



In This Issue:

Independence Day 2020	Black Lives Matter T-shirts	Pride Masks on Sale
Operation Traffic Counts Across the United States	Currency and NEST Joint Guidance	Happy Father's Day
Paying It Forward: Members Supporting Front-Line Workers	National Office Employee Spotlight: Cheryl Cannon	NATCA Academy Virtual Learning Upcoming Schedule
National Professionalism Award Nominations Due Soon	Union Members Feature: NewsGuild	Retirement Webinars: Upcoming Schedule
BNA Member Needs Our Help	IT Committee Tech Tip	NATCA Member Resources



Independence Day 2020

This week, we celebrate Independence Day to commemorate the adoption of the Declaration of Independence. On July 4, 1776, our nation's founders declared they no longer recognized British rule. This statement was one of the most important steps in forming the United States of America. The declaration remains one of the world's most well-known statements on human rights, particularly its second sentence:

"We hold these truths to be self-evident, that all men (and women!) are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness."

Some of our founders may have been imperfect individuals, but this passage came to represent the moral standard that the United States has strived to achieve for 244 years. This ideal was and remains foundational to the end of slavery, the end of child labor, women's suffrage, the civil rights movement, gender equality, LGBTQ+ rights, and advancing organized labor.

In 2020, Americans face many challenges. We often seem divided in many ways. It's important that we join together every July 4th to celebrate our nation's independence and all Americans' rights to "Life, Liberty and the pursuit of Happiness."

As union members, we understand how our collective efforts strengthen our lives, our professions, and our nation. The American labor movement has fought for fairness and equality for the rights, wages, benefits, and the overall well-being of all working people. America's unions continue to work to keep working people safe and protected economically.

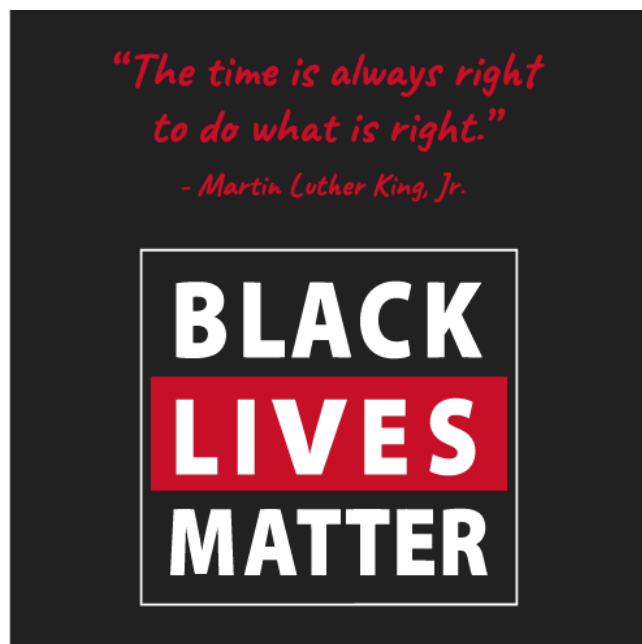
This fundamentally is the same struggle that has been waged by so many groups throughout the history of our nation. The Black Lives Matters movement we are witnessing is struggling to be heard, demanding that human dignity be recognized, and striving to achieve the changes necessary for our nation to better meet the ideals expressed at our founding.

During the July 4th holiday, we should express our union pride and share how we contribute to making our communities and nation stronger. We should remember that other Americans are fighting to uphold the founding statement that "all men (and women) are created equal" and put an end to systemic racism.

Happy Independence Day!

Black Lives Matter T-Shirt Now on Sale; Proceeds Benefit Black Girls CODE

[Black Lives Matter T-shirts are available.](#) At right is an image of the artwork and Martin Luther King, Jr. quote that is on the back of the shirt. The NATCA logo is on the front of the shirt on the left side. Proceeds from the sale of these T-shirts will benefit [Black Girls CODE](#). Black Girls CODE is a charity which works to increase the number of women of color in the digital space by empowering girls of color ages 7 to 17 to become innovators in STEM fields, leaders in their communities, and builders of their own futures through exposure to computer science and technology. [Order T-shirt](#)



Celebrating Pride 2020: New Masks on Sale, to Benefit The Trevor Project



NATCA is celebrating Pride Month by offering [NATCA logo Pride masks in the NATCA Store](#). Proceeds will benefit The Trevor Project, a national nonprofit that provides crisis intervention and suicide prevention services to LGBTQ+ young people. One out of six students nationwide seriously considered suicide in the past year. Suicide is the 2nd leading cause of death among young people ages 10 to 24, and LGBTQ+ youth contemplate suicide at three times the rate of heterosexual youth. Trevor aims to always be there for youth in crisis with a clear message: they should be proud of who they are, and they are not alone.

The 2020 Pride masks are constructed from 5.0 oz 100% moisture-wicking polyester, and come with five charcoal filter inserts. They're union-made in the U.S. and union-printed. The \$15 cost includes shipping.

The NATCA Charitable Foundation (NCF) will match the dollars raised with an additional \$2,000 donation to The Trevor Project. In 2019, with NATCA members participating in local Pride events in Washington, D.C., Indianapolis, Chicago, and San Francisco, NATCA distributed and raised \$6,700 for Trevor.

[Order your mask](#) | [Learn more about The Trevor Project](#)

Operation Traffic Counts Across the U.S.

Aviation System Performance Metrics (ASPM)

TUESDAY, JUNE 23, 2020

ASPM77 Airport Ops

-52.1%

27,576 CURRENT OPS
57,586 SEASONAL AVG

Core Airport Ops

-59.7%

14,932 CURRENT OPS
37,028 SEASONAL AVG



Center Ops

-51.9%

var from baseline

60,212 CURRENT OPS

Top 7 TRACONs

-49.1%

var from baseline

16,384 CURRENT OPS

SOURCE: Federal Aviation Administration

GFK: Busiest Tower in the NAS Last Week

The University of North Dakota's UND Aerospace program reports that on June 18, Grand Forks International Airport (GFK) was the busiest airport in the National Airspace System. UND Aerospace shared this graphic on social media (below).



BUSIEST AIRPORT RANKINGS GFK RANKS #1

Thursday, June 18

#	Facility	Operations
1	GFK	1,286
2	DFW	1,079
3	ORD	915
4	DEN	833
5	ATL	844

UND AEROSPACE
UNIVERSITY OF NORTH DAKOTA

Currency and NEST Joint Guidance

FAAO 3120.4

Chapter 4. Training Requirements for Air Traffic Control Specialists Paragraph 8. Recertification Hours.

a. Personnel who have not worked an operational position in the last 120 days, but have done so in the last year, must receive instructor-led training, simulation training, and OJT prior to recertification. OJT hours must not exceed 50 percent of the target hours established for developmentals with no previous experience.

In light of the above 3120.4 provisions, the Parties have discussed and collaboratively determined the following:

Trainees: Employees presently on excused absence based on a non-essential determination will be recalled to duty for the purpose of receiving an over-the-shoulder and achieving the necessary time on position to retain existing certifications without a requirement to enter training. Each employee will be assigned to a specific crew for the duration of this process and must occur within 120 days since last working an operational position.

FacReps/ATM's should collaboratively consider the need to retain these employees beyond the currency process if they have sufficient work to return to an operational schedule. If the Parties determine there is sufficient work, the ATM and FacRep should send the information to the GM/ARVP for validation and concurrence. Returning employees to the operational schedule must not result in an increase to the number of crews established in the current COVID-19 Flexible Schedule.

High-Risk: Employees presently on excused absence based on a validated health issue will be offered the option to return to a specific crew for the same purpose of retaining certification or remain on excused absence. High risk employees shall be prioritized in the scheduling to afford as much social

distancing as possible and shall be allowed to return to excused absence once currency requirement is met. High-risk employees that chose to remain on excused absence and lose position certifications, will be required to re-certify on the positions. Inability to re-certify will be addressed in accordance with Article 20 of the 2016 CBA.

NEST: The Parties have agreed to conduct a virtual NEST review. Re-assigned employees will not be required to report to their new facility until such time as the new facility begins to conduct OJTI. SF-50's will be processed to transfer the employee while they remain at their current location. Employees remaining at their current location may be required to participate in virtual training for the new facility while awaiting report date.

Happy Father's Day



We hope all of our members who are dads enjoyed a special Father's Day with their families and loved ones. Pictured above and viewing left to right, starting with the top left photo, are:

- Ryan Reeves, Anchorage TRACON (A11)
- David Sipich, Chicago Center (ZAU)
- Frank Hernandez, Los Angeles Center (ZLA)
- Jorge Hernandez Moreno, St. Petersburg ATC (PIE)

Barry Coates, Houston TRACON (I90)
Jamaal Teel, Washington Dulles ATCT (IAD)
Ethan Korf, Chicago TRACON (C90; also pictured next to boat)
Ryan Herrick, Minneapolis TRACON (M98)
Sam Book, Indianapolis Center (ZID)
Steve Brown, Portland, Maine ATCT (PWM)
Richard Loucks, Denver ATCT (DEN)

[View our photo album](#)

Paying It Forward: NATCA Members Continue Efforts to Support Other Essential Workers



Miami Center (ZMA): The ZMA local delivered 150 meals to the Jackson Memorial Rehabilitation Department. The hospital is the largest trauma center servicing southeast Florida and the Caribbean.

"Our union brothers and sisters at Service Employees International Union (SEIU) Local 1991 were extremely thankful for

our donation and taking care of our everyday medical heroes," said ZMA member Evan Munro. "The meals fed doctors, doctors of physical therapy, occupational therapists, nurses, and staff throughout the department."

Munro and ZMA member Brittany Nortmann helped to organize the distribution of food, which was provided by Events By Bea in Miami.



Philadelphia ATCT (PHL): The PHL local is supporting the community and other local union workers by collecting and donating food and supplies to the South Jersey Mutual Aid Network, founded by the New Jersey Education Association. To help keep Philadelphia public transportation workers moving, they also sent Insomnia Cookies to the SEPTA station in South Philly.



Honolulu Control Facility (HCF): Members provided 20 lunches to the medical professionals at Kaiser Leeward Primary Nursing Care to thank them for battling on the front lines to keep Hawaii safe. Food was provided by A & G Bar & Grill in Nanakuli, which provided food for government workers during the last government shutdown.

Minneapolis Center (ZMP): Members along with the ZMP Shop raised \$2,800 and the ZMP local matched \$2,000 to donate to first responders. They purchased gift cards at eight local restaurants, which also contributed extra gift cards to make the total donation over \$5,000. Gift cards were given to the Farmington Fire Department and Apple Valley/Lakeville/Farmington Emergency Medical Services.

[View photo album from this effort.](#)



Rockford (RFD): Members donated meals to their local fire station and the Aircraft Rescue and Fire Fighting station at RFD. "They had a great time connecting with them," said RFD FacRep Rob Wenc.

National Office Staff Employee Spotlight: Cheryl Cannon

NATCA salutes its amazing National Office staff members who come to work each day committed to providing our members with the very best service and representation in organized labor. Our featured employee this month is Senior Membership Services Coordinator Cheryl Cannon (pictured, at right, with daughter Michelle Lyons and son Justin Lyons). Below is our interview with Cheryl:

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

I am a native Washingtonian and have lived in the city or surrounding area all my life.

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

I was educated in Washington, D.C.

How did you come to work at NATCA?

I was working in a veterinary hospital and was pregnant for the first time. My daughter was born two months premature. I was not sure if I was going to go back to work full time at that point. I decided to do temp work at that time. The agency placed me at NATCA and after a month, I was offered a full-time position. The hours and benefits were what I needed and my daughter was doing great so I took the position. I was the receptionist from

February 1991 until about 10 years ago. I now work in the Membership Department. I absolutely loved working at the front desk.



Do you have family members who are involved in unions?

No

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

The most rewarding is the day-to-day interactions with NATCA members and helping them with their needs.

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

I am an avid reader. Love to travel. I have been to Canada, Puerto Rico, nine countries in Europe, Costa Rica, and Nicaragua. My next trip, I would love to go to Iceland!

Showing dogs is my absolute favorite thing in the world. I have been doing this since the mid-1970s. I have shown dogs in the U.S., Canada, Puerto Rico and Europe. I have shown dogs and won all the way to Best in Show and have competed in all of the major dog events in this country. I have even been on TV. I also have competed in performance events like obedience. I have



also been a breeder of Briards, German Shepherds, and Rhodesian Ridgebacks.

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

I have been at NATCA so many years, all those moments have become like a kaleidoscope for me.

NATCA Academy Virtual Learning: Upcoming Class Schedule

We have 15 upcoming NATCA Academy Virtual Learning courses scheduled. 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.

[Full Academy Virtual Learning schedule and class descriptions here](#)

Below is the schedule of upcoming classes in the next 10 days.
Register [here](#) today!

NATCA ACADEMY VIRTUAL LEARNING



Sign up at
portal.
natca.org



WED
JUL 1

12:00 PM EDT
Building a Stronger Local
(60 min)

THU
JUL 2

1:00 pm EDT
Article 114: Collaboration (75 min)
4:00 pm EDT
Representation Rights (75 min)

MON
JUL 6

11:00 am EDT
Social Media
(60 min)

TUE
JUL 7

1:00 pm EDT
Article 114: Collaboration
(75 min)

WED
JUL 8

12:00 pm EDT
Hatch Act: Not Knowing it Could Cost You Your Career!
(60 min)

THU
JUL 9

11:00 am EDT
Online Drug and Alcohol Basics Training
(120 min)

FRI
JUL 10

11:00 am EDT
Having a Difficult Conversation
(60 min)

National Professionalism Award: Inspire, Motivate, Demonstrate

Who do you work with that inspires, motivates, and demonstrates professionalism? Nominate your peer for the National Professionalism Award to be presented by the Professional Standards program at Communicating For Safety 2020 in Las Vegas in November. A winner will be selected from each service area.

Any NATCA member may nominate another member for the award, with no limit on the number of nominations received from a single facility, region, or service



**INSPIRE
MOTIVATE
DEMONSTRATE**

NATIONAL PROFESSIONALISM AWARD

deadline: July 15th, 2020

[NATCA.ORG/PROFESSIONALISMAWARD](https://natca.org/professionalismaward)

area. Only members in good standing will be eligible to receive the award(s).

The nomination period has been extended. The deadline to submit is July 15.

[Nominate here](#) | [View past winners of the National Professionalism Award](#)

Union Members Feature: Journalists Represented by the NewsGuild

Andy Nguyen, represented by The NewsGuild-Communications Workers of America, didn't think he was going to lose his job when he received the email for the "all-staff" meeting. But that is exactly

what happened. [Dozens of journalists were laid off, including him](#), because of the financial effects of the COVID-19 pandemic. "It was just a gutting feeling to be told that after next week, we can't do anymore work. We can't cover our communities in the middle of this giant crisis where local reliable news is vitally important for the community," he said. [Learn more](#) about how journalists and the whole journalism industry are being affected during these dangerous times.



Aviation Labor News

[CNBC: U.S. airline labor unions seek billions more to extend coronavirus payroll aid as demand remains weak](#) - "Unions representing tens of thousands of airline employees on June 25 asked lawmakers for \$32 billion in additional government aid to maintain their jobs through the end of March 2021, as air travel demand remains low because of the coronavirus pandemic. U.S. passenger and cargo airlines, as well as airline contractors, had \$32 billion in federal aid to keep paying workers under the \$2 trillion CARES Act that was signed into law in March. Terms of that aid prohibit the airlines from laying off or cutting the pay rates of employees through Sept. 30 of this year." [Read more from the Transportation Trades Dept., AFL-CIO.](#)

[Simple Flying: ALPA Calls for Extension of Federal Aid](#) - "The U.S. Air Line Pilots Association (ALPA), has called on the United States Senate to ensure that the airline industry recovers while ensuring frontline workers' safety. In a letter written to the Senate Committee on Commerce, Science, and Transportation, ALPA outlined additional measures to protect workers. ALPA President Joe DePete said, 'This is a pivotal time for the aviation industry, and as we take steps to stabilize the aviation economy and prepare to welcome back an increasing number of flyers during this summer travel season. Some key measures should be taken to expand on the Coronavirus Aid, Relief, and Economic Security (CARES) Act, protect public health and provide additional aid to hardworking Americans as they weather this storm.'"

[Read full letter here](#)

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:



4 Square Financial
Literacy Partners, Inc.



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.

BNA Member Needs Our Help



A member of our NATCA family, Nicole Lynn (Bradford) Kraynik, spouse of Nashville ATCT (BNA) member Jonathon Kraynik, passed away unexpectedly in Murfreesboro, Tenn., on June 10, at the age of 37. Jonathon and Nicole have two sons, Andrew John and Leo Michael, for whom friends and family have begun an education fund in Nicole’s memory. If you would like to contribute, [please click here](#).

IT Committee Tech Tip

The [Information Technology Committee](#) (ITC) has facilitated the use of Microsoft Teams by many NATCA leaders, committees, and other members. It has taken on added importance during the COVID-19 pandemic as the need for effective remote communications has become very important.

Several new features were recently

introduced. [Take a look with this short video.](#)



NATCA Member 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](#).

Critical Incident Stress Management (CISM)

In recent months, we all have faced a steady stream of challenges. If you want to talk with someone during these tough times, please know the [CISM team](#) is here to help you. CISM is a peer-to-peer service designed to help you post-accident or during a personal crisis. You can call us 24/7, 265 at 202-505-CISM (2476). If you reach our voicemail please leave your contact info, and someone will call you back.

Keep in mind, we are aviation safety professionals and may be actively working at the time of your call. Messages are kept strictly confidential. You also can reach us via email at CISM@natca.net or check out our website at www.natca.org/CISM.

