with our international colleagues, NATCA demonstrated our core beliefs that diversity, inclusion, and equity strengthen our profession and our union.

We ask you to honor WHM, celebrate the important gains we have made, recognize the issues we still need to overcome, and commit to calling out sex and gender bias and inequality when you encounter it. We can all choose to challenge and call out gender bias and inequality. Collectively, we can all help create a more inclusive Union and workplace.

In solidarity,

Paul Rinaldi
President

Trish Gilbert
Executive Vice President

NATCA Leaders Give Words of Wisdom in Honor of Women's History Month (Part II)

In celebration of Women's History Month, many of NATCA's female leaders from locals around the country shared their responses to a series of questions. We will continue to feature their statements in this and the next issue of the NATCA Insider, on our Union's social media, and [on our website](#). In this issue, we are featuring selected responses to three more questions:

How can your peers and brothers and sisters help create a more inclusive and equal environment, especially for women and other underrepresented groups?



Amy Sizemore, Vice President,
Seattle Center (ZSE)



Jen McCoy, FacRep,
Tampa ATCT (TPA)



Jazmine Kamakahi, Secretary,
Honolulu Control Facility (HCF)

Listen to people then empathize and blend what you've learned into your daily

life. Each one of us has something special that can be built upon to create a wonderfully diverse tapestry of experiences. - **Amy Sizemore, Vice President, Seattle Center (ZSE)**

We should hold an unwavering expectation that not only ourselves, but also our peers, do not participate in misogynistic, bigoted, or otherwise discriminatory rhetoric in the workplace. It is equally important to recognize subtle, yet systemic sexism, racism, and homophobia that can take place right under our noses – just because you may not be directly impacted does not mean it doesn't exist. Openly reject intolerance, embrace compassion, and do it proudly – this will inspire a sea of change! - **Jen McCoy, FacRep, Tampa ATCT (TPA)**

Treat everyone with respect and kindness. A little aloha goes a long way!- **Jazmine Kamakahi, Secretary, Honolulu Control Facility (HCF)**

How has being a part of Union leadership helped create more equality or enabled women in ways they might not have been enabled otherwise?



Chrissy Lewis, FacRep,
Joshua Control Facility (JCF)



Denise Nappi, E&A Rep,
Engineer/Aeronautical Center
(EAC)



Karena Marinas, OSHA
Committee Chair, Los Angeles
Center (ZLA)

Becoming a part of Union leadership helps inspire other women to take that leap towards leadership. Sometimes seeing examples give tangible evidence that you can do it too. The person that inspired me to be more involved with legislative activism was a woman. Diversity brings different ideas, perspectives, and experiences. I truly believe with more opportunities and more tangible examples of representation and women in leadership will become the norm. - **Chrissy Lewis, FacRep, Joshua Control Facility (JCF)**

As a young woman that aspired to be an engineer from a strong family, I know what support looks like. It's hearing you can do it, its encouragement. NATCA has been there for me to help push my technical points and support me when things got tough. Through my years in the FAA, I have grown accustomed to being the only female engineer at the table. Joining NATCA, and later becoming a representative, broadened my experience to see that there are other women in roles like mine seeking similar goals. This normalizes the playing field to be inclusive and equitable. - **Denise Nappi, E&A Rep, Engineer/ Aeronautical Center (EAC)**

I have personally been able to interject a differing opinion or idea into many

NATCA meetings and gatherings that I feel might have gone unrealized if a woman wasn't in the room. I feel these small interactions make a difference because offering perspective is a crucial part of being the change we want to see. It has taken a lot of courage and dedication and, sometimes even hard honesty with my male peers, but I have seen minds change and grow and have benefitted from their perspectives as well. - **Karena Marinas, OSHA Committee Chair, Los Angeles Center (ZLA)**

Who is your favorite historical female figure? What do you admire about her?



Dawn Forde, Directorate Rep,
Engineer/Aircraft Certification
Office (EE1)



Chloe Dunn, FacRep,
Longview ATCT (GGG)



Taryn Johnson, Secretary,
Bradley International ATCT
(BDL)

Shirley Chisholm, who was born in my hometown of Brooklyn, N.Y. Chisholm was a U.S. congresswoman from 1969-1983 and was one of the founding members of the National Women's Political Caucus, a committee founded to increase the number of women in all aspects of political life. I admire Chisholm's dedication to the belief that every day is an opportunity for personal and professional growth. One of my favorite Shirley Chisholm quotes is, "Service is the rent that you pay for room on this earth." - **Dawn Forde, Directorate Rep, Engineer/Aircraft Certification Office (EE1)**

I have come to admire Maya Angelou. She was an American poet, memoirist, screenwriter, actress, and civil rights activist. She's written poetry that speaks to courage, overcoming hardships, personal power, and expresses the struggle against society and racism. Through her work, I believe she encourages people to face their trials and hardships, look for the positive, and never give up. One of my favorite quotes from her is, "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." - **Chloe Dunn, FacRep, Longview ATCT (GGG)**

Florence Nightingale. When women weren't allowed to learn medicine, she basically constructed a whole new discipline of taking care of wounded soldiers. She is now credited for being the founder of modern nursing. - **Taryn Johnson, Secretary, Bradley International ATCT (BDL)**

To read more from these members and other female NATCA leaders, [please visit the NATCA website.](#)

Reporting at AVS Town Hall

One of the biggest advancements in aviation safety over the last decade has been the Federal Aviation Administration's (FAA) transition to a non-

punitive safety culture. Perhaps the most consequential part of this was the creation, growth, and successful implementation of voluntary safety reporting programs (VSRP), which cover several of our NATCA bargaining units. We are pleased to announce that NATCA and the FAA have created a new VSRP for employees in the FAA's Office of Aviation Safety (AVS), covering NATCA's Aircraft Certification Service (AIR, AIR-110) and Drug Abatement Division (DAI) bargaining units. Last week, Paul joined a panel of labor and management officials during an AVS town hall discussion led by FAA Associate Administrator for Aviation Safety Ali Bahrami.



We have participated in VSRPs since 2008 said Paul. He told the town hall audience that it absolutely does raise the safety bar by giving the front-line workforce the tools to mitigate risk. Everybody buys into the safety culture – unions, management, and operators – and it really is a game-changer. It was a leap of faith when we started with the Air Traffic Safety Action Program (ATSAP). But through building trust and adding enhancements, it now works tremendously. It's the only way to do business. As Administrator Steve Dickson often says, Paul told the group, safety is a journey, not a destination.

Paul emphasized the importance of not being anonymous and owning what you are reporting. You will be protected. This way, if your first report does not capture all the information needed, the review group can go back and ask you for more information and that is key. If you think there is an issue, report it. We know there are many issues out there. They are called problems lying in wait, but not rising to the top just yet. But we have to report them to stop the sequence of events that would come together and lift that problem into a real safety risk.

Bahrami told the group the beauty of a VSRP is the people doing the work “can identify areas for improvement and elevate safety concerns.”

The AVS VSRP joins ATSAP that covers our air traffic units; ATSAP-X that covers our engineers, architects, staff support specialists, and Flight Procedures Team employees; and SAFER-FCT that covers our Federal

NATCA Members Speak to Female Students about Careers in Aviation

Reach New Heights Through Careers in Aviation: A Networking Opportunity for Women in Engineering and IST

Professional Association of Women Controllers
Thursday, March 4, 2021



Trish and members Evonne McBurrows (Civil Engineer, Engineer/Great Lakes Region, EGL) and Della Swartz (Aerospace Engineer, Engineer/Alaska Region, EAL) participated in a Penn State World Campus networking seminar, speaking with female students about pursuing a career in the field of aviation. They spoke on a variety of topics including the

array of fields involved in aviation, diversity and inclusion in the aviation field, and even about how they began their careers in aviation.

Swartz's father was an aviation mechanic, so she grew up involved in aviation. She went to air shows, read books and watched movies, and even took flying lessons. "It was just always something I was interested in," she said. "You could say it was in my blood."

Conversely, McBurrows (pictured right) had no interest in aviation. She went to school and studied civil engineering. She "bumped" into aviation, when as a business owner, she decided to market to Detroit Metro Airport for pavement design. While attending a networking event, she offered her resume and was approached by her current



manager and assistant manager. She was asked if she would be interested in a career in aviation with the Federal Aviation Administration (FAA). While she initially declined, she later applied for and was hired into a position within the FAA. She still works in the Airport District Office.

Trish did not have an aviation background, and knew little about air traffic control and labor unions. She was working as a bartender while in college and met some controllers that encouraged her to take the entrance exam to attend the FAA Academy. "I am blessed to have enjoyed more than 20 years as an air traffic controller where I then found my calling to represent the men and women that keep the National Airspace System safe every day," she said.

The women also talked about what each of them enjoy most about their career in aviation.



Trish took pride in saying that being in air traffic control is something bigger than yourself. "You are a part of something really important, which gives you a sense of pride and professionalism to do the right thing every time," she said.

"As a NATCA Rep, I like being that voice for the people in my region," said McBurrows. "It gives me the chance to fight for them and

fight for what we stand for. I love it."

"I love airplanes and I love aviation," said Swartz. "I enjoy the variety of work. In my field, there are such a wide variety of things that we work on, and I never know from one day to the next what we'll be working on."

They discussed the importance of diversity and inclusion. Women make up 16.7% of the air traffic controllers (23% in the FAA as a whole), and the numbers have not changed in the past 20-30 years. They noted ways to help others grow in their careers.

"Others have given me the tools needed to navigate throughout my career: how to think, what to expect, to have a seat at the table, and to always be ready," said McBurrows. "I have been a sponge and wouldn't be where I am today without them. I am willing and ready, and always excited, about helping someone else in their career."

"We're all in this together, and we all have to look out for each other and help each other," added Swartz (pictured right). "Through the Union and the FAA, I am at a point in my career, where I can give back."



"At NATCA, we train our leadership and staff on implicit bias and have instituted a code of conduct to set expectations on professionalism at our events," Trish said. "It's imperative that if we want to see those numbers improve in diversity, and get more women into leadership positions, we really have to concentrate on constantly improving the culture and the environment."

At the end of the event, the women left the participants with words of wisdom on what they wish they had known while they were still in school.

“Be flexible,” said McBurrows. “As much I was determined and set on my career path, had I not been flexible when the job opening with the FAA became available, I would have not found the career that I am truly passionate about now.”

“I think a lot of people are too afraid to ask someone to be their mentor because they think the other person may be too busy,” said Trish. “I am here to tell you, don’t be afraid to ask. As much as you, the mentee, will grow and develop from their support and guidance, your mentor will also learn from you as well.”

Added Swartz, “Don’t let anyone tell you that you can’t do something or you’re not good enough. If you want to do something, go for it.”

Drone Advisory Committee to Recommend Using Gender-Neutral Language for Drones

The Federal Aviation Administration (FAA) has asked its Drone Advisory Committee (DAC), of which Trish is a member, to explore moving away from words like “unmanned,” “manned,” “airman” and other gender-specific terms for drones as the Agency and aviation industry look to attract a more diverse and younger group of people to the field.

Trish said the panel was displaying leadership by taking on the task and helping to move forward a conversation that also was happening within the Department of Transportation’s Women in Aviation Advisory Board and internationally at International Civil Aviation Organization (ICAO).

“Well, you had me at ‘Hello’ on this one,” said Trish. “It is not a small thing. It may seem like that to some that have been in industry for quite a while. It really is a very important piece, I think.”

NATCA Works with FAA to Host TBO Industry Day

NATCA and the Federal Aviation Administration (FAA) hosted a virtual Industry Day for Trajectory Based Operations (TBO) in January. It was geared specifically towards collaboration with airlines and operators. “As the Agency, in collaboration with NATCA, has developed and begun to deploy, aspects of initial TBO, industry representatives have indicated their desire for greater dialogue and information on what the Agency is working on in the near-term as well as future concepts,” said Trajectory Based Operations Article 114 Rep Phil Hargarten (Seattle TRACON, S46). “TBO Industry day was an opportunity for the FAA and NATCA to begin that dialogue to keep the various stakeholders informed as well as to hear any concerns they may have as TBO rolls out.”

Approximately 280 participants attended this event, which included airline representatives, Airlines for America (A4A), labor organizations, airports, and more.

TBO is important in air traffic control (ATC) because it will integrate time-based management (TBM) with performance-based navigation (PBN) to improve repeatability and predictability, and reduces the need for tactical initiatives and interventions. “One of the questions asked during the event was, ‘will TBO make ATC easier or reduce the workload for controllers?’” said Hargarten. “TBO will not turn air traffic controllers into monitors; they will still need to do their jobs. A greater proliferation of tools will help controllers and TBO will improve how delays are absorbed over an entire flight. The distribution of delay will be accomplished by ensuring the appropriate tool is used at the appropriate time which will aid controllers by reducing the need for ground delay programs, miles-in-trail initiatives, and last-minute holding.”

“Our Article 114 TBO representatives are doing a great job of working collaboratively with the Agency to implement and integrate TBO into the National Airspace System,” said NATCA Safety and Technology Director Tom Adcock. “Representatives at the national level and the operating areas are working together to ensure that our membership will benefit from the potential opportunities that TBO has to offer.”

TBO Industry Day was truly another example of effective collaboration between NATCA and the FAA. For several months, NATCA reps worked hand-in-hand with FAA management leads, conducting extensive preparation meetings, gathering and sifting through data, reviewing presentations, and rehearsing the event. On the day of the event, NATCA representatives participated with their management counterparts in panels and briefings as well as answering questions from audience participants.

NCF Supports the Lone Survivor Foundation

The NATCA Charitable Foundation (NCF) is proud to support the Lone Survivor Foundation (LSF) and recently donated \$5,000 to support its causes. LSF is a charity that was chosen to be highlighted at the 18th Biennial Convention in Houston (Aug. 10-12) for the amazing work it does with wounded veterans, service members, and military families.

NCF is continuing its support of LSF through the [sale of T-shirts and hoodies](#). Proceeds will go to both NCF and LSF.

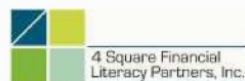


LSF is a 501 (c)(3) nonprofit organization founded in 2010 by Marcus Luttrell, a retired Navy SEAL and the author of New York Times bestseller, *Lone Survivor*.

LSF provides veterans and their families with a path to healing from their invisible wounds. They have been able to provide approximately 25,200 hours of no-cost therapeutic service to 1,200 veterans and their family members.

[Click here to purchase the T-shirts and hoodies](#)

Plan for Your Retirement Future with Financial Literacy Workshops



SAVE THE DATE

***YOUR 2021 RETIREMENT BENEFIT BRIEFINGS HAVE
BEEN SCHEDULED!***

FINANCIAL LITERACY WORKSHOPS CREATED
EXCLUSIVELY FOR NATCA MEMBERS!

Whether you're still building for your future in retirement or ready to put your retirement plan into action, one of the most important member benefits that NATCA provides its members is expert planning and guidance about

your retirement. This year, we are pleased to offer you a mix of online and in person briefings provided by 4 Square Financial Literacy Partners, Inc. **They are here with information to help you maximize your federal benefits to meet your retirement goals.** Spouses are also encouraged to attend.

Use the NATCA Portal to register, 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 NATCA Membership Services Coordinator Lisa Head at the National Office: 202-628-5451 or lhead@natcadc.org.

JULY

Leesburg, Va.

July 14: 3 p.m. - 9 p.m.

July 15: 9 a.m. - 3 p.m.

Denver

July 21: 3 p.m. - 9 p.m.

July 22: 9 a.m. - 3 p.m.

Sacramento, Calif.

July 28: 3 p.m. - 9 p.m.

July 29: 9 a.m. - 3 p.m.

AUGUST

Albuquerque, N.M.

Aug. 4: 3 p.m. - 9 p.m.

Aug. 5: 9 a.m. - 3 p.m.

St. Louis

Aug. 18: 3 p.m. - 9 p.m.

Aug. 19: 9 a.m. - 3 p.m.

Providence, R.I.

Aug. 25: 3 p.m. - 9 p.m.

Aug. 26: 9 a.m. - 3 p.m.

SEPTEMBER

Kansas City, Mo.

Sept. 8: 3 p.m. - 9 p.m.

Sept. 9: 9 a.m. - 3 p.m.

Salt Lake City

Sept. 15: 3 p.m. - 9 p.m.

Sept. 16: 9 a.m. - 3 p.m.

Miami

Sept. 22: 3 p.m. - 9 p.m.

Sept. 23: 9 a.m. - 3 p.m.

OCTOBER

San Antonio

Oct. 13: 3 p.m. - 9 p.m.

Oct. 14: 9 a.m. - 3 p.m.

Fairbanks, Alaska

Oct. 20: 3 p.m. - 9 p.m.

Oct. 21: 9 a.m. - 3 p.m.

Aurora, Ill.

Oct. 27: 3 p.m. - 9 p.m.

Oct. 28: 9 a.m. - 3 p.m.

Chicago Region X

Oct. 29: 9 a.m. - 3 p.m.

NOVEMBER

Nashua, N.H.

Nov. 3: 3 p.m. - 9 p.m.

Nov. 4: 9 a.m. - 3 p.m.

Islip, N.Y.

Nov. 10: 3 p.m. - 9 p.m.

Nov. 11: 9 a.m. - 3 p.m.

Indianapolis

Nov. 17: 3 p.m. - 9 p.m.

Nov. 18: 9 a.m. - 3 p.m.

Atlanta Region X

Nov. 30: 9 a.m. - 3 p.m.

DECEMBER

Atlanta

Dec. 1: 3 p.m. - 9 p.m.

Dec. 2: 9 a.m. - 3 p.m.

Anchorage, Alaska

Dec. 1: 3 p.m. - 9 p.m.

Dec. 2: 9 a.m. - 3 p.m.

Honolulu

Dec. 15: 3 p.m. - 9 p.m.

Dec. 16: 9 a.m. - 3 p.m.

UPCOMING WEB-BASED SESSIONS

April 21: 9 a.m. - 3 p.m. Central Time

May 19: 9 a.m. - 3 p.m. Central Time

June 16: 9 a.m. - 3 p.m. Central Time

**ATO Non-Telework COVID-19
Testing Agreement Extended**

As we wrote to you on Dec. 8, 2020, NATCA and the FAA have entered into a [Memorandum of Understanding \(MOU\)](#) regarding the FAA's Pilot Policy to Reduce Exposure of Potential COVID-19 Positive Employees in Critical FAA Facilities. This pilot program began Dec. 7, 2020 and by mutual agreement of the Parties, has been extended to April 4, 2021.

As a reminder, during the pilot period, all ATO non-telework eligible bargaining unit employees covered by the Slate Book will be afforded up to three (3) days of excused absence as they await the result of a COVID-19 test. Please note that the provisions of this agreement do not apply to COVID-19 antibody testing.

To be eligible for excused absence under the Pilot Policy MOU, the employee must meet one or more of the following conditions:

- **The employee is waiting for results of a COVID-19 test:**
- Employees seeking a COVID-19 test for reasons other than exposure or symptoms become eligible for excused absence once the test is taken.
- **The employee has symptom(s) consistent with COVID-19 and is seeking a test:**
- Employees that are experiencing symptom(s) consistent with COVID-19 become eligible for the excused absence immediately to take the test and await the results.
- **The employee has been in close contact with a known positive case of COVID-19 and is seeking testing:**
- Employees that have been in close contact with a known positive case of COVID-19 become eligible for the excused absence immediately to take the test and await the results.

Please note that if the number of employees taking a COVID-19 test will result in the facility/area being unable to continue providing air traffic services, employees will be provided with a questionnaire* for evaluation and prioritization by the RFS and will be placed on excused absence based on that prioritization.

*The questionnaire is ONLY for use when the number of employees taking a COVID-19 test will cause the facility/area to go ATC-0.

This pilot program may be terminated upon notice from either party.

National Election Upcoming Deadlines

2021 ELECTIONS



NATCA 2021 ELECTION SEASON IS HERE!
OUR NEXT NATCA **PRESIDENT**, **EXECUTIVE VICE PRESIDENT** AND
THE **REGIONAL VICE PRESIDENTS**, SHALL BE NOMINATED AND
ELECTED FOR THE NEXT 3-YEAR CYCLE.



- NOMINATIONS MUST BE RECEIVED BY
5 PM EDT **MARCH 31, 2021**
- NOMINATIONS MUST BE ACCEPTED BY 5 PM EDT
APRIL 30, 2021
- MEMBERS SHALL VOTE BY MAIL-IN BALLOTS
- BALLOTS SHALL BE DISTRIBUTED ON **JUNE 21, 2021**
- IF NEEDED, DUPLICATE BALLOTS MUST BE
REQUESTED BY **JULY 16, 2021**
- BALLOTS MUST BE RECEIVED BY 9 AM EDT
JULY 30, 2021
- BALLOTS WILL BE COUNTED ON **JULY 30, 2021**,
WITH REPORTING NO LATER THAN 48 HOURS
FOLLOWING THE COMPLETION OF THE COUNT.

**NEW OFFICERS
SHALL TAKE
OFFICE ON
SEPTEMBER 1,
2021**



No matter if it's your first NATCA election or your fifth, one thing is always true: participating in the process is important. Get to know the candidates that are running, understand how the voting process works, and most importantly, **VOTE!** You have a unique voice that NATCA wants to hear.

NATCA elections provide the perfect opportunity to make your voice heard.

All nominations must be received by **March 31, 5 p.m. EDT.**

[Click here](#) to see the election rules and [click here](#) for election information.

The 2021 NATCA National Election is for 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 Region X
- Regional Vice President, NATCA Southern Region
- Regional Vice President, NATCA Southwest Region
- Regional Vice President, NATCA Western Pacific Region

Operation Traffic Counts Across the U.S.

Aviation System Performance Metrics (ASPM)

TUESDAY, MARCH 16, 2021

ASPM77 Airport Ops

-22.9%

41,995 CURRENT OPS
54,456 SEASONAL AVG

Core Airport Ops

-29.5%

24,686 CURRENT OPS
35,024 SEASONAL AVG



Center Ops

-26.4%

var from baseline

88,059 CURRENT OPS

Top 7 TRACONs

-25.5%

var from baseline

22,087 CURRENT OPS

SOURCE: Federal Aviation Administration

