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COVID-19 Update

It was just a few short weeks ago that we reported to you that the rate of COVID-19 cases in U.S. ATC facilities had decreased since the beginning of May. However, this pandemic continues to rage across the country. This week, National Institute of Allergy and Infectious Diseases Director Anthony S. Fauci said that the United States is “still knee deep in the first wave” of the outbreak. In many states, we have seen increased cases and hospitalizations. As the sharp increase in cases occurs across the country, June started a distressing trend that resulted in a 400% increase in total ATC positive cases of COVID-19.

The Southern Region (NSO) has had 39 confirmed positive cases since March 25, and 17 test results are still pending. Another 14 presumed cases came back negative. Of these cases, 58 are Federal Aviation Administration (FAA) controllers, nine are from tech ops, and three are Federal Contract Tower (FCT) controllers. A total of 35 NSO facilities have been affected.

The Southwest Region also has been hard hit recently, with 26 confirmed

positive cases (18 FAA controllers, three FCT controllers, three from tech ops, and two contractors) from 17 different facilities since June 26. Eight more cases are pending. Southwest Regional Vice President Andrew LeBovidge stated, "While we confront the realities of the continuing pandemic, we are also faced with returning traffic demands. At every level - national, regional and local - our leaders continue to work across a broad swath of areas to find solutions that seek to protect the health and well-being of our members. Currency requirements, renewals of medical certifications, biennial skills evaluations –

all the day-to-day details of our occupation, which once seemed so routine, take on new complexities as we function in this environment. As has been the case from the beginning, constant flow of communication (up from the facilities and down from the National and Regional levels) has been and continues to be key."

Region X (NRX) members will continue to telework for the foreseeable future. But when the word comes to return to their offices, NRX has formed the collaborative relationships necessary to do so in a phased and safe manner with complete involvement of the local Occupational Safety, Health and Environmental Compliance Committees (OSHECCOM) as guided by NATCA's national level OSHECCOM and OSHA committee. "Region X leadership has been in constant communications with the FAA concerning the phased restart of field work performed by our Airport inspectors, Aircraft Certification Oversight inspectors, Drug Abatement and Enforcement inspectors, ATO field engineers, and Acquisitions Quality Assurance members," NRX Vice President Brad Davidson said. "Whether our members work in the administrative office or field environments, there are safety processes and plans in place to protect our members."

NATCA is here to support you and your fellow brothers and sisters in every way possible. President Paul Rinaldi stated, "The challenges created by this pandemic – like every other we have faced – require our teamwork, solidarity, resolve, and dedication. These challenges affect every part of our aviation system and those fellow essential workers operating it. We are all in this together as an aviation community. We must remain committed to one another and continue to keep all of our habits and practices to keep our workplaces and each other safe. NATCA will continue to ensure our membership is protected first. That is the only way we can protect the National Airspace System."

Wear a mask.

Practice social distancing.

Protect yourself & others from COVID-19.



QUESTIONS? NEED HELP?

*Reach out to your
regional leaders.*



Executive Vice President Trish Gilbert added, “Flexible schedules, masks, cleaning supplies, and expanded janitorial contracts have all been developed to provide the safest environment possible. We continue to urge our members to be safe, wear masks at work, practice social distancing whenever possible, and to look out for each other.”

Where there have been confirmed or presumed positive tests, NATCA continues to follow the thorough and standardized process that our Union

developed collaboratively with the FAA where we make determinations as to deep cleaning the affected areas, contact tracing, and quarantining those that meet certain criteria. All stakeholders including NATCA and Aviation Medicine work to make a determination on the level of exposure and its effect on the workforce and overall operation. NATCA’s top priority always is the safety of its members and the goal of the cleaning process is ensuring that affected facilities are clean and safe for employees to return.

In cases where we have confirmed positive tests, the Regional Flight Surgeon’s office conducts contact tracing to identify personnel who may be at higher risk of exposure and directs them to self-quarantine. When an employee tests positive for COVID-19, we are ensuring that all areas where the employee has been in the last 14 days undergo a Level 3 cleaning. When those areas include operational areas, facilities undergo an orderly draw down of services, and, if necessary, go ATC-0 while the cleaning ensues. This takes an enormous amount of coordination and hard work by our members and their representatives.

Do you have any additional questions or concerns? As always, any member can directly contact their regional leadership at the email below with any questions regarding COVID-19 related issues. Someone will respond and provide an answer as quickly as possible.

- [Alaska](#)
- [Central](#)
- [Eastern](#)
- [Great Lakes](#)
- [New England](#)
- [Northwest Mountain](#)
- [Southern](#)
- [Southwest](#)
- [Western Pacific](#)
- [Region X](#)

Aviation System Performance Metrics (ASPM)

MONDAY, JULY 6, 2020

ASPM77 Airport Ops

-45.6%

30,624 CURRENT OPS
56,289 SEASONAL AVG

Core Airport Ops

-52.0%

17,680 CURRENT OPS
36,864 SEASONAL AVG



Center Ops

-45.3%

var from baseline

67,542 CURRENT OPS

Top 7 TRACONs

-43.1%

var from baseline

18,197 CURRENT OPS

SOURCE: Federal Aviation Administration

NATCA's Jamaal Haltom Speaks About Racial Issues in the ATC Workforce During Panel

The death of George Floyd and other high-profile events where African Americans have been targeted with violence illustrate the complex issues facing our nation. The Organization of Black Aerospace Professionals (OBAP) has started a series of



webinars called Courageous Conversations that attempts to address these issues head-on and begin to develop short- and longer-term solutions to eliminating racial injustice within the aerospace industry, and in the communities where we live and work. NATCA National Training Representative Jamaal Haltom participated in Part II of the series. There were 12 other organizations represented including the Air Line Pilots Association, International, Aircraft Owners and Pilots Association, Black Flight Attendants of America, Inc., Southwest Airlines Pilots Association, and the Allied Pilots Association. ([View full list of participants and learn more about the panel here.](#))

“We are committed to being a conduit” to addressing issues, Haltom said. He noted that the Union has created a committee called Union Synergy, which acknowledges that we all have biases and is working on strategies to address those biases in the workplace. He also detailed the Union's code of conduct that establishes the expectations of members, staff, and guests at NATCA events to refrain from engaging in any type of discriminatory or hateful behavior and an avenue for those who have been a victim to speak up.

Haltom said the key point in moving forward is that nobody should be sitting silent when they should be confronting racism or sexism in the workplace. He said we must ensure those whose words and actions are racist or sexist are not “sitting in a comfortable place.”



“The time is now. It has to be done. It’s been far too long in coming. There is no safe place for someone who is not willing to focus on inclusion, equality, and basic human rights. I have tremendous faith in my Union, and I am happy they are taking an active role. It’s good to see other unions on this panel and around the country doing the same thing.”

[Watch the full panel here.](#)

NATCA Academy Virtual Learning: Upcoming Class Schedule

We have been very pleased to see the enthusiastic interest shown in our 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 July. 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 few days.
Register [here](#) today!

  Sign up at portal.natca.org 	TUE JUL 14	1:00 pm EDT Partnership for Safety Webinar (60 min)
	WED JUL 15	2:00 pm EDT Federal Contract Tower (60 min)
	THU JUL 16	1:00 pm EDT Safety Data Sheets & Personal Protective Equipment (60 min)
	FRI JUL 17	12:00 pm EDT Building Lasting Relationships (60 min)
	MON JUL 20	1:00 pm EDT Drug and Alcohol Basics Training (120 min)

Monthly NATCA 101 Course is July 15

NATCA 101, scheduled for July 15 at noon EDT, is an interactive learning course used to introduce our new members, as well as those looking to get more involved, to the organization and structure of NATCA. This class provides a foundation with information about NATCA that will help members understand and become more involved with the organization that is working on their behalf every day.



THE ORIGINAL VIRTUAL LEARNING

NATCA 101

SIGN UP AT [PORTAL.NATCA.ORG](https://portal.natca.org)

A basic understanding of our Union is the foundation for personal involvement. This is the first step toward creating a **STRONGER UNION** and a **BETTER FUTURE** for you and your family!

FREE NATCA STICKERS!

**JULY 15
12 PM
EASTERN TIME**

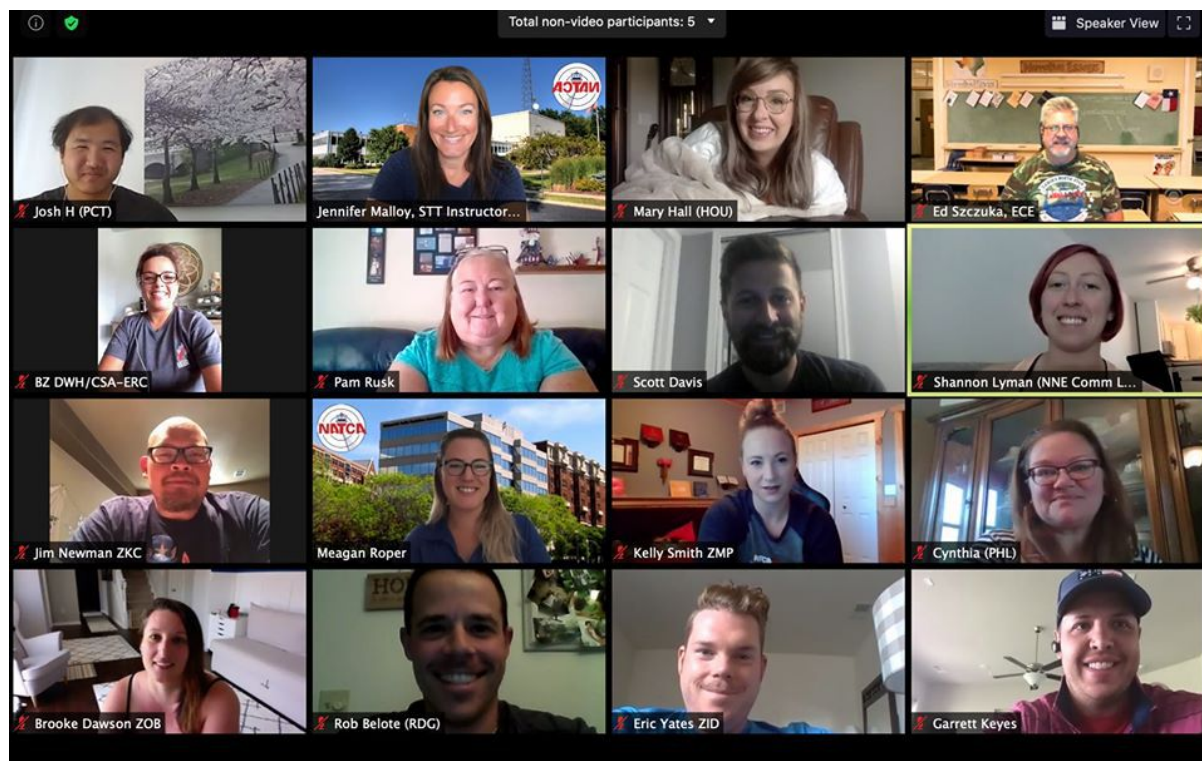
This interactive course is taught via Microsoft Teams

Questions? Contact your Regional Reloaded Rep
Or Chrissy Padgett at CPADGETT@NATCA.NET

Having the basic knowledge and background of our Union and then building on it

with personal involvement are the first steps toward a stronger local, a more powerful national Union, and a better future for your family.

[Sign up here](#)



Social Media Class Teaches Opportunities to Build Community

On July 6, NATCA Secretary Treasurer Training Instructor Jen Malloy (Cleveland Center, ZOB) and Senior Social Media Representative Meagan Roper led a NATCA Academy Virtual Learning Social Media course. More than 30 NATCA members and reps joined to learn about opportunities to build community over digital networks, complying with policies that apply to federal and aviation employees, and best practices to use social media tools to accomplish objectives.

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 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](#)



INSPIRE MOTIVATE DEMONSTRATE

NATIONAL PROFESSIONALISM AWARD

deadline: July 15th, 2020

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

Union Members Feature: ALPA and AFA-CWA



Like NATCA, other aviation unions are frequently collaborating with legislators and the federal government on ways to mitigate the effects of COVID-19 on the National Airspace System and the women and men who operate and support it. [A NATCA statement](#) about a potential second stimulus package, commonly referred to as “CARES 2.0,” noted that NATCA’s senior leadership “has been aggressively working to advocate for legislation to ensure the safest possible working conditions for air traffic controllers and aviation safety professionals who continue to go into work.”

The Air Line Pilots Association, International (ALPA) and the Association of Flight Attendants-CWA (AFA-CWA) join NATCA and other unions in continuing to

fight tirelessly on behalf of the workforces they represent.

COVID-19 continues to be a threat to the entire aviation industry. Domestic demand for air travel is not expected to return until well into 2021. The pandemic is hitting particularly hard for ALPA and AFA-CWA members as they face significantly reduced flying, furloughs or layoffs, and airline shutdowns. In solidarity with our aviation brothers and sisters, learn more about what these unions are doing for their members in the face of this crisis.

[ALPA](#)
[AFA-CWA](#)

More Aviation Labor News

[The New York Times](#): Pilots Were Once in Short Supply. Now They’re Losing

Their Jobs - Joshua Weinstein always wanted to be an airline pilot, but the industry was in crisis when he started college in 2002, so he became a middle school teacher instead. He loved that job, but after a decade of flying in his free time at a cost of tens of thousands of dollars, Mr. Weinstein began hearing more about a looming pilot shortage and left the classroom in 2018 to pursue his dream. It worked: In January, he started training to fly for ExpressJet, which operates regional flights for United Airlines. But the coronavirus pandemic, which devastated the airline business, could thin the ranks of pilots by the thousands and has already put the nascent careers of people like Mr. Weinstein on hold. "The worst part right now is that the only thing we know is that nobody knows anything," he said. "There's uncertainty. We just don't know what happens next." [Read full story](#)

Aviation Daily: JetBlue, Pilots, Ink Deal To Avoid Furloughs Until May 2021 - JetBlue Airways and its pilots struck an agreement that will remove the possibility of involuntary furloughs through May 1, 2021, the first deal of its kind at any U.S. airline during the COVID-19 crisis. While specific terms remain under wraps, the JetBlue Master Executive Council (MEC) of the Air Line Pilots Association (ALPA) alerted members it approved a letter of agreement with the company protecting them from involuntary furlough "under any circumstances" through May 1, 2021. The MEC said the deal does not make any change to collective bargaining agreement (CBA) pay rates, or "significant modifications" to work rules, describing it as "the highest level of codified pilot furlough protection in our industry to date."

Reuters: American Airlines warns it's overstaffed by about 8,000 flight attendants - American Airlines Group Inc. warns it is overstaffed by about 8,000 flight attendants and might reduce its workforce through early retirements and voluntary leaves as the carrier looks to weather a hit to business from the COVID-19 pandemic. The company will reduce its international and transcontinental crew to the minimum required by the Federal Aviation Administration, plus one flight attendant, effective from Oct. 1, 2020, Jill Surdek, American Airlines' vice-president of flight service, said in a letter to employees. [Read full story](#)

Chicago Sun-Times: Job-loss notices are coming, United says - United Airlines, its plans for a business recovery upended by a surge in coronavirus cases, has said tens of thousands of its employees could be furloughed or laid off starting Oct. 1. The airline discussed potential cuts during "town hall" meetings with employees Monday and Tuesday. Executives leading the meetings shared details of bookings falling sharply as the pandemic accelerated in the U.S. during June. [Read full story](#)

Paying it Forward: ZSU Members Continue Efforts to Support Other Essential Workers

San Juan CERAP (ZSU): Members Molly Kent, Stephen Swiech, and Gio Martinez delivered pizza, salad, and desserts on behalf of the ZSU NATCA local to the Emergency Department staff at the



Ashford Presbyterian Community Hospital in Condado. The hospital has been playing an integral role in treating and fighting COVID-19 on the island. The food was enjoyed by doctors, nurses, custodial and support staff.

Retirement Webinars This Month

All upcoming retirement seminars have been merged and reformatted to be webinars due to COVID-19. They are open to any member nationwide. The last two webinars for July are as follows:

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

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

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: 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.



4 Square Financial
Literacy Partners, Inc.



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](#)

NATCA Member 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.



"All of us are doing the best we can to adapt to stressful situations that can create feelings of both fear and uncertainty," said New England CISM Rep Jennifer Dickinson (Boston ATCT, BOS). "It is very important to check in with not only

each other but ourselves as well to make sure we are dealing with our stress in a healthy way. We have tools and resources that can help you work through what you are feeling. You are never alone!"



July is **Minority Mental Health Awareness Month**.

The American Foundation for Suicide Prevention, one of the charities to benefit from NATCA's 18th Biennial Convention next spring, uses its research, education and advocacy work to help elevate voices, to listen and better understand, and to support the unique needs and range of experiences of underrepresented racial and ethnic groups.

"In many communities of color, there exists mental health stigma. And in the

black community, I think it's important to change the conversation around mental health," [says Tandra Rutledge, an AFSP prevention volunteer](#). "In many cases, we just don't talk about it." [Listen to Rutledge and others and find more resources here](#).

FAA WorkLife Solutions Program

Especially in these unprecedented times, it is normal to feel anxious, unsettled, distracted, scared, or overwhelmed. Feeling stressed can affect your immune system and increase the risk of getting ill in general. That's why it's important to proactively manage anxiety and stress, so you can keep yourself as safe as possible. FAA WorkLife Solutions offers a variety of resources, webinars, and tips to help you and your loved ones stay well during these trying times. [Click here](#)

Your FAA WorkLife Solutions Program offers a range of services to support your life and work. This includes online self-assessment tools and wellness tips, in-person counseling, convenience services to help with everyday events needing your time and attention, child and elder care options, legal and financial services, and much more. Call your program at 1-800-234-1327, TTY Users: 1-800-456-4006, or log on to www.MagellanAscend.com.

Magellan Ascend