



# National Hispanic Coalition of Federal Aviation Employees (NHCFAE) Executive Board Telecon Minutes

<b>Telecon Number</b>	(862) 902-0250			
<b>Topic</b>	Executive Board Telecon - - -SPECIAL TELECON			
<b>Date</b>	December 10, 2013	<b>Scheduled - Start   Stop</b>	5:03 PM (Central)	6:00 PM (Central)

<b>Telecon Instructions</b>	<p>This TELECON is being recorded. To ensure all telecon participants can hear clearly, please identify yourself before you speak and do not forget to mute your phone (*6) while others are speaking to cut down on background noise. Be mindful of your surroundings, call from a quiet location. Also, please one speaker at a time. Let's get started with the Roll Call.  <b>EBOARD MINUTES ARE DISTRIBUTED TO THE EXECUTIVE COMMITTEE</b></p>
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		National Officers	Committee Chair
Attendees	X	President – David Dominguez	Corporate Sponsor – Favi Garcia
	X	Special Asst. to Pres. – Yadira Lacot	Membership Chair – Mindy Moreno
	X	Vice President - Don Espinosa	Constitution & Bylaws – Bill Fernandez
	X	Director of Administration – Misty Pena	Elections – Celsa Rodriguez
	X	Director of Resources - Erik Salazar	Legislative – Sadie Alvarado
	X	Director of Education - Raquel Ysasi-Huerta	
	X	Director of Public Affairs – Susie Diaz	
		SA/East – Oscar Torres	
		SA/West – Faviola Garcia	

Agenda	Topic/Discussion
<b>Call to Order</b>	Telecon called to order at 5:03PM Central
<b>To Discuss LULAC Proposal and David's meetings in DC</b>	<p><b><u>LULAC PROPOSAL:</u></b>            On December 2, 2013, David Dominguez, Kristina Harris, Genely Jarquin and Yadira Lacot met with Sara Clemente, Director of Federal Affairs; and Myrna Rivera, Assistant Director of Federal Affairs from the League of United Latin American Citizens (LULAC). LULAC is aware of NHCFAE's annual training conference and is proposing for NHCFAE to hold its 2014 Annual Training Conference as part of LULAC's 85<sup>th</sup> Annual Convention and Exposition. <b>Dates: July 8 thru July 12, 2014 Location: New York Hilton, Midtown, NYC.</b> Website: <a href="http://lulac.org/convention/">http://lulac.org/convention/</a> Room Rate: \$240 per night (under the Per Diem). Registration Fee: \$500 per person which tentatively includes registration, seminars, meals, and all events (5 days from Tuesday to Saturday, but may not include Friday breakfast). <i>NHCFAE would have to help members with this fee.</i></p> <p>The registration fee will also include the following:</p> <ol style="list-style-type: none"> <li>1. Executive Board meeting room for Sunday</li> <li>2. Executive Committee meeting room for Monday</li> <li>3. General Membership Meeting room</li> <li>4. Awards Banquet room</li> <li>5. Advertising in the official LULAC magazine (saves program costs)</li> <li>6. Provide Sponsorship table on Friday</li> <li>7. Advertising on LULAC website</li> <li>8. Partnership and networking opportunities amongst numerous Hispanic Companies and/or Organizations</li> <li>9. Participate in LULAC's training agenda Wednesday and Thursday</li> <li>10. Entertainment normally includes prominent Latin American artist and other receptions.</li> <li>11. LULAC's agenda is sanctioned by OPM and everyone should be provided administrative time.               <ol style="list-style-type: none"> <li>a. Their agenda is ECQ-focused</li> <li>b. They will have the Federal Training Institute as part of their workshops</li> </ol> </li> </ol>

<u>Pros To Consider</u>	<u>Cons To Consider</u>
No conference room rental fees	Sharing conference w/another entity for first time
No F&B charges	New York could bring negative optics
No printing of program book	Registration and hotel more expensive
No attrition fees/clauses	Increase in costs could be viewed negatively
Leadership-driven agenda	Less Participation
LULAC is well-known w/in Government & Congress	No FAA leadership participation, unless we have separate day in the agenda for NHCFAE workshops/panels

**President – David DOMINGUEZ**

- Myrna Rivera, former President of NHCFAE, a high level FAA Civil Right employee, is detailed to LULAC, works under Sara CLEMENTE. Myrna facilitated meeting in DC to work with other affinity Hispanic groups. Myrna thought we could partner with LULAC with their conference in New York. Myrna's intent is to help us with financial and administrative support – she is advocating for this.
- Not a new idea to partner with LULAC. Concern from partnership is that the NHCFAE conference loses its identity and NHCFAE loses control over agenda. This has been brought up a couple of times in the past, and concern in the past is that the NHCFAE conference loses identity, control over agenda and notoriety.
- David explained who from NHC attended the meeting with LULAC.
- LULAC conference is 7/8-11/2013, which would result in a change of dates of what we have planned.
- Room rate and registration fee is higher. In exchange for the registration fee, we get: room, advertising, sponsorship for our sponsors, opportunity to network with other corporations. David didn't have detailed for how much they would charge us for any of our sponsors.
- LULAC's agenda sanctioned by OPM. LULAC's Federal Training Institute (FTI) provides excellent training.

**Action today is to figure out what we want to do.**

**Director of Education – Raquel YSASI-HUERTA**

- Good opportunity. Concern is this late of date, so many members have to request leave in advance and we may lose participation. She received calls for the dates so others can put in leave. Awesome opportunity. Maybe we could do it on a smaller scale. Concern with members not being able to change leave.

**Director of Resources – Erik SALAZAR**

- Excited about the opportunity to partner with LULAC. *Erik questioned how this would affect our corporate partners and would the corporate sponsors be able to come to the conference or set-up like they normally do? David did not recall how Sara addressed this subject in the meeting. Yadira did not recall, but remembered the discussion about the exhibition hall. She doesn't remember if our sponsors could be part of that hall. Yadira think if we have our own agenda or whether we participate in LULAC, the conference should be part of the entire exhibit hall. David thinks LULAC charges significant amount for sponsorship so we will have to ask. David can't imagine that LULAC would not want some of our sponsorship money. Erik in favor of combining the conference.*

**Director of Administration – Misty PENA**

- Great opportunity. The number of people that LULAC connects with and future potential of sponsors. *Misty questioned if there would be additional cost if we hosted our own awards banquet and David indicated this would be a separate cost for F&B.*
- Reviewing the LULAC website, and the potential of the number of the people that are reached – in favor.
- Concern with corporate sponsorship.

**Vice-President – Don ESPINOSA**

- Concern with our corporate sponsorship because of significant amount of money that supports the conference.
- As an EBoard, we are trying to determine if good idea to partner with LULAC. Normally, what we do is vote on our next conference at the current conference. *Don questioned is would we have to go back to membership and poll them if this is a good idea.*
- He likes the idea of teaming up with LULAC. If nothing else, if not this year, then maybe next year. It would be great and defer our cost. It makes a lot of sense, and when you weigh it together with pros and cons, there are a lot more pros.
- Questions on funding and concern with airfare being a little more expensive going to NYC than DC.

**Director of Public Affairs – Susie DIAZ**

- Thinks it is a great opportunity but concern over the price of the airfare.
- Concerns with the dates and leave. People have asked her about dates so they could put in for leave.

**Special Assistant – Yadira LACOT**

- First thing mentioned was this opportunity. We didn't even get to ask about CTEC training. At first, thought it was a good idea, but the more she thinks about it, not sure. Rather see us easing into a partnership with LULAC, and have something established for members to see. Maybe next year, if they invite us again.
- Ease into it with the training and CTEC.
- Agree with Raquel with the dates. The LULAC conference is a month before ours, and we have already established our dates. She did not know if employee and members have put in leave for August dates and if they have, some may not be able to change their leave.
- Corporate sponsors – think about how this will affect them.
- It is a money saver and we would have to help members pay for registration. Airfare and hotel expensive.
- David's meeting with OPM, HR, and Civil Rights may allow us a better opportunity to getting them to approve our training agenda.
- LULAC will offer FTI training next year. They offered to us, if we gave them certain amount of money, they will give us slots. This is another way of easing into a partnership with LULAC.
- Our conference is a big deal, and if you take it away, it is a big deal for them if we do it out of nowhere.
- As to Don's point about asking members, we have until the end of the month to tell LULAC. We need to submit our training agenda, unless we participate in their agenda.

**David:**

- He wondered why LULAC reached out to us and part of it, maybe because we are an elite organization due to the membership we have, the budget, collection of dues, and the sponsors we have. This makes us a well-organized affinity group.
- Raquel and Yadira brought up about the issues with leave. The messaging was on the website and the Executive Committee meeting voted for in favor of meeting in Washington, D.C. Thought the ECommittee spoke for their members but if group feels we need to survey our members, then we can. However, we have time restraints.
- The other thing is the training that LULAC offers is outstanding. They have good resources. However, we also have good training given the resources we have. He leans toward keeping our conference because we are trying to make a statement with OPM, Congress, FAA, etc. The concern would be if we went to LULAC, we may lose at a minimum, moral support and our executives may not be able to attend.
- The idea of partnering with LULAC is intriguing; however, we should do it slowly. We could partner with the training so Raquel, Kristina, and Jose Joga (who is co-chairing with Kristina), can provide input on how that relationship is going. Think we can get strategic contribution to get training for our members. Then at this year conference, we can bring it to a vote for our members and see if we want to partner with LULAC.
- He will continue to partner with Myrna and Sara.

**Raquel**

- Host our own conference.
- Look into LULAC and the stuff all over the country and do training with them. Everything we have been through the past few years, and this being David's first year as President, our members need to know we are about them.

*David noted that as of now, our 4<sup>th</sup> Quarter meeting is a Membership Meeting.*

**Erik**

- Based on what everyone said, continue with hosting our own conference in D.C. Not a whole lot of time to consider and interesting to hear everyone's feedback.

**Misty**

- Continue with our conference.
- Present it to the membership meeting/conference and decide for next year from that point.

**Don**

- Great comments.
- Opportune time to look at and possibly learn some things on how they do conferences, maybe get point of contacts, look at their corporate partners, maybe we can add some value to what they want from us, get a better idea to see what their agenda are
- Think right now – more to our advantage to stick with DC area with either membership meeting, conference. Think there are some opportunities to learn from LULAC.
- We should keep our own conference.

**Susie**

- Agree with everyone.
- Great idea to do it with LULAC but since we have something set, we need to stick with it. Since we have not had an opportunity to do a conference, the thoughts that members may have.

**Yadira**

- Agree with everyone.

**David**

- Not shutting door. He will leave door open for partnership and sponsorship.
- Take talking points and create a response
- Next year's conference is in Salt Lake City.
- With help of Yadira and Misty, getting presidential notes from last week's visit.
- Hosted meeting with Secretary of Policy, Planning, and Engagement Bryna; Yvette Rivera – Director of Civil Rights at DOT; Carrolyn BOSTICK, FAA, Assistant Administrator for Human Resources; and Mamie MALLORY, FAA, Assistant Administrator for Civil Rights; and Courtney WILKERSON, Deputy Administrator, Civil Rights. There was a disconnect, and the discussion between the two of them was the FAA was asking for administrative time, and FAA was asking for autonomy for approving time. By middle of the meeting, FAA and DOT were talking to each other. It was 1.5 hour of meeting. Bryna leaned over and said great meeting. FAA was doing something for outreach and recruitment and so was DOT, and they had not been talking to each other. David informed Bryna that he still wanted to talk to FOXX and if HUERTA approved training and leave, that HUERTA did not want to be countermined by FOXX. Carrolyn commented that she is understanding the importance of employee associations because we are trying to take care of our members. David hopes to be back on FOXX's schedule.
- Yvette RIVERA reached out to us through CTEC. Yvette wants to host a Listening Session, on January 23, 2014 – a session with EBoard and ECommittee. It will be called "Federal Employee Listening Session" and this session is at the request of DOT to us via FAA. This is not our project. We are Subject Matter Experts (SME) and DOT has requested us. It will be delivered by VTEC or telecon. Raquel, Kristina, and Jose will set-up the logistics. His understanding is FOXX or Deputy Secretary will kick it off and support what civil rights is doing. This is a plus for our members on which to share concerns employee relations, succession planning.
- Working closely with Congress. On February 10, 2014, there will be a public offering for air traffic controllers. HR will hire approximately 1000 controllers per year for next 8 years. The public offering will be for 10 days. The best pool of minorities is a public offering because CTI and military not a diverse pool. FAA is developing "virtualcareerfair.com". This link will be how they do virtual career fairs for mission critical jobs. They will give us a link for their website, and we will communicate to our members. David took this information to the Hill, and he asked for it to be dispersed. He also asked for HUERTA to respond to Barrier Analysis. David passed information to Veronica, who thought it was a step in right direction, and she felt it was important to elevate it to the Director of OPM. We are still trying to set this up. Veronica talked for 30 minutes that OPM Director was excited. He is supposed to have discussion with OPM Director tomorrow. Veronica asked for 3 things one of which is with the hiring of controllers, she wants us to provide with SME ATCS for videotaping session – with individual being Latina/Latino.
- HR is looking for a new methodology up making up certain boards for new projects. They want SME that has nothing to do with the project, but are sharp individuals. If we submit a name, they will be invited to partake in the discussion. More to follow.

**Raquel**

- Awesome – lots of controllers waiting to hear the dates so we can start communicating.

	<p><b><u>Erik</u></b></p> <ul style="list-style-type: none"> <li>• Logged off.</li> </ul> <p><b><u>Misty</u></b></p> <ul style="list-style-type: none"> <li>• Great opportunity with OPM Director.</li> </ul> <p><b><u>Don</u></b></p> <ul style="list-style-type: none"> <li>• Last week sound busy and productive.</li> <li>• Most important thing is great information our members need to know that – we need to publish that on our website so members can see what David is doing and what has come of his meetings.</li> <li>• Work on communicating.</li> </ul> <p><b><u>Susie</u></b></p> <ul style="list-style-type: none"> <li>• Unavailable.</li> </ul> <p><b><u>Yadira</u></b></p> <ul style="list-style-type: none"> <li>• We will work out the notes that are not congressional.</li> <li>• Agree info send out to members</li> <li>• February 10, 2014 - we can put the word out and that day we can send the link. We can't get the link prior to that day.</li> </ul>
	Minutes recorded by Misty Pena, National Director of Administration
	Ended at 6:00 p.m.