

# THE WATCH



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Professional Women Controllers, Inc.

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Our vision is to achieve a balanced workforce that reflects the demographics of society and creates a safe environment where all air traffic professionals have passion for their career, can excel, and feel a sense of community at work.

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## View from the Tower

Jenn Lemmon  
PWC President

### Hello PWC,

I hope everyone is having a great start to this New Year. I, for one, have decided to make the “exercise” resolution a thing. I will happily say it has stuck for now. As I sit at work with my “View from the Tower,” I am so happy to see the increase in air travel. To me, that is a hopeful sign that things are returning to normal again- whatever normal means to each of you. It brings me joy knowing we will be seeing each other soon in Charlotte for the 2022 PWC National Training Conference. It brings me excitement to talk with everyone about ways to get back out there and be a part of something. I have been a part of the Board of Directors for almost eight years. This experience has provided me so many opportunities to meet new people, connect on different levels, learn, and develop skills that I never would have otherwise. If you are looking to “Connect & Learn Together” in more ways than attending our upcoming conference, I urge you think about joining the PWC Board of Directors in some capacity. This organization operates because of the dedication and commitment of our volunteer board members.

The Board of Directors had our quarterly board meeting in Dallas this past January. Some of us attended the meeting in person and others joined virtually for a very productive two days. Part of the meeting was spent talking with Work Life Solutions about benefits that are offered to FAA employees. We are still in challenging times right now, and the best way to navigate them is not always apparent. Luckily, we do have the Employee Assistance Program (EAP) to help all of us and our families in many ways. If you are attending conference, I hope you stop by their booth to visit and learn more about what additional benefits you have to help ease your work life balance.

PWC’s third quarter focus item was all about volunteering. Were you able to get out and support a local food kitchen, or maybe do a story Zoom session for your kids? I was excited to see all of the blood donation photos online. Another great way to volunteer is to be a part of this amazing organization’s Board of Directors. Even though elections have closed, you can still find ways to be involved in some capacity. Write-in votes for vacant positions are always welcome. Ballots will be available at conference for anyone who is interested. I also have the capability to appoint members to vacant positions.

March is Women’s History Month. The theme for 2022 is “Providing Healing, Promoting Hope.” I cannot wait for everyone to see what we have planned in celebration. PWC is hosting a three-part “Breaking Barriers” series that will take place on March 1st, March 9th and March 31st. All will be live streamed by the FAA on many different social media platforms. We also will be hosting a heart health “Lunch and Learn” on March 7th, an International Women’s Day toast on March 8th, and a Women’s History Trivia Event on March 21st. It is going to be busy but exciting and fun! Keep an eye on PWC social media and email blasts for up to date information on events.

As always, please remember to take time for yourselves. Rest, recuperate, and rejuvenate as much as possible to get through these busy days. I truly hope to see many of you in Charlotte for a very “Royal” event. Until next time everyone, stay safe!

*Jenn*



SAVE THE DATE

PWC CONFERENCE

*APRIL 19-22*

Support your region and wear  
your royal colors all week:

Westerly- Sapphire Blue

Centerra-Ruby Red

Eastmont-Emerald Green

CHARLOTTE, NC




## OPENING RECEPTION

A Queen's Landing Tournament:  
The Royal house of Charlotte invites  
the houses of Eastmont, Centerra, and  
Westerly to a social tournament of  
skill and wit. The purse is full of gold  
and gems in honor of the house  
colors; Red Rubies for Centerra, Blue  
Sapphires for Westerly, and Green  
Emeralds for Eastmont. Join us on the  
evening of April 19th dressed in your  
house colors for sport and revelry.  
Maybe the jewels will go home with  
you.

## CLOSING RECEPTION

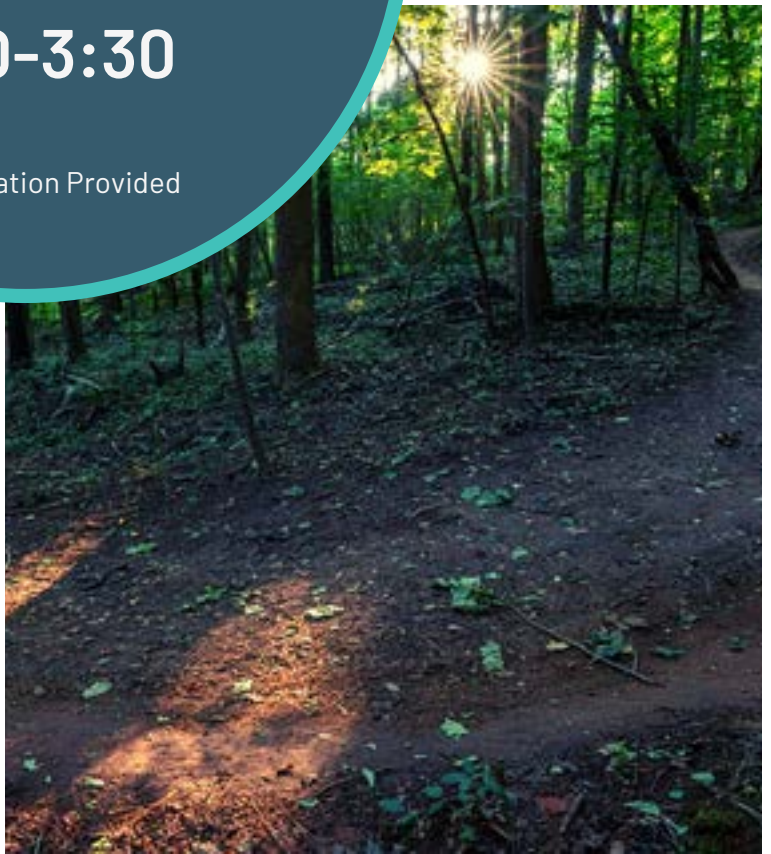
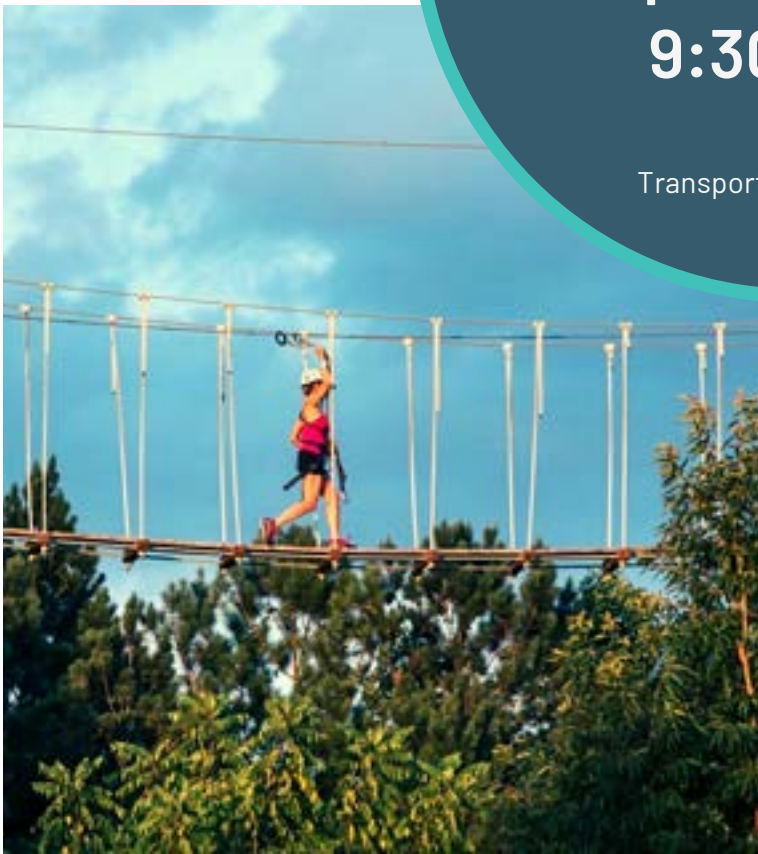
The Royal Banquet:  
Rubies, Emeralds, and Sapphires.  
All of the crown jewels are needed  
for this royal evening. Come  
bedecked in your jewels and finery  
for a sumptuous feast. Celebrate  
like the Queens and Kings you are!





**Conference  
Day Trip  
April 19, 2022  
9:30-3:30**

Transportation Provided



Whitewater Rafting • Zip Lining • Ropes Course  
Hiking Trails and More  
U.S. National Whitewater Center • [Whitewater.org](http://Whitewater.org)

**Adrienne Johnson Krunich**

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**Safety Begins with Understanding**

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Bridging the Communications  
Gap between Pilots and  
Controllers



# PLANE LANGUAGE

## The Scenario

A private pilot was flying a Piper Archer through a cloud layer over the Lincoln, Nebraska area when his instruments started to malfunction. An instrument rated pilot, he was on an IFR flight plan in IMC conditions. The aircraft's attitude indicator, which pilots use to keep the wings straight and level when unable to visually see the horizon, was starting to fail. Without this instrument, proper use of backup instruments, and an excellent scan, it is very easy to become spatially disoriented and lose control of the aircraft.

Losing control often leads to a stall - spin situation. The controller on duty realized that the aircraft was descending unexpectedly. The pilot was losing control of the aircraft and unable to comply with ATC instructions. He inadvertently descended to around 800 feet above the ground. At this point, the pilot broke out of the clouds into the clear. Focusing primarily on the proximity to the terrain, the controller issued an instruction to "climb immediately." The pilot complied, which put him back into IFR conditions. Fortunately, his instruments began working again, and he was able to regain control the aircraft, follow instructions and land safely.



## What Went Wrong

As soon as the pilot entered VFR conditions, he should have advised the controller he had entered VFR conditions and needed to remain clear of clouds and fly the aircraft visually (even without the attitude indicator, this can be done safely). We can only speculate as to why he neglected to do this. During an emergency it is not uncommon for someone to experience tunnel vision, and in this case the pilot prioritized ATC instructions over all else. The controller focused on the proximity to terrain and directed the pilot to climb, which took the pilot back into the clouds. This led to a very unsafe situation in which he was now re-entering IMC with malfunctioning equipment.

Assuming the controller was unaware that the pilot had entered VMC, he absolutely did the right thing by issuing climb instructions to avoid a descent into terrain. However, in this case, these instructions put the pilot in an extremely hazardous situation that could have resulted in disaster. Climbing an aircraft with an equipment malfunction back into known IFR conditions could easily have resulted in an accident had the instruments not spontaneously started working. It was purely luck that the aircraft's instruments began working again and therefore the pilot was able to turn and descend normally according to the controller's instructions.

## Key Takeaways

This scenario demonstrates a lack of communication between the pilot and the controller, poor judgment by the pilot for following the controller's instructions, and the controller's lack of awareness of weather conditions. No pilot should ever intentionally fly back into IMC with inoperative equipment, even if a controller directs them to do so. Instead, the pilot should advise ATC that they are now VMC, and need to continue to remain in VFR conditions and land as soon as practical.

Had the controller been aware of the cloud base, attempted to get ceiling heights in that area, or asked the pilot if he was VFR or had terrain in sight, a clearer picture may have evolved. Instead of focusing only on altitude and spending time asking questions like souls on board (not required in an emergency), the controller, who had no other aircraft to work at the time of the event, could also focus on getting the pilot into VMC as soon as possible. Without further information, it's difficult to tell whether the controller focused on this, but the error of climbing the aircraft back into known IMC conditions is hard to ignore.

Having a rudimentary understanding of aircraft equipment, common emergency scenarios, and priorities helps controllers understand the broader perspective of what is unfolding. Knowledge of weather reports and forecasts, and knowing where VFR conditions are in your sector at all times can save a life. In addition to always reading your regular weather briefings before taking a position, comparing ATIS info or METARs at nearby airports and soliciting PIREPs while working can help you get an idea of what the conditions are like in your sector. This will better help you get that emergency aircraft into VMC. It is critical to try to understand what the pilots are experiencing as they speak with you.

Accident profiles contain valuable insights, but we often overlook opportunities to learn from scenarios where we think everything went correctly. This scenario actually resulted in an Archie League award for the controller. Archie League awards are given to controllers who have gone above and beyond their job description to help pilots in the name of safety. Even though this scenario ended without incident, upon further investigation, we see that a massive misunderstanding occurred between the controller and pilot and this could have just as easily ended in catastrophe.

*\*The views expressed here are my own and don't necessarily represent those of the FAA*

# NEW ARRIVALS



Katie Cook - VA

Kathlene Hone - KY

Heather Mullane - MN

Tina Verret - NY

## New Corporate Members

Management Concepts

FEDS Protection

Welcome to the PWC family!

PWC membership benefits can be found at [pwcinc.org/membership](http://pwcinc.org/membership)

Please reach out to Tawni Pettigrove, PWC Membership Director at [pwcmembershipdirector@gmail.com](mailto:pwcmembershipdirector@gmail.com) with any questions regarding membership.

# career development toastmasters

By Karrie M. Krear-Klostermeier, Great Lakes RD

Did you know that not all career development takes place in the workplace or on work time? Career development is a process- a series of decisions that you make to grow your professional and personal skills over the duration of your career. One avenue to assist in that growth is Toastmasters. Toastmasters International is a nonprofit educational organization that teaches public speaking and leadership skills through a worldwide network of clubs. Headquartered in Englewood, Colorado, the organization's membership exceeds 300,000 participants in more than 15,800 clubs in 149 countries.

Since 1924, Toastmasters International has helped people from diverse backgrounds become more confident speakers, communicators, and leaders. I became a member of Toastmasters in March of 2020 during my participation in the PWC Mentorship Program. One of the requirements of the program is to give a four to six minute "icebreaker" style speeches at a Toastmasters meeting. My community was interested in starting a Toastmasters club, so fortunately for me, I was able to attend the initial meetings and give my speech in person before Covid moved us online.

Our club has continued to meet virtually twice a month for an hour. The standard Toastmasters meeting format opens with between one and three member-prepared speeches. After listening to the speakers, the club moves to Table Topics, which is an impromptu speaking exercise. The Table Topics master will read a question and then call on a member at random to answer. The member will answer the question in one to two minutes. Table Topics are invaluable for developing "on your feet" thinking and reasoning skills, which are useful at meetings, in casual conversation, or even at an interview. The meeting closes with an evaluation portion, where members evaluate the speakers from that meeting. The evaluators give feedback on what each speaker did well and give suggestions for strengthening different aspects of each speech and speaker.

Continual self-improvement is key to bringing yourself closer to your ideal job and lifestyle. Toastmasters is an inexpensive educational tool that can help you to improve your public speaking skills and your confidence without a huge cost. It's free to visit a meeting and see what Toastmasters is all about. To find a club near you or online, go to <https://www.toastmasters.org/find-a-club>. You have probably guessed from my unbridled zeal for the organization that I am a Toastmaster. I've gained enormously from the organization and had a lot of fun. I cannot recommend Toastmasters strongly enough for career advancement.



Woman making a speech - DGL/Getty Images Pro



## Scholarship Opportunities

2022

# 2022 Scholarships - Apply Now

Deadline to Submit is March 15th

**Mary McBurney Memorial Scholarship:** The PWC Board of Directors designated the "Mary McBurney Memorial Scholarship" in honor of our late past-president whose passion for PWC's Scholarship program got it off the ground. This honor goes to every PWC member who is awarded a PWC Scholarship.

**The Herman J. Lyons, Jr. Memorial Scholarship:** Awarded to a candidate that stands out above the rest for his/her service to their community, excellence in academics, and dedication to the advancement of aviation education or design.

**The Jacqueline Smith Burdette Scholarship:** PWC co-founder Jacqueline Smith Burdette created an annually funded scholarship to encourage those planning careers in aviation, or to advance their career in aviation. Pre-requisites include enrollment in an accredited college or technical school, in an aviation-related program and intention to pursue an aviation related career. PWC membership not required

**The Sue Townsend Scholarship:** This scholarship encourages women who are active FAA air traffic controllers or operational supervisors to advance their aviation career. Pre-requisites include enrollment in an accredited college or technical school, in an aviation-related program. PWC membership not required

**The Margaret Hoffman Scholarship:** This scholarship is for women in the FAA who are active air traffic controllers. This scholarship can be used for any course of study, either to advance an ATC career or prepare the recipient for a second career.

**\*\*Staff, supervision, and management are ineligible. PWC Membership required.**

Completed application packages must be  
emailed to [pwcscholarships@gmail.com](mailto:pwcscholarships@gmail.com)

SAVE THE DATE:

# TRIVIA NIGHT

MARCH 21ST

8:00 PM EST

ZOOM ID: 474 767 3926

PASSCODE: 121212

## WOMENS HISTORY MONTH & PRE-CONFERENCE EVENT

*with surprise guest appearance*

Wear your regions color to represent your conference team!

**Western: Sapphire Blue**

**Eastern: Emerald Green**

**Central: Ruby Red**

# Forging Your Career Path

by Laura MacAllister, Central Regional Director

The path to your goals isn't lit with runway lights. Moving forward in your career can feel overwhelming- how will you know which decisions are right for you? Mapping your route requires research, networking with new and different people, and digging deep inside to identify your own interests, strengths, and vision for your future. While each person's specific path is different, certain waypoints are universal in all career journeys: self-knowledge, exploration, planning, decision-making, and action. Armed with this checklist, you can take off with confidence.

Self-knowledge begins with identifying your interests and analyzing your current skillset. True self-knowledge isn't easy for most people, and it takes time. Rather than simply thinking about your interests, strengths, and weaknesses, try writing down your answers to tough questions. Managers and peers you trust to assess your professional performance can be a great resource if you find self-evaluation difficult. The FAA also offers several programs to assist employees such as the ATO Career Planning Tool. This tool provides a framework that includes self-reflection, rating requests, and assistance with creating an Individual Development Plan.

Once you're satisfied with your level of self-knowledge, explore! Opportunities don't always fall from the sky, so seek them out. Your supervisor may know of avenues to learn more about your identified interests through things like classes, details, or the opportunity to observe other teams and job shadow.

Volunteering can be a great way to experience something you may not otherwise have had access to, and to meet people who are working in fields of interest to you. Use this exploration time to narrow down your choices, and research necessary requirements for jobs that pique your interest.

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**"The most effective way to do it,  
is to do it."**

Before solidifying your path, consider participating in one of the many mentor and coaching programs available through the FAA and FAA Employee Associations, such as the PWC Mentor Program, Program for Emerging Leaders, Air Traffic Leadership Development Program, Better Up, et al. If a formal program isn't your style, seek out one of the many Employee Associations in the FAA. There is something for everyone. Quick introductions can be found on YouTube. PWC members are famous for giving back, and lending advice and contacts like they once received. Don't be afraid to reach out- you may even gain a few friends in the process! Seek out mentors and build a network of people for inspiration, motivation, and advice. The relationships you build while enroute to your goals are invaluable.

Once you've made your decision and identified the best long-term goal for your interests, your professional strengths, and your vision for your future, develop short-term goals that will help you achieve your larger goal, and write those down. Write down any potential obstacles and what you'll do to address them. Decide what work you are willing to do to achieve your goals and put a realistic plan in place to get there. This is the culmination of all the work you've done on the previous steps. Your plan is your map to the career you've envisioned for yourself.

The final step is to act on your plan. This is the part of the process where fear or stalling can derail your dreams. Amelia Earhart famously said, "The most effective way to do it, is to do it." If you put in the work, follow the advice of your newly minted mentors and network, and open yourself up to continual feedback and self-learning, sooner or later you will be offered an opportunity. When the time comes, you'll know what you have already accomplished, but you won't fully be aware of your capabilities until you commit to action.


With these tools and steps in your flight bag, you'll be empowered to map the route to your ideal career destination. The path may not be lit, but it's been traveled by many people before you who can help you find the way.

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# MANAGEMENT CONCEPTS

Management Concepts Launches Career Gateway: Acquisition Program



## Management Concepts launches an immersive and engaging learning experience for federal acquisition professionals built around supporting a mission to Mars scenario

REGISTER TODAY

[Click Here for In Person/Virtual Registration](#)

Join Management Concepts live in-person, or virtually on March 10 at 3:00 p.m. EST and be among the first to see the latest innovation in federal acquisition training—our Career Gateway: Acquisition program.

Our event kicks off with a panel discussion moderated by Melissa Starinsky, former Director and Head of Contracting Activity for the Office of Acquisition and Grants Management, Centers for Medicare and Medicaid Services. Ms. Starinsky and a group of senior federal acquisition experts will discuss the future of the acquisition workforce, challenges, and growth opportunities for the profession.

Built around a compelling storyline of acquisition support for a ground mission to Mars, Career Gateway: Acquisition is an experiential, cohort-based program designed for new acquisition professionals. This leading-edge approach takes learners beyond technical knowledge and puts them through an outcome-based, scenario-driven training experience.

Light refreshments will be provided following the event in the adjacent Holeman Lounge. The future begins March 10 at 3:00 p.m. EST—and professional acquisition learning will never be the same. Join us to see why.

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# Inspirational Women

## How to Recognize One, and How to Be One

By Amy Johnson, Southwest Regional Director



Take a moment to remember a story you've heard about an accomplished woman. How does her story make you feel? How does learning about how she's risen to meet challenges, believed in herself, and helped others, change the way that you feel about your own potential? Does the word "inspirational" come to mind? I believe women who are inspirational in their approach can drive a person from apathy to possibility.

My mother has always been the driving inspirational force behind my success. Her words and actions have shaped the way I view my own capabilities. This quality of inspiration is a gift she has given me over the course of my life. It has helped me overcome many challenges and has taught me the importance of inspiring others to conquer their personal challenges.

Joy Marini, MS, PA-C, is an Executive Director of Corporate Contributions for Johnson & Johnson. She identified five qualities of inspirational women: First, they have Purpose. Second, they Believe in what they are doing. Third, they have Empathy. Fourth, they Encourage others, and fifth, they Think Big. (Marini, Joy, "5 Qualities of an Inspiring Woman, in Honor of International Women's Day" Huffington Post 2/26/15).

Together we'll explore these qualities with the goal of learning to adopt them, and becoming inspirational leaders in our own lives.

**Purpose:** Finding your purpose is to find the larger meaning behind why you do what you do. When you know your purpose, you can strive to accomplish that purpose *with* purpose. Understanding your motivation helps you to be the very best version of yourself by keeping your goals and values at the forefront of your actions. When you lead with that purpose, you inspire others to do the same.

**Belief:** Believing in your purpose will keep you motivated through challenges and setbacks. Your attitude and the strength of your belief in your larger purpose are a critical component to your success. Modeling this belief in our purpose and ourselves makes others believe in themselves as well.

**Empathy:** Working to understand others' feelings or perspectives will enable you to better help them. When people feel that you understand them, and most of all care about them, they trust in your words and actions, and work hard for you. Empathy is a critical tool for good leaders.

**Encouragement:** Many people suffer from a lack of confidence, but all they really need to blossom in their roles is for an inspirational leader to encourage them and build them up. Encouragement gives people hope and gives them a chance to create a version of themselves that believes that whatever it is, they can do it. Our commitment to encouragement creates a culture of positivity and growth.

**Thinking Big:** To inspire others, you've got to see the possibilities and not just the obstacles. Dream bigger than you ever have before and do not let anything stand in your way. Your confidence and ambition will give you the vision to see potential where others don't. Your belief in your purpose will give you the tenacity to pursue your dreams, and to lift people up along the way.

These characteristics may have reminded you of someone- a role model from your own life, or a historical figure you look up to. These inspiring women we're lucky to know or to know about have had immeasurable impact on our lives. As we progress in our careers and our personal development, each one of us has the opportunity to embody these qualities, and to be that inspirational force for good in someone else's life.



Professional Women  
Controllers, Inc.



## AmazonSmile: You Shop, Amazon gives to PWC Scholarships



\*Previous scholarship recipients

1. Open the Amazon app and select the bottom right menu icon.
2. Scroll down to "Program and Features," then select the down arrow that says "see all" under it.
3. Scroll down and select "Amazon Smile"
4. Select your charity organization by typing "PWC Scholarships Inc." into the text bar.

## Amazon Mobile App Setup

## On your Computer

1. Visit [smile.amazon.com](https://smile.amazon.com) and click "get started."
2. Sign in with your Amazon username and password.
3. Type "PWC scholarships Inc." into the text bar.

When you shop at [smile.amazon.com](https://smile.amazon.com),  
Amazon donates 0.5% of your eligible purchases - at no cost to you.



PWC Outreach event with students in front of airport diagram



## Meet Lia Bridgette, Operations Supervisor at Orlando Tower and Southern Region's volunteer of the Quarter

By Vonetta Lawton, Southern Regional Director

Why did you decide to become an air traffic controller?

I was bitten by the aviation bug at the age of five when my uncle first introduced me to aviation. He would take me flying in a Cessna 150 and let me have the controls. Years later, in high school, I had to write a paper on current events. I chose the Air Traffic Controller (PATCO) strike as my topic. The more I looked into the profession, the more it intrigued me. I graduated from high school and joined the U.S. Navy to become an Air Traffic Controller.

Is Orlando your first facility?

No, after serving 20 years in the Navy I applied to work for the FAA under the Retired Military Controller program and received an offer for A80, Atlanta TRACON. I had desire to work in the tower so I requested to transfer to ATL, which was approved. Later I transferred to ORL as a controller to be closer to my family. Just over three years later I transferred again to MCO. Then, three and a half years after that, I was selected as a supervisor and returned to ORL.

What made you decide to become an Operational Supervisor?

Hired under a retired military controller contract, I had to request a contract renewal every year. I knew for job security that I needed to move up within the agency. After obtaining the OS position, I felt I could make a difference in the future of ATC by mentoring and developing controllers.

Have you participated in any other STEM events with students?

Yes. I've done career day at my daughter's school, I've been a panelist for Women in Aviation, and teacher for the day.

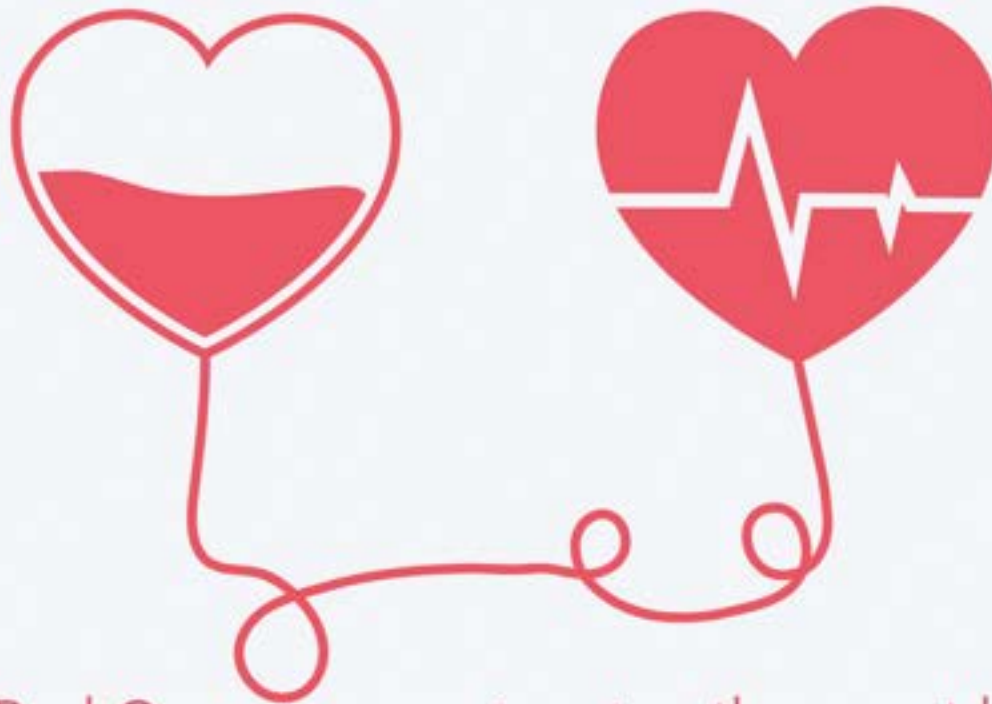
What factors helped you decide to participate in the youth program you participated in, the Young Eagles?

The program is for children who want to become pilots. They are introduced to multiple aviation careers including ATC. The children would take tours of the tower and learn about the ATC field. One day in 2009 my supervisor asked me to give the tower tour for the Young Eagles, and I enjoyed sharing my career with the next generation.

Do you think you may have inspired some of those kids to become controllers, or seek a career in aviation?

Oh yes! I make it a point after every Young Eagle presentation I ask how many are interested in becoming Air Traffic Controllers and I always get multiple "hands in the air!"

# PWC BLOOD DRIVE 2022



The Red Cross is experiencing the worst blood shortage in over a decade. The dangerously low blood supply levels have forced hospitals to defer patients from major surgery, including organ transplants. Your donation is desperately needed.

Support PWC's blood drive through February 28th. Post a photo of you giving blood on our social media with the hashtag #PWCgivesblood for a chance to win a blood pressure cuff and pulse oximeter.



# WHO IS PWC

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## MEMBER SPOTLIGHT

MIA KIDD

FACILITY: ZAB  
ALBUQUERQUE ARTCC

POSITION: OPERATIONS  
SUPERVISOR



### HOW DID YOU HEAR ABOUT PWC?

I heard about PWC from a few strong female leaders I met about three years ago.

### TELL US ABOUT YOUR MOST MEMORABLE PWC EXPERIENCE:

I haven't been able to attend one of the conferences, but I look forward to attending in the future. My favorite PWC experience may differ in that way, but my favorite experience has been the support I have received from other PWC members. I have had some hurdles to get over this last year, and without their continued support and encouragement, those challenges would have been much harder to conquer.

### WHAT IMPACT HAS PWC HAD ON YOUR CAREER OR IN YOUR PERSONAL LIFE?

PWC has provided me with mentorship and friendship that has been invaluable to my growth as a leader in the agency. I have found comfort in the support and encouragement I continuously receive from PWC members. One of the major ways PWC has directly assisted me has been with navigating relationships. Several members have coached me through experiences that have challenged me personally and professionally. When I needed guidance and direction, they provided exactly what I needed. I thank each and every one of them. Their mentorship has been truly invaluable.



# STEM & Outreach Ambassador's Highlights

By: Laura MacAllister, Central RD



Photo at Left, PWC Members Yhara Duran and Amy Magstadt

This year has been quite busy for the Central Region, with our regular events returning to some version of normal. In the summer we also participated in several new events.

A hybrid virtual and in-person event for Civil Air Patrol at Lee Summit Airport (LXT) covered both information from an enroute perspective and also presented an interactive tower environment activity.

The next event was an "Adventure Day" hosted by the Boy Scouts of America. This event is expected to grow in the coming years.

As fall approached, I spoke at a Ninety-Nines Section Meeting in Treehaven, WI.

The Girl's in Aviation Day event at Topeka-Forbes Field (FOE) drew a large number of participants.

Our next events have been career oriented, working with Suburban Balance (MO and KS), Olathe Public Schools, and the Conference of Minority Transportation Officials as part of a Garrett A. Morgan Shadow Day

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Step up and share your story, your knowledge, and your experience.

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If you have considered helping out at a past event but were hesitant, I urge you to give it a try. Step up and share your story, your knowledge, and your experience. You may find it as rewarding as the attendees. Any event can be modified to your background and comfort level. A special thank you to all who volunteered their time to assist me with these activities; Shannon Lyman, Amy Magstadt, Yhara Duran, Jamaal Lites, and the schools and organizations that continue to reach out to us for support.



Above Photo, Laura MacAllister meets with students at a Girl Scout Event

**IT'S UP TO**



---

**UNION**  
**SYNERGY**



Trisha Pesiri-Dybvik with then-California Senator Kamala Harris

# The Importance of Advocacy

NATCA Legislative Committee  
Vice Chair  
Trisha Pesiri-Dybvik



NATCA members outside the National Office before attending the State of the Union address

Advocacy is defined as public support for a particular cause or policy. NATCA promotes political and legislative advocacy to its members to advance the status, professionalism, benefits, and working conditions of our Union’s members. NATCA encourages all its members to become member activists. Organizing and implementing grassroots legislative efforts with members of Congress is vital to our Union.

NATCA National Legislative Committee (NLC) Vice Chair and Santa Barbara ATCT (SBA) member Trisha Pesiri-Dybvik believes in the power of advocacy and carries that belief into the role she takes on today. “The power of advocacy was instilled in me from an early age,” says Pesiri-Dybvik. “When I was growing up and disagreed with something, my dad would often say, ‘write your member of Congress.’”

While that may not have worked while I was advocating against cleaning my room, it did inspire in me at a young age to understand the power of advocacy and highlighted for me the importance of standing up for things that I believe in."

In the decade prior to assuming her role as NLC Vice Chair, Pesiri-Dybvik served as the SBA legislative rep, was a California state coordinator, and was the NLC Western Pacific Region rep. She currently volunteers as the NATCA collaboration facilitator for the Western Service Area South.

"The importance of advocacy and legislative activism cannot be overstated as an aviation safety professional," says Pesiri-Dybvik. "Nearly every aspect of our professional lives is regulated by Congress. Whether it is pay, leave, working conditions, safety regulations, or funding for the FAA and the National Airspace System, Congress sets the rules. There are dozens of groups on Capitol Hill, advocating for their positions on the above issues. For this reason, it is vitally important that members of Congress hear directly from us. Nobody can tell our story better, or with more expertise, than we can.

"The best way to get involved is to become a member activist and find your passion in our Union. The relationships NATCA activists have built throughout the history of our Union have allowed us to advocate for nearly every benefit we enjoy today. Our current pay structure, a fair bargaining process, GI Bill benefits for trainees, per diem at the FAA Academy for new hires, paid parental leave, are all examples of legislative victories we've achieved as a Union through legislative activism and the relationships built on Capitol Hill through that activism."

Pesiri-Dybvik has achieved several notable highlights while working with the NLC. In 2019, she had the honor and privilege of representing NATCA and California wildfire victims at the State of the Union as a guest of then-California Senator Kamala Harris. Pesiri-Dybvik's home was destroyed in the 2017 Ventura Thomas Fire. Pesiri-Dybvik was quoted in a press release issued by Sen. Harris about the fire. In it Pesiri-Dybvik said, "As my family and I have begun to rebuild after losing our home in the Thomas Fire, the hardship we faced during the government shutdown and the looming uncertainty of another potential [government] shutdown have added a further layer of stress to our already

"Further, as an air traffic control specialist, I know that the shutdown eroded critical layers of safety within the National Airspace System and forced my NATCA brothers and sisters to show up at work with the burden of not knowing when their next paycheck would come. I am grateful to Senator Harris for inviting me to be the face of my fellow Californians who have been affected by the government shutdown and recent wildfires."

The relationships Pesiri-Dybvik built allowed her to relay information directly to members of Congress about how the shutdown was affecting her family and the families of her NATCA sisters and brothers. Relationships like these, and the ones built by so many NATCA legislative activists around the county, culminated in 12 NATCA members being invited to that State of the Union address as guests of members of Congress, further highlighting the negative effects of the government shutdown.

"I tell my stories as a way to highlight the importance and the power of relationships," concludes Pesiri-Dybvik. "Our advocacy and the relationships we build are how we ensure that our elected officials hear directly, important information about our professions and our communities. Nothing fires the collective spirit of our Union like adversity, and nothing brings out the best in us like a call to action!"

NATCA members wanting to learn more about our Union's advocacy efforts should talk to their local leadership or visit [NATCA's website](#).







# CELEBRATING *Black History* MONTH

- WITH EASTERN REGION MEMBER

*Ashley Morely*

## BLACK HISTORY MONTH IS

- A TIME OF REFLECTION - ON THE STRUGGLES AND SACRIFICES OF MY ANCESTORS
- A TIME TO REJOICE - IN THE KNOWLEDGE, COURAGE, AND WISDOM MY ANCESTORS GAVE TO THE WORLD
- A TIME TO EMPOWER - TAKING EVERY OPPORTUNITY TO EDUCATE, ENCOURAGE, AND STRENGTHEN THOSE WHO ARE COMMITTED TO EQUALITY FOR ALL HUMANKIND.

## WHAT HAS SERVED AS ASHLEY'S INSPIRATION

MY FAMILY. MY FATHER WAS INTENTIONAL IN TELLING MY SISTERS AND I OUR FAMILY HISTORY. MY GREAT-GREAT-GRANDMOTHER WAS THE FIRST WOMAN IN OUR FAMILY NOT BORN INTO SLAVERY. BORN IN 1938, MY FATHER EXPERIENCED MANY CHANGES IN THE WORLD. I REMEMBER WHEN BARACK OBAMA BECAME PRESIDENT, HE CRIED. I'M SURE HE'D NEVER IMAGINED THAT DAY. MY MOTHER WAS FROM SOUTH GEORGIA. SHE FLOURISHED DESPITE DISCRIMINATION, THANKS TO OPPORTUNITIES OUTSIDE HER SMALL TOWN. SHE MADE ME INTO THE WOMAN I AM TODAY.

## WHAT MOTIVATES ASHLEY

MY SON. HE WAS BORN WITH SICKLE CELL ANEMIA. EVER SINCE HE WAS A LITTLE BOY HE HAS ALWAYS SHOWN COURAGE, LOVE AND STRENGTH. I'VE WITNESSED HIM COMING HOME FROM THE HOSPITAL ONE DAY AND ASKING CAN HE GO TO SCHOOL THE NEXT DAY. HE JUST KEEPS PUSHING NO MATTER WHAT. EVERY DAY I'M ENCOURAGED.



# Time Based Flow Management

Time based flow management (TBFM) is an automated tool which provides air traffic managers a comprehensive method to provide a more predictable airspace system. It increases situational awareness, allowing for more efficient departures, enroute spacing and arrival trajectory management from cruise altitude to the runway threshold.

TBFM works by using time to meter aircraft through all phases of flight. Aircraft can be managed with only minor speed adjustments to maintain an efficient flow. TBFM metering creates a time slot for specific fixed points along an aircraft's route. Controllers use speed advisories, or vectors, to direct aircraft to cross the fixed point at the allotted time. Metering allocates delays farther from the destination and enables opportunities for optimized profile descents.

TBFM trajectories, coupled with existing air traffic tools such as performance-based operations and weather information, provide air traffic controllers additional information to calculate airport demand and capacity. Through its graphical displays, timelines and load graphs, TBFM increases situational awareness for air traffic managers enabling them to respond to demand and capacity imbalances in real-time.

TBFM aims to replace Miles-In-Trail, which applies the same spacing to every aircraft. With TBFM air traffic controllers can increase air traffic efficiency by giving the right spacing to the right aircraft at the right time.

“ With TBFM, air traffic controllers can increase air traffic efficiency by giving the right spacing to the right aircraft at the right time. ”

## TBFM's primary features include:

- **Departure Scheduling:** For flights departing into the arrival stream, TBFM can determine where the departure will be sequenced and calculate the appropriate departure time, which will enable the flight to merge smoothly into the arrival stream.

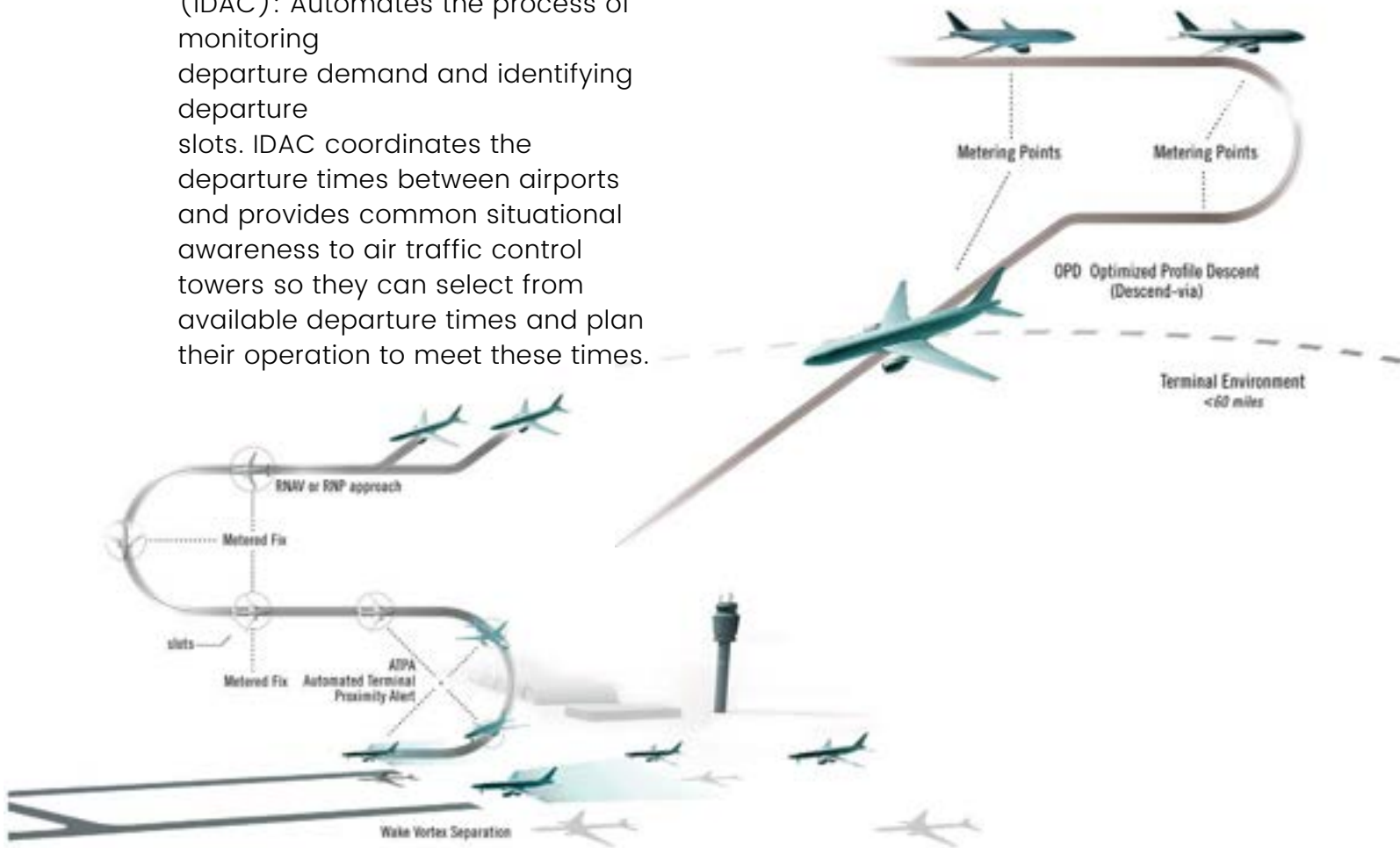
- **En Route Departure Capability:** A sub-system of TBFM provides the ability to schedule departures into an en route flow. Typically, enroute departure capability is used to manage Miles-In-Trail restrictions.

- **Integrated Departure/Arrival Capability (IDAC):** Automates the process of monitoring departure demand and identifying departure slots. IDAC coordinates the departure times between airports and provides common situational awareness to air traffic control towers so they can select from available departure times and plan their operation to meet these times.

The results show more efficient departure flows and less delay.

- **Arrival Management:** TBFM displays provide the overall situational awareness to enable the user to make appropriate adjustments to the flow as needed.

- **Airborne Metering:** Metering points farther from arrival airports enable controllers to provide earlier integration of arriving flights. Delays are normally absorbed in enroute airspace instead of congested terminal airspace.





**Professional Liability Insurance**  
**866.955.FEDS (3337)**  
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# Professional Liability Insurance

In the federal community, there are widespread misunderstandings about professional exposures and professional liability insurance due to the multifaceted aspects of these exposures. Most people don't have the time, energy or interest to learn all of the nuances of their particular employment exposures. As air traffic controllers, you don't need us to spell out the vulnerabilities, you are certainly aware of the consequences of an act, error or omission. The question for you is – are you aware of the protections provided by federal employee professional liability insurance?

Federal employee professional liability insurance is uniquely and broadly tailored to cover the exposures of federal employees. The policy provides you with an attorney to defend yourself and pays liability damages if you are held liable for an act, error or omission in the performance of your duties. For bargaining unit employees, the administrative defense provision of the PLI policy is necessary when union legal support is inadequate, terminates or is exhausted. Moreover, union representation is generally not available for civil lawsuits.

Social media, political agendas, special interest groups, and 24-hour news cycles, in addition to increased demands for accountability often before investigations even commence, are the reasons so many professional liability claims are filed.

There are certain situations that will exacerbate already difficult situations including:

- **Injury or Death:** Scrutiny will follow.
- **Public Perception:** Even if the information is incomplete or erroneous, public perception matters, now more than ever. The public must have trust in the people, processes and systems of the federal government—and Congress, agencies and IG investigators are responsible for ensuring this trust.
- **Media Sensation and Media Effects:** Sensationalism matters because ratings matter. Narratives are propelled or buried by some of today's news producers and reporters based on personal and political views.
- **Social Media:** Your life can be turned upside down in an instant, without information being questioned, verified, fact checked, or explained. Videos that provide incomplete or no context are quickly and widely disseminated and opined about.
- **Political Agendas.** The average federal employee has no idea how broad, frightening and overwhelming congressional powers are when conducting investigations. These types of investigations are often used as a game of strategy, where federal employees are the political pawns. Politicians, on both sides, use the investigative process to push political agendas leaving a wake of destruction – and this happens

much more often than you imagine.. Where there is increased scrutiny, agency investigations and discipline often follow. Regardless of years of service, ability, or blame, federal air traffic controllers can find themselves needing to hire and pay for outside legal counsel to defend and dispute these matters, even if the underlying allegation is ultimately baseless.

If an allegation is made against you, it is a necessity, not luxury, to have knowledgeable and effective counsel advocating on your behalf. Your agency attorney is not your attorney. It is the job of the agency attorney to defend the agency – not you. As a federal air traffic controller, you need to have counsel that has specific experience representing federal employees with your professional vulnerabilities.

To learn more about FEDS Protection and how a PLI policy can protect you, visit

[www.fedsprotection.com](http://www.fedsprotection.com) or call (866) 955-FEDS, M-F 8:30am-6pm to speak directly to a representative.

Professional Women Controllers members can use the code "PWC" for a discount on your FEDS Protection PLI Policy.

\*This article is provided for informational purposes only and does not constitute legal advice.

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