



Paul Rinaldi & Trish Gilbert **TEAM UPDATE**

OJT Recall Plan Briefing

NATCA and the FAA have collaboratively developed an **OJT Recall Plan** at the national level.

The developed procedures ensure consideration of employee safety in making the determination to recall employees from excused absence in order to resume OJT. These procedures are to be applied in conjunction with the collaboratively developed OJT Resumption plan.

[Harvard Global Health Institute](#) metrics will be utilized for determining the COVID risk level for each ATC facility based on the county that the facility resides. Harvard Global Health Institute experts calculate the COVID risk levels based on daily cases per 100,000 population on a 7-day rolling average. COVID Risk Levels are defined as:

RED: 25 or more cases per 100,000 people
ORANGE: 10-24 cases per 100,000 people
YELLOW: 1-9 cases per 100,000 people
GREEN: less than 1 case per 100,000 people

The Parties at the national level will maintain [a spreadsheet that tracks each facilities COVID Risk level and is updated each week](#). Facilities that maintain a COVID Risk Level of yellow or green for two consecutive weekly updates will be collaboratively reviewed by the Parties at the national level, in consultation with the Office of Aerospace Medicine, for a determination to initiate the recall of employees to resume OJT. Once a determination has been made, facilities will be notified by their DO/RVP to initiate the recall of employees to resume OJT.

The Parties at the local level are collaboratively developing an incremental recall plan of those employees who have been out of the facility so they can resume training. The plan must comply with the provisions of the OJT Resumption guidelines. The plan must address the order of recall and should be done in an incremental approach such as recertifications, followed by D3, D2, D1, and then AG. The incremental approach is based on the unique needs

of each facility and can be sequential or a combination of the different levels depending on the number of trainees. The recall plan will be forwarded to the ARVP and GM for concurrence and then sent to the DO/RVP for approval.

While the facility recall plan will be developed prior to receiving notice of meeting the gating criteria established above, the facility must await separate notification from the DO/RVP to initiate the plan.

If the Parties at the local level determine a need to resume OJTI prior to achieving two consecutive weeks at the yellow or green COVID Risk Level, they must submit a request to their DO/RVP with justification and, with DO/RVP concurrence, the request will be elevated to the Parties at the national level for consideration.

In the event a facility that has been approved to recall employees subsequently trends to a red or orange COVID Risk Level, the recall of additional employees at that facility will be suspended. Additionally, the Parties at the national level, in consultation with Aerospace medicine, will determine further recall action and the effect on the status of employees currently in training at the facility.

NATCA Encourages Early and Remote Voting

We are 25 days away from one of the most critical elections in NATCA's history. This election is too important for any member to be sitting on the sidelines. We urge you to vote, and we want you to stay safe while you are doing it. We want to make sure you have all the tools you need to participate.

The following video features NATCA's National Executive Board encouraging the members of our Union to take advantage of early or remote voting opportunities in your states.





Visit our member voter center: NATCA's one-stop-shop for information and procedures on voter registration, early voting, and remote voting for your state. Visit natca.org/vote to make sure your voice is heard!

Union Synergy Hosts First Town Hall



Nearly 200 NATCA members participated in the first Union Synergy (US) Committee virtual town hall on Sept. 17 which focused on fostering an inclusive culture that promotes diversity, involvement, and belonging. Panelists included, US Committee Chair Maurice Franklin, Potomac TRACON (PCT), Adrienne Turley, Atlanta ATCT (ATL), Alana Zautner, Region X Northwest Mountain (ENM), Ligaya Corbitt, Seattle Center (ZSE), Saja Lindsay-Sudlow, Harrisburg ATCT (MDT), Kymberlee Towns, Houston TRACON (I90), and Stephen Swiech, San Juan CERAP (ZSU). Trish moderated the event.

Trish opened the discussion by noting, “there are likely many differences in the 20,000 members that we represent that can create a culture where some do not feel included or valued.” She continued, “biases are there about our different professions, the regions that we belong to, the size and type of our facilities, the hiring pool that we came from. Today, this panel will focus mostly on race and gender.”

FAA Workforce – 45,040

- Male – 34,618 (76.8%)

ATO - 31,437

- Male – 25,563 (81.3%)

2152 series - 18,504

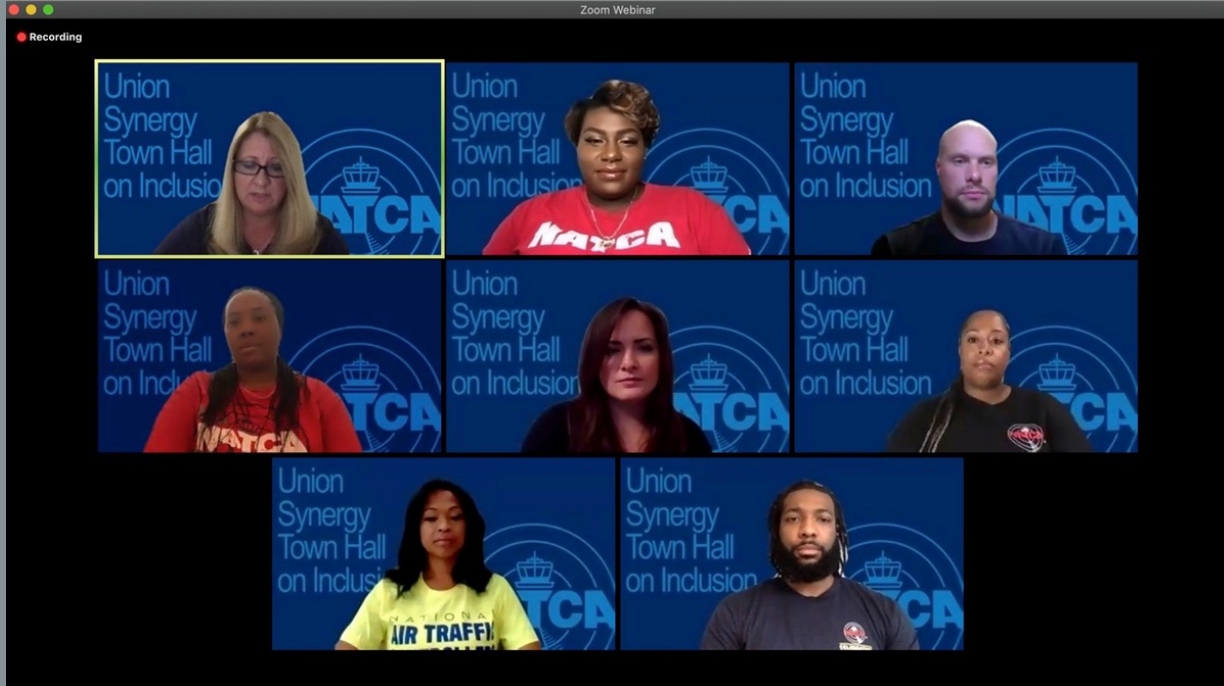
- Male – 15,404 (83.2%)

• Female – 10,422 (23.1%)	• Female – 5,874 (18.6%)	• Female – 3,100 (16.7%)
• Black – 4,851 (10.8%)	• Black – 2,972 (9.4%)	• Black – 1,338 (7.2%)
• Black Male – 2,904 (6.4%)	• Black Male – 2,059 (6.5%)	• Black Male – 1,052 (5.7%)
• Black Female - 1,972 (4.3%)	• Black Female - 913 (2.9%)	• Black Female - 286 (1.5%)
• Hispanic – 3,940 (8.7%)	• Hispanic – 2,997 (9.5%)	• Hispanic – 1,694 (9.2%)
• Hispanic Male – 3071 (6.8%)	• Hispanic Male – 2,433 (7.7%)	• Hispanic Male – 1,399 (7.6%)
• Hispanic Female – 869 (1.9%)	• Hispanic Female – 564 (1.7%)	• Hispanic Female – 295 (1.6%)

Trish noted that while around 35 percent of NATCA’s leaders/activists are women, the number of women controllers is less than half of that. “When I started in air traffic control, there were 16 percent women controllers. There’s now 16.7 percent, 32 years later,” she said. “That’s what we’re starting from.”

The panelists shared their personal experiences as new hires, transferees, or members of Region X. “Let’s start with how you’re treated the day you arrive at your facility,” said Lindsay-Sudlow. “You should walk into the facility and feel like you belong.” Lindsay-Sudlow, Swiech, and Corbitt described how trainees already have tough barriers to overcome on the path to certifying. Combine that with relocation of a family, or living as a minority, your gender, religion, or ethnicity, and the stresses can be multiplied.

Panelists talked about practical ways each NATCA member can promote a greater sense of belonging. “Inclusivity in the workplace to me is the belief that everyone’s experience has value,” Turley said. Lindsay-Sudlow added, “Always be willing to come to the table. Be a part of the conversation. Listen to understand, and not to reply. It’s as simple as that. If you wouldn’t want it happening to you, don’t let it happen to your brother and sister.” Franklin highlighted the efforts of the Committee, “we are working to bring different understandings and trainings to the reps and the general membership on the way bias impacts us and how that can affect a member.”



Pictured left to right, first row: NATCA Executive Vice President Trish Gilbert, Saja Lindsay-Sudlow, Harrisburg ATCT (MDT), Stephen Swiech, San Juan CERAP (ZSU)

Pictured left to right, second row: Adrienne Turley, Atlanta ATCT (ATL), Alana Zautner, Region X Northwest Mountain (ENM), Kymberlee Towns, Houston TRACON (I90)

Pictured left to right, third row: Ligaya Corbitt, Seattle Center (ZSE), Maurice Franklin, Potomac TRACON (PCT)

“We have learned a lot by talking to [members] about creating a more inclusive environment,” noted Trish.

“The NEB started the Union Synergy Committee in early 2019 to recognize and address the effects of bias on our work environment and our work culture amongst all NATCA safety professionals. As NATCA continues on its road from good to great, we have been very proactive in developing programs to deal with exclusion in our work environment. Our goal is to have inclusion for all NATCA members regardless of any of our differences and when there is a problem, we have some key programs designed to help the situation,” said Paul. “Our Professional Standards program, established in 2010, is growing every day, focusing on maintaining professional behavior at work. Our RESPECT campaign, focusing on respecting each other in our work environment – we are in the process of rolling out our training today. Our Next Up initiative, to introduce our new activists to the NATCA organization and our NATCA leaders at our events such as CFS, NiW, and our Convention. Our Code of Conduct program, the envy of the AFL-CIO, is where complaints of unacceptable behavior can be filed, investigated, and resolved quickly with an established internal process. All of these programs are created by NATCA to address individuals’ behavior at work or at NATCA events.

“Through research and awareness, and education and with a clear understanding of our professional standards and our code of conduct, we will continue to promote and maintain a Union that is inclusive of all members and thrives on the talents of our diversity.”

Congratulations to Our 2020 National

Professionalism Award Winners

Professional Standards is a program that provides an opportunity for bargaining unit employees to address the performance and/or conduct of one another, in a peer-to-peer setting, before such issues rise to a level requiring corrective action by the Agency. The program uses tools such as peer-to-peer mediation, conflict resolution and mentoring to accomplish this. The program also provides an opportunity to recognize exceptional performance and/or professionalism.



“Seeing so many NATCA members nominated for their positivity, helpfulness, caring and respectful behavior towards others is awe inspiring! Recognizing those who elevate our profession through personal example is one of the best parts of being a Professional Standards Committee member.”

— Chris Keyes
National Professional
Standards Committee

NATCA's National Professionalism Award was created to recognize individuals who have demonstrated a consistent personal commitment to safety and excellence, those who motivate others and those who inspire others through their work. Their professional contributions and performance have enhanced the standing of our professions.

Positive behaviors are contagious. Recognizing individuals who embody these characteristics is important to NATCA and to the Professional Standards program as we continue to strive towards creating even stronger, positive and respectful work environments.

Those nominated were evaluated on their body of work throughout their careers. The factors considered were:

- How did they, as individuals, promote professionalism?
- How did they inspire and motivate others?
- Did they personally demonstrate professionalism?
- Consideration was given to the testimonials and statements provided by their peers.

“This doesn't mean that each of us don't have our own personal flaws, because we do. Instead, what it means is that when we make mistakes, we are willing to acknowledge and learn from them. It means we challenge ourselves to consider and embrace perspectives outside of our own with empathy. Ultimately, it means that we understand that each of us has an opportunity to grow individually, which, in turn strengthens our team.”

— Lydia Baune
National Professional
Standards Committee

Today, we would like to recognize the recipients of the Professionalism Award:

Western Service Area: Jonathan Davis, Kahului ATCT (OGG)



Jon Davis has been living his childhood dream of being an air traffic controller at Kahului ATCT (OGG) in Maui since 2008. He has served as FacRep and currently serves as OGG Treasurer and Professional Standards Committee member.

Jon fell in love with aviation as a young child when he and his grandfather would eat ice cream cones under the approach end of Kahului's main runway. "From that moment on, I was hooked, I loved watching airplanes, and I dreamed about becoming an air traffic controller," he said.

Before getting hired in the FAA, Jon worked to gain as much experience in the aviation industry as possible, working as an airport porter/skycap, ticket agent, baggage handler, load master, and in customer service for Hawaiian Airlines. Jon's grandfather instilled in him the importance of finding a "career" vs. a "job." A career would be something he would naturally be passionate about. Instead of his career feeling like work, he would never have to "work" a day in his life! Instead, his career would offer him fulfillment, allowing him the opportunity to give back to the profession in ways he didn't fully understand at the time.

One of Jon's favorite quotes is simple yet powerful, "be kind." It is evident that Jon has taken this sentiment to heart. Jon's kind, cheerful, and humble personality has not only touched the lives of many of his peers, it has also reached outside of his facility to many within the local aviation community.

Thank you Jon, for being the sincere, honest, and caring role model that you are.

Central Service Area: Raul "Roy" Guerrero, Chicago Midway ATCT (MDW)

Raul "Roy" Guerrero has been a controller at MDW ATCT for the past three years. Prior to working for the FAA, Roy served in the Marine Corps and also worked for contract towers in Alaska and Hawaii.

While Roy enjoys spending much of his off time with his family and being outdoors, he devotes time to building camaraderie with his peers too. It is evident that Roy has taken one of his favorite quotes from Mahatma Gandhi, "Be the change you wish to see in the world," to heart. Whether he is in the operation leading by example, or organizing social events for his peers outside of work, Roy understands the importance of trust and teamwork in our profession.



Eastern Service Area: LaKecia Shuron, Reading ATCT (RDG)



LaKecia “Ke” Shuron has been a controller at Reading ATCT (RDG) since 2016. She is involved with NATCA’s Union Synergy Committee, the National Black Coalition of Federal Aviation Employees, and FAA GLOBE, and will soon become RDG’s next Professional Standards representative. LaKecia has also done outreach to schools, in her hometown of Baltimore, to spread awareness of air traffic control.

LaKecia has been strongly guided by an African Proverb, learned during training, that states, “Smooth seas do not make skillful sailors.” Her mother, a now retired Army specialist, instilled in her a very strong code of ethics. “Though not always easy, I have strived, for myself and others, to be better than what we were the day before,” said LaKecia. “Every situation should be used as an opportunity to improve. We should never get comfortable or become complacent.”

It is evident through Ke’s work inside and outside of the facility that she strives to lead by example, and recognizes the power of including others.

Thank you Ke, for your considerate and empathetic approach to leadership.

The National Professional Standards Committee will invite the award winners to attend Communicating For Safety 2021 (Sept. 27-29, 2021, Bally's Las Vegas) to be recognized for their achievement and to receive their award. To view previous winners of the National Professionalism Award, please [click here](#).

Perspectives on Global Leadership



Steve Alterman



John E. Potter



Donna McLean



Paul Rinaldi



Gwynne Shotwell



Jeffrey Shane
showcare

Paul recently participated in the FAA's 7th Annual Global Leadership Meeting on a panel entitled Perspectives in Global Leadership. The goal of the panel was to explain global leadership and where the FAA stands in the world. Each participant on the panel serves on the FAA Management Advisory Council, but looks at the FAA from the outside. "We are all strong champions of the FAA, but the perceptions are different for each participant," said moderator Jeffrey Shane.

Shane began by asking Paul about innovation within the FAA. "Some have criticized the FAA at being too slow to innovate," said Shane. "Do you agree? If not, what's your assessment?" Paul agreed that the FAA is too slow, "but I can't blame the FAA as much as I blame the bureaucratic process," he said. "By the time we are deploying equipment, we are a decade behind. As technology is evolving faster than ever, we need to streamline the process."

Later, Shane asked the panel if the FAA has a champion in Congress to take on the needs of the FAA. Paul responded, as the FAA was at the time awaiting another continuing resolution for its funding. "We face shutdowns on a consistent basis. There is no member in Congress who is willing to take this on. And even if there was, we need more than one Congress member and bipartisan support. It's really hard to lead when we face midnight deadlines every time. You have to have the resources in place. You can't have stable predictable funding when we are constantly waiting until midnight to pass a budget to bail out the system. It's impossible for the FAA to modernize."

Shane said the "work of an ATC can be stressful." He then asked, "Is the FAA doing a good job of caring for its people?" Paul replied, "Training is key. It can take up to three years for you to become certified. But once your initial training is over, you are not done. We have to



adapt and accept that every day is a training day. The FAA is becoming better at focusing on that and treating scenarios like they're real, so that when a scenario actually does happen, muscle memory kicks in, and you're not surprised. It helps to deal with the stress of a possible unthinkable. We tell our members to practice like it's real, so when it's real, you will be fine. It's a system built to identify safety risks. I take my hat off to the FAA and to controllers for reporting to make our system and our skies safer."

The panelists closed out the session discussing international perceptions of the FAA. The panel compared air navigation service providers (ANSPs), who are suffering because of low revenues, to the FAA. The comparison illuminated the FAA's continued opportunity for leadership in aviation and aerospace. "Out of the chaos of 2020 and all the challenges facing us," said Paul, "we will be the world leader in aviation. Other countries around the world are cutting their future by laying off their aviation safety specialists, and we are not doing that. We have a great opportunity ahead of us with great leadership in the FAA. We just need to make sure Congress funds us properly."

New Shirt Honors NATCA's Military Veterans and Supports NCF and the Lone Survivor Foundation

With Veterans Day coming up, NATCA is offering a new T-shirt to honor members of our Union who are military veterans and support both the NATCA Charitable Foundation (NCF) and the Lone Survivor Foundation (LSF).



LSF was founded in 2010 by Marcus Luttrell, the only survivor of a 2005 Navy SEALs mission in Afghanistan. Luttrell's Texas ranch was the center of his post-combat recovery. He wanted other military families to have the opportunity to step out of their daily routines and come to a place of peace; a place where they could obtain tools for healing while being

surrounded by other people who understand them. LSF provides that opportunity while honoring the warriors that gave their lives in service to our country. LSF restores, empowers, and renews hope for wounded service members, veterans and their families through health, wellness, and therapeutic support.

LSF is one of the four charities that NATCA and NCF are spotlighting as part of the 18th Biennial Convention in Houston, May 25-27, 2021. Convention Committee member Lee Moore from Houston TRACON (I90), an Air Force

veteran, stated, “The committee wanted to highlight Lone Survivor because it’s a local charity that helps veterans with PTSD. A large percentage of NATCA members are veterans, including 80 percent of the members at my facility. A majority of that 80 percent have been deployed. There’s a special connection of knowing what it’s like to be deployed and the potential mental fatigue and PTSD that goes with that. Lone Survivor stands out as an organization that we have more of a sentimental connection to, because a lot of us have been in those shoes.”

**MAY
25-27,
2021**



The shirt comes in both unisex and women’s sizes. The women’s shirt is a V-neck. Both shirts are USA-made and union printed. The \$30 price includes shipping and handling. If you order by Oct. 22, barring extraordinary postal delays, we expect you’ll receive your shirt by Veterans Day on Nov. 11, via USPS First Class mail. We will continue to take orders for the shirts through Veterans Day. Order your shirt from the NATCA store: [unisex shirt](#) | [women's shirt](#).

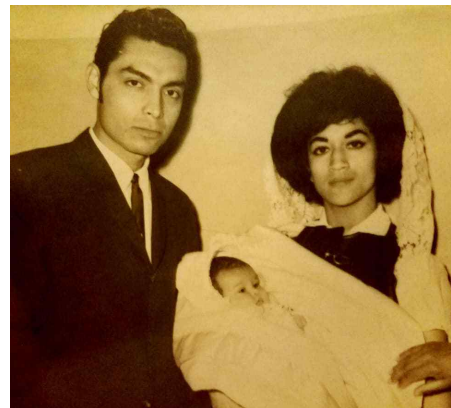
Celebrating Hispanic Heritage Month

CELEBRATING HISPANIC HERITAGE MONTH



NATCA joins our nation in celebrating National Hispanic Heritage Month from Sept. 15 to Oct. 15. The Union Synergy Committee is inviting members to share how they proudly celebrate their Hispanic heritage.

"I celebrate by proudly carrying the Navarro name," said Northwest Mountain Regional Vice President (NNM) Alex Navarro III. "My grandparents Alejandro and Mariana (pictured right) were immigrants from Mexico and embodied the American dream. Men and women like them are a large piece of the foundation of this country and the family tree of Mexican Americans they spawned — doctors, military, medical, civil servants — is a legacy that will endure for years to come."



Navarro serves on NATCA's National Executive Board, is a NATCA Academy instructor, and a member of the Drug and Alcohol Committee.

Join Navarro and other NATCA members in the [Union Synergy Facebook Group](#) in the month's celebrations and get to know more of your brothers and sisters of Hispanic heritage.

NCF Donates to GRIP



The NATCA Charitable Foundation (NCF) recently gave \$2,000 to GRIP, Guidance Resources for Independent People. GRIP was created by Dr. Alex “Doc” Cullison to help autistic adults navigate the unforgiving waters of life outside the protection of their parents or government services.

Retired member and former Southwest (NSW) Regional Vice President Ed Mullin pointed NCF towards GRIP. “In 1986-87, we were organizing for our Union in the Southwest,” said Mullin. “The Marine Engineers' Beneficial Association (MEBA) was our parent organization at the time, giving us money and providing us with assistance. Alex was the business agent assigned to work and organize NSW for the vote for NATCA, and later, he became president of MEBA.

“We’ve stayed friends all these years, and I know his family, and I know his son is autistic. One day, Doc mentioned he started a charity for him and people like him, and he also mentioned the charity was having trouble getting funding. I thought about the NCF, and I know they have always done great work, and even started here in our region, so I reached out to them to see if they could help his organization.”

“I am extremely grateful to NATCA for its generous donation to GRIP, a charity devoted to assisting autistic adults struggling to live independently,” said Cullison. “Your participation reinforces a bridge built three decades ago when we worked together to organize the nation's air traffic controllers. Again, we join forces for a worthy cause. This reflects the highest ideals of unionism.”

For more information about GRIP, visit their [website](#) or check out this [video](#).

NATCA's Virtual Learning Academy Courses

Due to the coronavirus pandemic, NATCA has had to change how it trains its members. Virtual courses are currently replacing in-person classes and events. While some courses are familiar and popular favorites, the pandemic has brought with it the ability for NATCA to offer new and popular courses to many more members. NATCA's Chrissy Padgett explains how our Union wants to share these courses with you.

What have been the positive aspects of transitioning the NATCA Academy to virtual learning? What have been some of the challenges?

Padgett: The positive aspects of transitioning these courses to virtual learning is that we’re able to reach a much broader audience. Members that were previously limited by travel restrictions or had issues getting off the schedule to attend the training in person can now join online from their home.

Some of the challenges of virtual learning have been the personal interaction or lack thereof. We knew that would be a hurdle going in so we try to do

everything we can to keep the interaction and engagement that has made all of our in-person classes so successful. I know the virtual classes that I've been a part of, whether it was as an instructor or a participant, have really made an effort to maintain that personal interaction, even staying on for discussions until the last participant logs off.

Why is it important for NATCA members to participate in these courses?

Padgett: It's so important for NATCA members to participate in virtual learning because this is such a unique opportunity where pretty much every aspect of NATCA is being offered as an online class. All members should be taking advantage of this chance to learn more about our Union and what interests them.

What is the benefit members gain from taking these courses?

Padgett: The benefits that members gain from taking these courses is learning more about what NATCA is doing on their behalf and on behalf of their profession and how they can get involved. Members can also gain a better understanding of the roles that they play in their Union and ways they can help improve our Union.

  Sign up at portal. natca.org 	TUE OCT 13	Noon EDT Social Media (60 min)
	WED OCT 14	Noon EDT What you Need to Know About Funding the FAA (60 min)
	THU OCT 15	11:00 am EDT NATCA 101 (2 hrs)
	FRI OCT 16	11:00 am EDT ATSAP Webinar (60 min)
	TUE OCT 20	2:00 pm EDT Collaborative Leadership (90 min) 4:00 pm EDT Critical Thinking (90 min)

What You Need to Know About Funding the FAA

This week we will focus on the legislative course, What You Need to Know About Funding the FAA, a webinar with NATCA Special Counsel to the President Eugene Freedman. It will be held on **Oct. 14 at noon EDT**. [Register here](#).

Freedman knew early on that he wanted to work on labor issues so he went to Cornell University where he studied Industry and Labor Relations, and then the University of Maryland where he got his Juris Doctorate. Before joining

NATCA, Freedman worked at the Bureau of National Affairs and the National Treasury Employees Union.

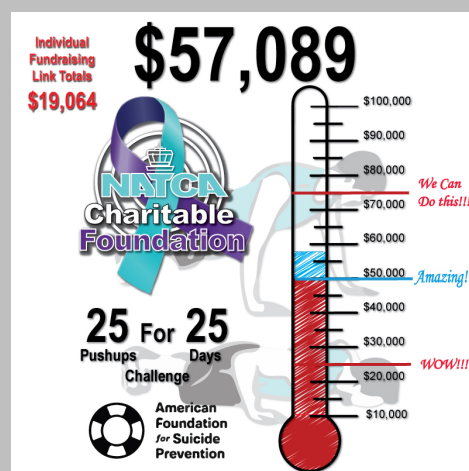
Having experienced the longest shutdown of the federal government Dec. 22, 2018- Jan. 25, 2019, many members were curious how we got there and what can be done to prevent it in the future. NATCA has been advocating for a stable, predictable funding stream for years but many don't understand why. Participating in this course 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.

Tom Morello Supports the NATCA Charitable Foundation's 25 for 25 Campaign



Meet Tom Morello our honorary NATCA brother and union activist. Tom is the lead guitarist for Rage Against the Machine and former lead guitarist for Audioslave. Rolling Stone magazine ranks him amongst the "100 Greatest Guitarists of All Time." Tom is a supporter of the working class and Labor. He performed his album, The Nightwatchman, which supports Labor and Unions, at the 2012 NATCA Biennial Convention in Denver.

We are so very proud and honored that our brother is speaking out to support NATCA, the NATCA Charitable Foundation



(NCF), and suicide prevention. Please watch the video as Tom calls on us to support one another, NCF, and the American Foundation for Suicide Prevention. To support the NCF's 25 for 25 Pushup Challenge please [click here](#).

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](#).