

# La Palabra

National Hispanic Coalition of Federal Aviation Employees

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Analytical Motivation Relator Belief Consistency Maximizer Context  
Arranger p.17 Focus Command Empathy Individualization Respon  
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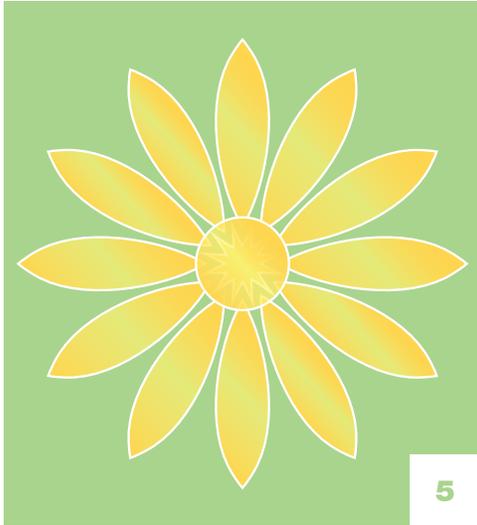
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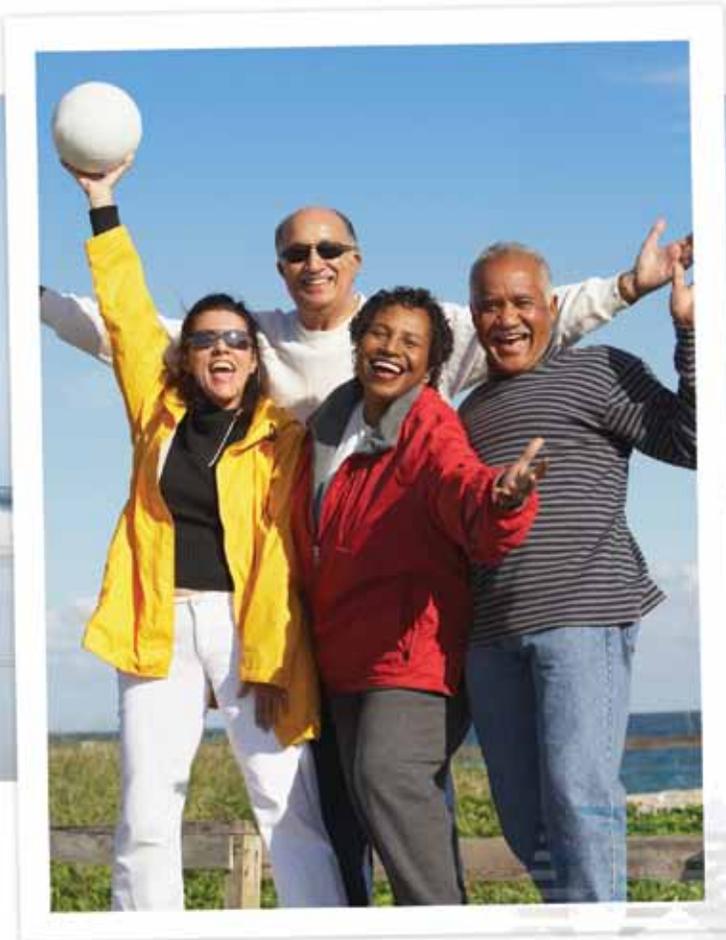
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**National Hispanic Coalition of Federal Aviation Employees**

**"Con Orgullo en Nuestra Hispanidad"**

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**Mission**

The National Hispanic Coalition of Federal Aviation Employees is a professional, diverse organization that focuses on advocating career placement and advancement through support, education and alliances.

**History**

Established in 1978 in an effort to provide a network for Hispanic employees of the Federal Aviation Administration (FAA) and the Aviation Industry. It became a national organization in 1983. Today, the Coalition is the chief advocate for issues affecting Hispanics in the FAA. The Coalition derives its support from membership dues, corporate sponsorship and private donations.

**Officers**

President, Sadie Alvarado  
Vice-President, Don Espinosa  
Special Assistant, Celsa Rodriguez  
Director of Administration, Erik Salazar  
Director of Education, Raquel Ysasi-Huerta  
Director of Public Affairs, Yadira Lacot  
Director of Resources, David Dominguez

**Standing Committee**

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Corporate Relations, Ida Marrero and Faviola Garcia  
Legislative, David Dominguez  
Membership, Misty Pena  
National Elections, Shirley Hingada  
Communications, Marina O'Sullivan  
Outreach, Raquel Ysasi-Huerta

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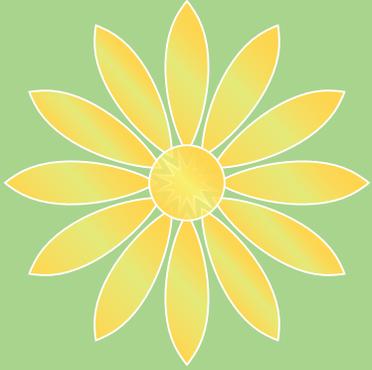
Yadira Lacot, Editor in Chief  
Val Castaneda, Assistant Editor

**Design**

Chris Atkin

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## MESSAGE FROM THE PRESIDENT

Dear NHCFAE Family,

Spring is the beginning of happy times – family picnics, outdoor concerts with friends, backyard BBQ’s, swimming pools, warm breezes~ and just makes us feel good. That’s how it should be for each of us. That is my wish for all of you in my beloved NHC family. Yet, as we set about making our spring and summer plans, we must pause to reflect upon those suffering in Oklahoma, Kansas, New Jersey, Boston and other parts of our great Nation. Those are not as fortunate and are not experiencing the happiness that comes with the season. I know how emotionally affected I was as I witnessed the undying spirit driving those Oklahoma families in these great misfortunes forward – plunging ahead – out of their misfortune and pain. We will keep doing all we can to help them in the coming months as they rebuild and move forward with their lives.

These events have inspired me to carry-on the same theme of Moving Forward in this spring issue of La Palabra- moving forward in our personal and professional lives regardless of the adversity or challenges in our way.

The NHCFAE and FAA are dealing with unprecedented difficult times: budget constraints, furloughs, and the many weather and terrorist catastrophes affecting our employees, facilities and peace of mind. Please help me reach out to and embrace one of our members, Gabriel Becerra, who lost his home in the Oklahoma tornado. The Aeronautical Center provided him with a gift card. He also contacted FEEA, our



Corporate Partner, for more assistance. All other members had minimal damage, thank God. However, our hearts go out to Terri Long’s family for losing such a great woman. She was an inspiration to many.

In April, we wrestled with the decision of whether or not to hold our Annual Training Conference. Your Executive Committee, all the National Officers and Regional Chapter Directors, were given the opportunity to voice their opinions. With a true democratic spirit, everyone voted and the decision was made to not hold this year’s Training Conference so as to allow our Organization to recover financially, and to iron out where we are going regarding the funding and support of employee association conferences.

How does this decision affect you and all of us moving forward? We decided to conduct our NHCFAE 4th Quarterly Board meeting on August 19 – 22, in Fort Worth, Texas to which **ALL MEMBERS ARE INVITED AND ENCOURAGED TO ATTEND!** A general membership meeting will be scheduled for the afternoon of August 21 and all day on August 22, to provide a forum to conduct the National Elections and vote on the Constitution and Bylaws changes. We will continue to work towards hosting future annual training conferences particularly with the Agency’s minimalized support. We have done it before and will continue to stand independent and strong. Es nuestra herencia!

In light of this decision to cancel the training conference this year, we sought out innovative ways in which we could continue to provide training and education opportunities throughout the year to all of you, our members. With this goal in mind, I am establishing a new committee: The NHCFAE Corporate Training and Events Committee. This committee will be Co-Chaired by Raquel Ysasi-Huerta, National Director of Education; and Kristina G. Harris, Capital Chapter member and past Director of Public Affairs. They will develop a schedule of planned training events that will be conducted throughout the year that can be delivered virtually throughout the country. This is forward-thinking and something you, our members, have told me was important via our membership surveys.

As your President, it is my duty to continue fostering relationships at FAA's Headquarters with executives, with our fellow Employee Associations, and with our valued corporate partners who always come to our aid when needed.

Moving forward with the Agency, you can expect to hear more about the following:

- Incorporating language in the executives' and managers' performance standards regarding diversity and inclusion to foster accountability; something that has been elusive in the past.
- Advancing efforts with the Air Traffic Organization Leadership and Career Development team who recently kicked off the Career Progression Tool that will provide a venue for employees to build a career path and find resources on how to progress through the various levels within the ATO. Unique and progressive!
- Unveiling the first-ever Office of Aviation Safety (AVS) Diversity & Inclusion Work Plan (2013-2018) that recognizes that a diverse workforce comprised and inclusive of many cultures, ethnicities and age allows an agency to address and provide solutions to challenges by bringing a variety of points of view to any project. Outreach, diversity and inclusion are vital to building a winning culture where all employees are able to contribute their best work. Aviation Safety is committed to attract, hire and retain a highly skilled, diverse workforce. This is a big step into moving

forward within one of our largest FAA Lines of Business!

- Fostering relationships with the other Employee Associations by conducting more local events together and supporting each other through difficult fiscal times. We share common vision and goals – it just makes sense!

My friends and valued members, as I've said many times before: "ADELANTE! " We move ahead, forward, strong, unified, successful, proud and TOGETHER!

Les deseo una primavera llena de alegría y buena salud! Nos vemos en agosto en mi ciudad querida de Fort Worth!

I wish you a spring of happiness and good health! See you in August in my beloved hometown of Fort Worth!

Until next time!

Abrazos,



Sadie P. Alvarado  
President, NHCFAE



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# Message from the Editor

Saludos familia!

Spring has finally arrived, though it feels like Summer... This edition of La Palabra is very important. We have elections coming up in August for President, Director of Administration and Director of Public Affairs. See the candidate's biographies on page 9 through 12.

As soon as you receive your ballot, make sure you mail it right away. Your envelope will be pre-stamped. If for some reason you are unable to mail it, make sure you let your RCD know via email or phone, so they can collect your ballot and bring it to the General Membership Meeting on August 22 in Fort Worth, Texas. Though we are not celebrating an Annual Training Conference, we are having our General Membership Meeting where ALL members are invited to attend. Make sure to talk to your RCD for opportunities to attend this meeting:

- Eastern/Northeast–Barbara Lindsay: ea.rcd@nhcfae.org
- Southern–Ida Marrero: so.rcd@nhcfae.org
- Great Lakes–Michael Valdes: gl.rcd@nhcfae.org
- Central–Laurie Ortiz: ce.rcd@nhcfae.org
- Southwest- Angel Cases: sw.rcd@nhcfae.org
- Northwest Mountain–Raul Garza, Jr.: nm.rcd@nhcfae.org
- Western Pacific–Susie Diaz: wp.rcd@nhcfae.org
- Alaska–Sylvia Villa: al.rcd@nhcfae.org
- WJH Technical Center–Roberto Villa: ct.rcd@nhcfae.org
- Capital Chapter (Washington, D.C.)–  
Jacqueline Pino: wa.rcd@nhcfae.org
- Mike Monroney Aeronautical Center (MMAC)–  
Cynthia Garcia: ac.rcd@nhcfae.org

To give you a quick summary about what you will find in this edition of La Palabra, we are highlighting one of our Southwest members, Pedro Gutierrez, and his career achievements at such a young age. Utilizing his five core strengths, we examine how he achieved his new Managerial position and he keeps his team motivated.



In addition, we highlight our 5 de mayo celebrations across the nation. Thank you to all members that participated and made this annual celebration a success.

Don't forget to submit your article for the Summer edition of La Palabra by August 1. Also, like us on Facebook and LinkedIn.

Un abrazo!

Yadira Lacot



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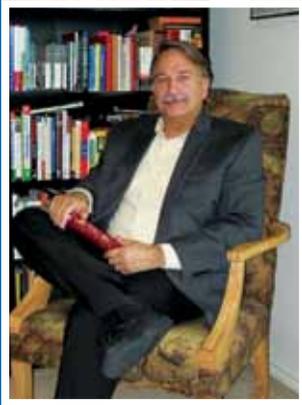


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# ELECTIONS

August 22 • Fort Worth, Texas



## Angel Cases, Jr. Candidate for National President

Greetings! My name is Angel Cases, Jr. I am currently the Regional Director of the Southwest Region. After 29 years as a member and holding several national and regional positions, it is with pleasure that I would like to respectfully announce my candidacy for President of the NHCFAE.

The mission of NHCFAE is advocating career placement and advancement through support, education, and alliances. In this respect, I want to make it my Presidential mission to ensure that the voices of our members are heard. It is important that we focus on the NHCFAE members and opportunities leading to career advancements for the members, to responsibly lead the NHCFAE, to work on areas of concerns to the members, and to also recognize the importance of promoting its members through:

- Strong advocacy for career placement and advancement.
- Identify appropriate training that enhances promotion potential for members.
- Seek alliances, collaborative efforts, and networking opportunities for the membership.
- Support educational opportunities for the NHCFAE members.
- Increase scholarship opportunities and promote expanding available NHCFAE scholarships,
- Promote the NHCFAE organization as a global networking partner.
- Provide opportunities and venues for members to identify issues affecting their careers.
- Identify and implement solutions to issues and be a strong voice for our members.

### Following is a brief history of my membership, accomplishments, and FAA career.

#### NHCFAE Membership History

- NHCFAE member since 1984 (29 years)
- Eastern Regional Director of Resources (1986-1988)
- National Director of Resources (DOR) & Director of Administration (DOA) (1988 to 1991)
- Regional Director of New England & Eastern Regions (Northeast Chapter) (1992-1996)
- Currently: Regional Director Southwest Region (Nov2012 to Present)

#### NHCFAE National Accomplishments

- As Executive Board Member, voted to implement & support “La Palabra.”
- As Dir. Of Administration (DOA) Designed & Developed first RCD/Member’s Guide.
- As DOA developed a national member’s skills database.
- As DOR successfully submitted for IRS recognition of Non-Profit status.
- As National DOR developed budget for first chapter rebates.
- As Southwest RCD, implemented eight new benefits unique to the Southwest region membership.
- As Southwest RCD, implemented monthly open forum telcon with membership.

#### Abridged Professional Background (GS-2152 Air Traffic Controller Nov. 1979 to Present)

- Central Service Area (CSA) Operations Support Specialist (Oct. 2006 – Present)
  - + Liaison for Canada and Mexico to both Central and Western Service Centers.
  - + ICAO Point of Contact (POC)
  - + ADS-B and Gulf of Mexico Projects POC.
  - + Subject Matter Expert (SME) for Military, Educational, and R&D Lasers in CSA

- Washington Headquarters, ATO-D Transition Office (Two year detail, August 2004–August 2006)
  - + SME at ATO-D for the Flight Service A-76 Competition
  - + Designed Job-Doc and Performance Standards for the Quality Assurance Evaluators and Senior Safety Engineer to oversee new AFSS Service Provider.
  - + Designed and developed the Quality Assurance Surveillance Plan to oversee the new AFSS Service Provider.

- Regional/New England Staff Specialist (1995 to 2006)
- Acting Manager Airspace Branch (Sept. 2003 to Feb. 2004)

Education: I have a Bachelor of Science in Organizational Management. I hope to complete my Master's Degree in Business Administration (MBA) by February 2014.

If you have questions, I invite you to join me the first day of each month at 605-475-4000, passcode: 379877#, at 5 p.m.; a time I set aside to openly discuss issues, concerns or just to chat with members about ideas.

## David Dominguez Candidate for National President

I would like to take this opportunity to share my history with this great Organization. In 1981, my career began as an Air Traffic Controller in the United States Air Force and I served 9 years in Zaragoza, Spain; Panama City, Panama; Oklahoma, and New Mexico. In 1991, I was selected as an Air Traffic Control Specialist (ATCS), and I was employed at Bay TRACON in Oakland, California. After 11 years and the closure of Bay TRACON, I relocated in 2002 to Northern California TRACON (NCT). Through the years, I have served in numerous positions, including Traffic Management Coordinator, as well as, an Equal Employment Opportunity (EEO) Counselor. In 2003, I was selected as a Front-Line Manager at NCT, and I have been in that position since that time.



My first encounter with the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) occurred at a 2003 FAA Managers Association (FAAMA) conference. I joined FAAMA with hopes of networking and cultivating my leadership skills. While attending the 2003 conference, I met former NHCFAE President Ron Lozano. Ron explained the mission and the purpose of NHCFAE, and I quickly accepted the invitation to join. Recognizing my enthusiasm, Ron felt I would be an asset to his team and I was appointed to the Executive Board as Ron's Special Assistant and Legislative Committee Chair.

In 2005, our dear friend and late colleague, Danny Gutierrez, Director of Resources (DOR), became ill and was unable to continue as DOR. Knowing the importance of our financial matters and the role NHCFAE serves for our members, I was offered to assume the duties of DOR. I gladly accepted this instrumental position to ensure our financial business continued as necessary. With the experience I acquired, I submitted a Letter of Candidacy for DOR, and I was elected for two consecutive terms. In August 2012, another great friend and colleague, Carmelo Borges was elected to serve as the new DOR; however, in late December 2012, Carmelo lost his battle to cancer and passed away. To ensure that our fiscal affairs progressed, I was asked to manage the DOR affairs. Due to the passion and commitment I have for this Organization, I did not hesitate to resume the position once again.

I have met a vast diverse group of individuals since I joined NHCFAE 10 years ago. I am fortunate to have served in the various capacities while on the Executive Board. I'm a positive, well-organized, and open-minded individual. I am passionate about assisting our members to achieve their career aspirations. I actively seek to hear new ideas from our membership, and I hope to challenge each of you to bring forth new thoughts and perspectives. As you know, we have a small Hispanic Community within the FAA, and we need to make it flourish. I believe diversity and inclusion in the work place is paramount to a successful agency. I have devoted a tremendous amount of effort communicating this message to all levels of the FAA. Because of my beliefs and commitment to diversity in the work place, I accepted a long-term detail in Washington D.C., with the Air Traffic Organization (ATO), Strategy and Performance, Office of Diversity. I served as an acting Project Manager and team lead on several projects related to ATO Diversity and EEO Model Workplace policy and Accountability Board (AB) guidance. This required extensive coordination with Headquarters/Regional, Office of Civil Rights (ACR), Office of Chief Counsel (AGC), Office of Human Resource Management (AHR), ATO Executive Technical Representatives, ATO Service Center Directors, Administrative Service Group managers and their staffs. This opportunity afforded me the ability to establish a very positive reputation for NHCFAE. This detail also afforded me the opportunity to see how other lines of business (people) operate outside of the ATO. It made me

understand how important we all are to the success of this great Agency.

**As DOR, I'm proud of the accomplishments I've made that are beneficial to NHCFAE as a whole. Some of my accomplishments over the years include:**

1. Streamlined the accounting process by the institution of new accounting software to standardize/simplify our budget reporting procedures among all 11 regional chapters.
2. Balanced the budget for the first time in NHCFAE history and maintained it for the last 6 years during tough economic times.
3. Ensured precise, accurate, and transparent books were maintained by all chapters by electronically connecting chapter credit union accounts to the national account.
4. Assisted in the establishment of a Legislative strategy to address Congress regarding the overarching issues of underrepresentation of Hispanics, minorities and women by establishing relationships with members of Congress in both the House of Representatives and the Senate.
5. Instrumental in the creation and dissemination of the "The Washington Report" to inform our membership of the latest news in Washington, D.C.

6. Assisted in the establishment of the first ever NHCFAE Strategic Business Plan. This plan allows NHCFAE to operate more effectively by providing a clear line of site of the overall goals and objectives.
7. Represented our National President at several National Employee Forum meetings that resulted in amendment of the National Employee Forum charter that was originally signed in 1966. The Forum goals include informing the agency management about issues affecting employees and improving agency-wide communication on work environment issues.
8. For the first time in NHCFAE, I created a National Conference Budget that accurately reflected both expenses and revenue. I worked closely with conference hosting RCDs, providing leadership and guidance to ensure compliance with their budgetary guidelines.

I am ready to transition from being a soldier to being a leader, taking our members into a new era of success. Because of this, I am officially announcing my candidacy for NHCFAE President. I genuinely feel that it would be an honor to be your next President and I'm hopeful that I will have your vote in August. I look forward to talking to you in the near future.



## **Susie Diaz Candidate for Director of Public Affairs (DOPA)**

My name is Susie Diaz and I respectfully announce my candidacy for National Director of Public Affairs for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). I am currently serving as the Regional/Center Director (RCD) for the Western-Pacific Region. It has been a pleasure being a member of the NHCFAE, to also have been elected RCD for a second term, and to continue working alongside with our great regional members. It is my work as RCD, along with my team members, that has inspired me to run for Director of Public Affairs at the National level.

I have been an active NHCFAE member since 2008, and as a member of NHCFAE, I have had the opportunity to meet wonderful professionals from other Latin American countries, including some that I directly identify with: Mexican-Americans. I was born and raised in Inglewood, California. Growing up in Los Angeles, you are immediately introduced to clashes of cultures and you admire all of the diversity, this is the same thing I see in the Coalition. This diversity found within the NHCFAE members has given me a sense of home away from home.

My career with the FAA began 15 years ago, as a summer student. With the help of my coworkers, I have learned to keep

reaching for success in my career. I work for ATO-Engineering Services as a Drafting Coordinator. In this capacity I have become an active member of the Engineering Services' quarterly newsletter "The Connector." I often send our newsletter editor in Seattle, WA, stories about our employees' achievements and events we host in the L.A. area. This, along with serving as the RCD, has allowed me to understand the importance of communication as a means of disseminating information and giving a voice to everyone, which is why I began a quarterly newsletter for our Region: "Nuestra Voz." This newsletter gives our regional members a voice, a forum to share their experiences, voice their concerns, celebrate their success and get to know one another.

### **My accomplishments as a Regional/Center Director are:**

- Chapter of the Year in 2012, this was a direct result of our members' collaborative efforts and chapter Director.
- Hosted an event to honor a Latino guest speaker, Sergeant Erick Castro, a retired Army officer who received the Purple Heart. Sergeant Castro was featured in a film directed by Eva Longoria "Latinos Living the American Dream" sponsored by PepsiCo.
- Sponsored our first Annual Employee Association Fair in the Western-Pacific area.
- Began our regional newsletter "Nuestra Voz" and our chapter website, <http://wprcd3.wix.com/wp1>.
- Continue to have active events benefiting both the members and the Region.

**The position of the NHCFAE Director of Public Affairs will allow me to continue giving a voice and a forum to our members and the Organization; that is a top priority**

for me. Also, as members we look forward and enjoy the articles found in "La Palabra," as one of the many avenues our members serve as story tellers. Therefore, as the Director of Public Affairs I hope to continue expanding our members' and Organization's voice by:

- Continuing to promote transparency through strong and consistent communication, Corporate Sponsors, and the FAA.
- Promoting the Organization as a strong and viable voice to our members;
- Identifying partnerships to promote collaboration through consistent and effective messages.

I hope you vote for me as I continue to strengthen the voice of NHCFAE and its members.

## **Misty Peña Candidate for Director of Administration (DOA)**

Hello NHCFAE Familia!!

My name is Misty Peña. I am delighted to announce my candidacy for Director of Administration (DOA) for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). I became reengaged with NHCFAE last year, and I am excited to pursue new opportunities within the Organization. In the early 90's, I began as a member with the Dallas/Fort Worth chapter, and I quickly became an active officer. I transferred to Western-Pacific in 1997, and became a Regional Board member. I actively worked on past conferences in San Antonio and San Diego before I left the FAA. After a 7-year departure from the FAA, I returned in 2007, and I realized in 2012, I needed to return to my roots. Since September 2012, I have served as your National Membership Chair, which has been a humbling experience interacting with the membership, the Executive Board, and the Executive Committee. I have learned an enormous amount about the Agency and our membership from my involvement. However, I believe there is a lot more to experience and learn from this great Organization. My past involvement, as well as my career and educational experience, have provided me with the skills and expertise I believe it will take to fulfill the duties of DOA.

As for my career path, in 1989 I began with the FAA in the Southwest Region, Human Resources Division, Labor Relations Branch, as a Student Aide. In 1993, I accepted a position with the Airway Facilities Division. In 1997, I transferred to Western Pacific Region, Oakland Flight Standards District Office (FSDO). While in California, I attended California State University-Hayward (now East Bay), earning a Bachelor of Science degree in Criminal Justice-Law Enforcement Administration. In 2000, I transferred back to Southwest Region, Office of Aviation Medical. Since my education was in criminal justice, I wanted a career that would afford me the opportunity to investigate matters. I applied for a position with the United States Department of Labor, Employee Benefits Security Administration, and I was selected as a Federal Investigator, investigating pension

and health care fraud. After reaching the position of Senior Federal Investigator, I realized I wanted to return to aviation. In 2007, I was hired as a Special Agent in the Office of Security and Hazardous Materials Division in Southwest Region, Law Enforcement Assistance Program (LEAP). Upon graduation from the Program for Emerging Leaders (PEL) in 2011, I requested an employee reassignment to the Flight Standards Division. I am currently an Analyst with the Flight Standards Service, Special Emphasis Investigations Team (SEIT).

I look forward to working with each of you, building relationships, and diligently operating to fulfill the mission of the NHCFAE. I respectfully ask for your vote in August.



## Lo Único que nos faltó fue bailar el Zapateado!

By: Elsa Gonzalez, Regional Deputy Center Director, Western-Pacific

The Western-Pacific Region's NHCFAE Chapter held its third annual taco tasting and salsa making contest on Thursday, May 2 in celebration of Cinco de Mayo. The Regional Office East patio area looked like the mercado from the local pueblo. The decorations were hung, the music was playing, and the food was hot and ready to be served.

With the generous contributions from both our members and non-members, an extensive selection of traditional Mexican-themed menu items was offered. The menu items included chicken and carnita tacos, chicken enchilada casserole, beef birria, refried beans, rice, and of course a refreshing cup of rosa Jamaica agua fresca. Pie de elote, churros, and gelatina were offered as a dessert.

Try at your own risk and vote for your favorite! Year after year, participants look forward to the salsa making contest. Many anxiously ask, "which one is the hottest?" Dolores Leyva, Event Coordinator, looked on and warned those participating against double-dipping! A total of twelve salsa dishes were entered in the contest. Choosing the top three was a difficult task for those who voted. Jeff Penna of Flight Standards was voted first place winner; Manuela Rubio of Technical Operations was voted

second place winner; and Millie Ramos also from Technical Operations was voted third place winner of the salsa making contest. All participants were thanked and given a certificate of participation. First, second, and third place winners were announced via a broadcast message along with a "You are a Winner" certificate.

The glass display cases located in the lobby of the Regional Office were filled with vibrant Cinco de Mayo decorations. Informational Cinco de Mayo pamphlets were made available.

Additionally, as part of the Cinco de Mayo celebration, an afterhours social gathering was coordinated that evening at the local El Torito Mexican Restaurant. Friends and family were invited to attend. After all, it is difficult to turn down appetizers and a cold glass of lemonade after a long day in the office, right?

Each year that the event takes place, the Western-Pacific's NHCFAE Cinco de Mayo celebration gains more and more popularity. Thanks to everyone who helped make this event possible. Every year we look forward to making it better! We are always looking forward to our future events.



## “Espuelas de Plata” at Southwest Region

By: Focus FAA

As the lobby reverberated with bold, festive music and deep melodious voices, “Espuelas de Plata” – “Silver Spurs” – the Mariachi Band of North Side High School in Fort Worth, Texas, helped the Southwest Region celebrate “Cinco de Mayo” in an hour-long lunch-time performance last Thursday.

This was the third year the Southwest Chapter of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) invited the talented group of students from the Espuelas de Plata Mariachi Band to perform at the Southwest regional office in honor of the Mexican Holiday.

“Everybody was mesmerized and staring, no one was moving as their voices carried,” said Leslie Baker, special programs coordinator for the region. “I was in awe of their musical talents, poise and the way they presented themselves so confidently as high school students. They were astonishing to me.”

The friendship between the NHCFAE and the high schools students has been mutually beneficial, with support coming from Regional Administrator Terri Bruner and her staff. While the FAA enjoys the music, the students get to find out more about aerospace careers, and the NHCFAE provides scholarship funds for the band to continue playing and for college tuition.

“Our organization gave scholarship money for instruments and private musical lessons,” Angel Cases, Regional/Center Director of the NHCFAE’s Southwest Region, and an FAA operations support specialist. “Some students can’t afford private instructor training on their own. With our

scholarships, they can take extra vocal and musical lessons.”

After hearing the sad story of one of the band members who’d his guitar stolen, the Southwest Region NHCFAE chapter surprised him with a new guitar. “We hope to present it to him at his school with his parents present so he can continue his musical and vocal career,” said Cases.

Cases said he also used his own money to buy an extra set of strings for the boy’s guitar. “It’s Murphy’s Law.” Cases explained. “Something will go wrong when you start playing a new instrument, so I bought him an extra set in case his strings break.”

Cases also paid for an instrument tuner for the band. “They play with nylon strings and those are very susceptible to temperature changes. This tuner is the quickest way for them to be ready to play. It feels good to know someone appreciates your help,” Cases said.

The NHCFAE has helped many students. In addition to helping the North Side Mariachi Band, the Dallas/Fort Worth chapter has provided \$1,000 college scholarships for the students. Nationally, Cases says the NHCFAE has given approximately \$20,000 in college scholarships annually.

“The FAA has always encouraged students to stay in school, diversify, nurture and pursue their desired or chosen careers by taking courses that will support their goals,” said Baker. “The FAA and the NHCFAE have continued to provide student support via scholarship funds to be used for college tuition.”



## Ocho de Mayo instead of Cinco!

By: Kristina Harris, Capital Chapter

The Capital Chapter celebrated “el ocho de mayo” instead, with much culture, flair, flavor and fun than any other celebration that may have occurred en “el quinto día.” The chapter took the opportunity of the Holiday to bring some cheerful traditional sounds of the trio Mariachi Estrellas to the normally quiet cafeteria. The music carried throughout the main eating area and brought some patrons over from the other side of the cafeteria to listen to the live band. The trio created an ambiance like that of a Mexican restaurant, where people chatted during songs, but clapped with enthusiasm once the song had finished.

A steady stream of employees came by our table to ask questions about the Coalition and how to join. We have three potential recruits and hopefully have more in the months to come with our scheduled events.



## Cinco de Mayo at Tech Center

By: Roberto Villa, Regional/Center Director, Technical Center Chapter

The Technical Center Chapter had the pleasure to have the Honorable Carlos Giralt-Cabrales, Consul of México in Philadelphia, as a special guest to speak about the significance of Cinco de Mayo, an important celebration in the Mexican culture. The lunch-and-learn style presentation was open to all Technical Center employees and was hosted at the Auditorium.

Mr. Giralt-Cabrales took the initiative to speak first on what a Consul really does and the general responsibilities it entails, assisting and protecting the citizens of his country, among many others. As a diplomat he facilitates friendship and relations between the two countries, providing assistance with bureaucratic issues to citizens of his own country travelling or living abroad, and also the citizens of the country he resides in who wish to travel to the consul's country.

The topic shifted to Cinco de Mayo, and the first clarification to be told: it was not the Independence of México, as many are to believe. Cinco de Mayo awareness celebration dates back to 1861 when Benito Juárez became president of México and was forced to default on debts to European governments. France, Britain, and Spain sent military forces to collect those debts, and by April 1862, both, Britain and Spain withdrew after negotiations with México, but French troops remained.

On May 5, 1862 the French military on its way to Puebla was confronted by an outnumbered Mexican army who battled and defeated French troops. Even though the fighting continued and the French were not driven out for years, the victory of May 5 at

Puebla became a symbol of Mexican resistance to foreign domination.

Mr. Giralt-Cabrales expressed great pride to know that this event is celebrated in the U.S. at the magnitude it has reached. It gives him the opportunity as a diplomat to attend events to promote observances like this in addition to official duties. The honorable Carlos Giralt-Cabrales was born in México City and studied at the Matias Romero Institute, Mexican Ministry of Foreign Affairs. He has held different positions in México as Analyst, Chief of Department for Consular Statistics, Director of Consular Affairs, and Deputy General Director for Consular Services among others. In the U.S., he has been Deputy Consul and Acting Consul General at the Consulate General of México in Sacramento, California, and currently in Philadelphia as head of the Consulate of México since 2010.

Mr. Giralt-Cabrales has received several proclamations and commendations in his career, including the 2003 "Influential Latino of the Year" by the Inland Empire Hispanic Image Awards in California, also the 2005 "Influential Latino of the Year" by the Northside Impact Committee in California, and a presidential award for his 25 years of service. The Technical Center Chapter presented him with a Certificate of Appreciation for his contributions as a guest speaker on the significance of "Cinco de Mayo", and the Technical Center's Director of Human Resources, Fred Renz, awarded him with the special Technical Center Golden Coin in appreciation for his time and dedication in accepting our invitation.





# How do you use your Strengths to further your Career?

## Learn Pedro Gutierrez's Story

By: Yadira Lacot, National Director of Public Affairs

I had the pleasure of meeting Pedro at the Executive Leadership Program (ELP) orientation week, in April 2012. It was great to know that eight other FAAers were part of this amazing program with the FAA supports, and I was able to do both keep up with their progress and, at the same time, build strong friendships. I ran into Pedro at the Southwest Regional Office while in Fort Worth for an NHCFAE Executive Board meeting and invited him to meet everyone. He then decided to join the Coalition; he is now part of our Familia.

Angel Cases, Southwest Regional/Center Director, shared that he wanted to highlight Pedro's amazing career accomplishment of becoming the Fort Worth System Support Center (FTW SSC) Manager, right after he finished the ELP. Being fresh out of the program - we graduated in January - the idea of sharing his experience using the Clifton's StrengthFinder was perfect! I hope this article serves to encourage others not only to participate in FAA-supported leadership programs (see the Career Document on our website), but also to analyze your strengths and apply them to your current or future career plans. Enjoy and congratulations, Pedro!

### 1. Tell us about you, your background, and current position?

My mom and dad were both born in Mexico. My dad's family owned a large ranch with many head of cattle. My mother's father lived in a small house near my dad's father's ranch. My parents met as kids and grew up together. As teens, both legally immigrated to the U.S. My father came to Dallas and my mother to Orange County, CA. After several years of writing letters back and forth, they married and settled in Dallas. In May 1978, they bought their first house and my mom still lives there today. My father worked for 35 years for the Dallas Water Utilities. He started as a labor worker, earned his GED, and retired as a Manager. On May 17, 2008, my father passed away due to complications with diabetes. He taught me the value of hard work and not let the environment dictate where



you go in life, but to dictate to the environment that it can't stop you from accomplishing what you work hard for.

I was born and raised in Dallas. I grew up in an East Dallas neighborhood just east of Fair Park. It is a high crime, low income area inundated with gang activity. By the age of 18, I had been to more than a handful of funerals and had witnessed a drive by shooting two houses down from me while playing in the front yard. I was fortunate to live in a two parent home and was more afraid of my father than I was of any gang member. He kept me involved in sports and activities to keep me out of trouble. I attended and graduated from Skyline High School just down the street from where I grew up. Two weeks after high school graduation, I found myself standing on the yellow footprints of Marine Corps Boot Camp in San Diego, CA. Any Marine knows full well what I mean by the "yellow footprints." I spent five years in the Marine Corps, where I was an Air Traffic Control Radar Technician. Due to an unfortunate accident during a training exercise, I sustained a back injury and was not able to reenlist. In June of 2001, my service in the Marines ended. I attended DeVry University and earned a Bachelor of Science in Electronics Engineering Technology. In October 2005, at the age of 27, I was hired by the FAA to work as a radar technician for the DFW Radar System Support Center (SSC).

I met my wife in January 2005. At the time, she was a student at Texas Woman's University on her way to graduating with a Bachelor's degree in Bilingual Education. She currently teaches kindergarten for Fort Worth ISD. We were married on July 31, 2010, and I could not be happier. I am currently 35 years old and I am doing my best to be a great supervisor for the Fort Worth SSC.

At work, I am responsible for the overall administrative and technical direction of the assigned workforce consisting of Airway Transportation Systems Specialists (ATSS) and support staff involved in providing National Airspace System Services to En Route/Terminal Air Traffic Control, commercial airlines, and general aviation aircraft within the Fort Worth area of responsibility. The FTW SSC has the largest facility count in the Dallas / Fort Worth District with over 3,000 Preventative Maintenance procedures and is also the largest SSC in the District covering roughly 22,000 square miles. I have 18 employees and a total of three work centers; two of the work centers are remotely located (Wichita Falls, TX and Ardmore, OK). FTW SSC is engaged in the process of runway extensions and airport improvement projects with the city of Ft. Worth and the two largest airports they maintain. The FTW SSC also supports an Air Force training base at Wichita Falls which requires interaction with Military airport operations on a regular basis. FTW SSC is embracing NextGen with the implementation of the STARS system at the Fort Worth Meacham, Alliance, Denton, and Spinx Airport Traffic Control Towers.

## **2. How did you determine you were ready for a Managerial position?**

I don't know if I ever knew I was truly ready. I was definitely ready for the challenge. I think it begins there; you have to be willing to set goals and challenges for yourself. One of the most important lessons I learned as a Marine was to learn your job functions and the duties of

the Marine ahead of you in order to step in and lead, if needed. I took the First Line Manager's Course 1 in 2007, only two years into the FAA in order to better understand the functions of local management and how to better relate with management. I was named the Person in Charge (POC) for project after project in the Radar SSC ranging from service life extension programs (SLEP) modifications on the ASR9s radars to new radio installations in all the BUECS in the district. After several years in Radar, I wanted to challenge myself with other endeavors. I completed a detail in the Service Operation Center and then decided to try my hand at the Regional Office in Fort Worth when an opening on the Business Case Team in planning and Requirements became available. It was at the Regional Office when I learned about the Executive Leadership Program (ELP). I saw it as an opportunity to learn from people in other government agencies and as a way to expand my leadership abilities. After completing the course and working in details with training and Air Traffic, I knew I was ready for the challenge that would come with being a Front-Line Manager at the FAA.

## **3. How was the process?**

The seed was planted in me by Jeff Planty, the current Technical Operations Director for the Central Service Area (CSA). I was in the first floor break room of the DFW TRACON when he walked in and introduced himself as the District Manager. I was surprised at how young he was because most managers I had met in the FAA were a bit more "seasoned." Jeff was easy to talk to and had no problem answering questions. At the time, the only leadership program I knew of was the FAA's Program for Emerging Leaders (PEL). I asked him if he would endorse me and he not only did that but he helped me with my package. Unfortunately, I was not selected to the program at the time, but the seed had been planted.

When I was hired to the Business Case team, I interviewed with Noel Cavazos, the current Technical Services Operations Group Manager for the CSA. It was the first behavioral interview I have ever been involved in and I found myself answering questions about my ideas and where I was coming from rather than technical questions. Like Jeff, I saw a young manager who was different from others in his approach to leadership and how he spoke to people. It was a combination of Noel and Jeff that made me want to pursue the challenge of becoming a Manager. The seed that Jeff had planted in me was watered by Noel when I sent him a meeting request. I mustered up all the courage I had to ask him if he would mentor me. Fortunately he agreed and during the ELP program, Noel was my mentor and helped me with interviews, bid packages, and questions I had along the way.

I saw several positions become available but I did not want to bid on everything that came out, I was not motivated by the money, I was after the right fit for me. When the Fort Worth SSC Manager position was advertised, it was a 2-year temporary bid that could become permanent. I saw it as a great opportunity to get into management in the Technical Operations Group in an SSC only eight miles from home. If Jeff had planted the seed and Noel had watered it, it was Andy Atchley and Nora Bialek that provided the sun. When the Fort

Worth SSC position became available, I was on a detail working with Air Traffic in the Plans and Program office in the DFW TRACON. Andy is the Air Traffic Plans and Program Manager and Nora is the Air Traffic Greater Southwest District Manager. Andy took a chance on me and allowed me to step into a detail that is usually accomplished by Air Traffic personnel. I was immediately involved with the STARS Program and found myself in meetings with high level management locally and from the Program Office in DC. Both Andy and Nora helped me with mock interviews and allowed me to sit in on the selection process of two Operation Managers for the TRACON. When I was finally interviewed for the position, I was confident I had done well, it was just a matter of my current manager, Lance Huckeba, to determine if I was going to be the right fit on his team. When I received a call from Human Resources notifying me of the selection, the first people I told were Noel, Andy, and Nora.

#### **4. List your five Core Strengths and how did you use them to obtain your current job?**

##### ❧ MOTIVATION ❧

I am definitely motivation-driven. Besides the training and relationships I built in the Marine Corps, what I enjoyed the most was the Marines are a well-run organization that allowed a person to get out as much as a person was willing to put in. This was important to me because I have always been motivated by success. Success measured in establishing goals and then accomplishing them. Motivation instilled in me by my parents to take the initiative and to persevere in the face of obstacles and setbacks. I feel that every day starts at zero and I feel the need to achieve something tangible in order to tell myself that today I accomplished something productive. Once I meet a goal, the goal immediately changes to attempt to perform my new craft well. In the case I am in now, I reached the goal of becoming the Fort Worth SSC Manger, now the actual work starts of doing well in the position I worked hard at getting. What is the point of the work I put in, if I do not continue to push myself to do it well? When the time comes to make a decision on my permanent status, I want management to say that Pedro gave everything he had, did well, and we need to keep him around.

##### ❧ STRATEGIC ❧

I am strategic in my way of thinking. I believe it is why I did very well as a technician in the Marines and in the FAA. I always attempt to sort through clutter and find the best route. I find myself finding patterns where others saw complexity and I run scenarios in my head to attempt to accurately evaluate potential obstacles. I was careful in the details I chose during the ELP program. I wanted to be sure I would learn something new and challenge myself with tasks I had not performed as a technician. In doing so, I met the people that helped me get to where I am today.

##### ❧ LEARNER ❧

I love to learn. The subject matter that interests me the most currently is the art of leadership. I have read several books on different leadership styles and how to interact with different people. I get energized from the journey of ignorance to competence and the

confidence born when a skill is mastered. The reason I mentioned leadership is because I am interested in being a leader. I will soon be going back to college to obtain a Masters in Leadership and Management. I want to be the best manager I can be, but I am striving to be a great leader. In the position I am in now, I am tasked with learning many management skills as in overseeing the current process, achieving balance, following procedures, etc. I look at people like Noel and Jeff as leaders because they want to create the future, think ideas, welcome risks, and both have high emotional intelligence.

##### ❧ RESPONSIBLE ❧

I feel the need to take ownership on anything I commit to (large or small) and I follow through to completion. I feel this way because if I am tasked with something, I want to know that the person who has tasked me with a project is sure I will get it done because of the reputation I have developed as a responsible person. I don't believe in excuses; if there is an obstacle then I adapt and overcome. I have tried to develop a high sense of emotional self-awareness to recognize how my emotions effect my performance in order to think clearly even when experiencing powerful emotions. I think it is important when under a microscope, as I am right now because I am new to the position, to be focused on the job at hand and set and exceed the expectations I set for my employees. My employees need to see that I am geared up every day, on time, and ready to work.

##### ❧ FOCUSED ❧

Before I leave for the day, I try and have a plan of attack for the next day. I like to prepare as much as I can to have a clear destination. It may be a small task or goal, but I use those goals as a compass to help determine priorities so I can make the necessary corrections throughout the day to get me back on course. In Technical Operations, things can quickly spiral out of control if you do not come in with a plan of attack. When ad hoc events happen like power outages or storms that disrupt the integrity of the NAS, I need to be focused on quickly prioritizing where the workload needs to shift. When the fire is put out, I have to be able put everything back on its original planned course. Being focused forces me to be efficient because I look at the events of the day and have my employees tackle the most important first. It also keeps me from forgetting smaller issues or problems that may come up.

#### **5. How your participation in the Executive Leadership Program helped you in your career?**

I know that without the ELP program, I would not be the Manager at the Fort Worth SSC. The program opened my eyes to the limited view I had of only the FAA and Marines. It also allowed me to work in organizations within the FAA that I would not have had a chance to work in if not for the program. My first detail was in the training department of Administrative Support (ASG). I learned a lot of valuable lessons on communication and met many people that would later open doors for me.

My second detail while in the ELP program was with Air Traffic as a Plans and Program Specialist under Andy Atchley. This is a position that would normally be filled by someone with an Air Traffic

background. Two weeks into the detail, Andy had to be away for three weeks for personal and professional reasons. Nora Bialek wasted no time in telling me that I was running the show and to take the opportunity and do well. Immediately, I was the focal point for all Air Traffic needs that had to be relayed to Technical Operations. I finished a Security Order that had been in the works for two years and oversaw the installation of event monitors throughout the TRACON. Every day, I checked off assignments that had been tasked to Andy. After Andy's return, both Andy and Nora took me aside and told me that I had done a great job. Nora asked me what I wanted to do with my career and said that I would have her full support in what I decided. When I told her that I was putting in for the Fort Worth SSC Manager position, she played out scenarios with me, helped me with my KSAs, and prepared me for interviews. Andy allowed me to sit on the interview panels for the hiring of two Operational Managers for the TRACON. Later, I was made the selecting official and had to put together a package to hire two secretaries for Air Traffic. I conducted the interviews, graded the packages, and made the selection. It was a lot of pressure knowing that I would be responsible for selecting someone that would work directly for Nora. This proved very valuable because the first task given to me after being hired as the Fort Worth SSC Manager was to hire a Coordinator.

#### **6. How does it feel to be a young Latino holding this position?**

It is humbling. Not because I am Latino, or because I am young, but because I see the work and dedication I have put in pay off. Many people look at your age, ethnicity, and background and try to tell you what you can't do and what cannot be done. Those people I either ignore or use as motivation.

If I listened to everyone that said I could not do something, I would still be in East Dallas. I would have never graduated High School. I would have never joined the Marines. I would have never gone above and beyond in the Marine Corps to reach the rank of Sergeant in less than 4 years. I would have never shot expert four times in a row. Upon returning from the Marines, I would have never attended college. I never would have obtained an Engineering degree. I would have never reached being a Front-Line Manager within 7.5 years in the FAA. Growing up where I did, there were many chances to give up, and it would have been the easier route. You see, while it is easy to say one is a product of their environment, I would much rather say that my environment regardless of how difficult it was growing up, did not define me. I am very proud of my family heritage and of my Country, as both are tattooed on my arms. I would never want to be "given" a position because I am Latino or because I am a Veteran. That is a stigma that I would never want over my head because I was taught by my father to earn my way in life.

I know for many others it has taken much longer to reach a managerial position, so it's on me to work as hard as I can to do well in the position I am in. Not only to prove something to those who are unsure about me, but to open doors for others who are trying to achieve the same thing and more.

My advice to others would be to seek a mentor. I know it's hard for some people to ask for help; it was hard for me. To that I say, "suck it up." I have found that many people are willing to help you reach the goals you want to achieve if you are willing to help yourself in the process. I would not choose a direct supervisor though; I think it is important for someone else to have an outside view of what you are trying to achieve. After spending some time around people in the FAA, it becomes easier to know who to model yourself after.

I would like to thank everyone involved in this interview. I feel humbled and honored that there is interest in my story. I thank the Lord for showing me humility at an early age, for keeping me grounded, but also for giving me drive and determination. I thank my wife for supporting me in my career decisions. I thank my mother and father for the amazing job they did raising my brother and me, especially in the environment we grew up in. Last but not least, I thank the FAA and the people who helped me along the way (Noel, Jeff, Andy, Nora, and many others) to reach the position I am in today. This is only the beginning; I have at least 25 years to go.



# National Membership Chair Bulletin

By: Misty Peña, National Membership Chairperson

Last fall, I became the National Membership Chairperson. However, I am far from being new to the NHCFAE. Somewhere back in the 1990s, I was recruited by the Dallas/Fort Worth Chapter, and quickly became a member and an active Officer. I eventually moved west, and I was on the Western-Pacific Regional Board, under the leadership of the late Danny Gutierrez. In 2000, I left the FAA, and returned in 2007, and was quickly recruited by Roger Trevino, becoming a member once again. My job was extremely demanding, and after about a year of membership, I canceled my dues and focused on the demands of my job. In 2012, after the events surrounding the National Training Conference, I knew I needed to return to my roots, and I quickly signed-up. Because of my past involvement, I knew that I could not just be a member, so I requested to be tasked with a position. As they say, be careful what you ask for. And, well, here I am today as your NHCFAE National Membership Chairperson.

As the National Membership Chairperson, I am responsible for the National Membership Database. Every two weeks, I audit the database against the Department of Interior payroll reports so that the database is up-to-date with membership changes. In addition, I notify RCDs about membership adjustments, create reports for the Executive Board, revise the membership tab of the [www.nhcfae.org](http://www.nhcfae.org) website, procure supplies, attend

recruitment drives/outreach efforts, but most importantly, maintain a line of communication with you, the members. I strive to be attentive to your needs and requests, so if there is anything that you need or have any questions, please email me at [membership@nhcfae.org](mailto:membership@nhcfae.org).

**GOT CHANGES?** If you have a change in your personal information, e.g., mailing address, office location, telephone number, personal email address, please send that information to [membership@nhcfae.org](mailto:membership@nhcfae.org). Updating your information is crucial so that you can be aware of the happenings of NHCFAE! I look forward to hearing from you soon!

**GOT EMAIL CONTACTS:** It has come to our attention that some members may not be receiving emails from the Executive Board, Executive Committee, Committee Chairs, and/or their Region/Center Director (RCD). In order to ensure that you receive information from NHCFAE, we are requesting that you add the following emails to your email contacts: [president@nhcfae.org](mailto:president@nhcfae.org); [vp@nhcfae.org](mailto:vp@nhcfae.org); [doa@nhcfae.org](mailto:doa@nhcfae.org); [dopa@nhcfae.org](mailto:dopa@nhcfae.org); [dor@nhcfae.org](mailto:dor@nhcfae.org); [sa@nhcfae.org](mailto:sa@nhcfae.org); [membership@nhcfae.org](mailto:membership@nhcfae.org); and [elections@nhcfae.org](mailto:elections@nhcfae.org). Be sure you add your RCD contact email address as well.

## New Members!

### Welcome to NHCFAE

Roy Navarro  
WP, ATSS

Isaac Acosta  
WP, ATSS

Abel Lemus  
WP, ATSS

Edward Cardenas  
SO, ASI

Oscar Bocanegra  
SO, ASI

George Burgos  
WP, SSC Manager

Rhonda Bandy  
CE, Administrative Officer

Ventris Gibson  
Retired Associate Administrator for HR

Lora Singh  
NM, Secretary

Robert Del Toro  
SO, Radar Technician

Daniel Marquez  
SW, Support Specialist

Timothy Ronald Lewis  
SO, ATCS

Melinda Moreno  
SW, Administrative Specialist

Melba Gaither  
SW, EOSH Coordinator

Susie Rice  
CSA, COSH TSC

Antrone Rogers  
WP

# FAA Student Mentorships and Real World Experience: The Power of Mentoring Young Adults as They Venture into the Working World

By: Ivania Morales, student mentee,  
FAA ESM Program, spring 2013.

The Federal Aviation Administration Experiential Student Mentorship Program (ESM) was created two years ago by the Office of Civil Rights to offer an opportunity for minority, women and/or underserved youth to gain valuable career awareness, professional experience, and leadership skills. This here is an excerpt of one of the Latino students participating in the FAA ESM Program this year.

First off, thank you to Director Clay Foshee in the FAA Office of Audit and Evaluation (AAE), and Barbara Barnet, my ESM mentor in the AAE, for having allowed me to participate in this great program. I am having such a great time and enjoyable experience with the office. From the beginning, the office welcomed me with open arms. I appreciate how my mentor, Barbara, from the very start included and introduced me to the AAE family. Thank you Barbara for being such a great supervisor and mentor – I have learned a lot and enjoy working with you on actual assignments, rather than just doing administrative duties. The AAE office and other FAA people will always hold a special place in my heart.

The Office of Audit and Evaluation is the FAA focal point for public and FAA employee safety complaints, reports of waste, fraud, and abuse, internal FAA rule or policy violations, and whistleblower protection. We are an independent staff office reporting directly to the Deputy Administrator to provide an independent venue for the conduct of objective, impartial investigations and evaluations, thereby avoiding conflicts-of-interest. We operate the Agency's hotlines and track responses to all hotline reports.



As a first generation Latina to go to college in my family, I found the whole college experience at the University of Maryland overwhelming. I had never been exposed to such an independent culture and way of life so utterly different than the way I was raised. Really – I had to learn how not to hug and kiss people when I greet them.



One thing that kept me pushing through was the fact I wanted to graduate with a degree and succeed in life by creating change for others who are like me or who have a more difficult path. I currently study public policy, counseling, and leadership at the University of Maryland, College Park in order to reach my mission.

My story starts before I was born. My parents are immigrants from Nicaragua, who came to the United States because of a civil war. Since then, they have struggled here in the United States to build a stable life for the sake of my younger brother and I. Neither of my parents is married, nor do they have American education – just two of the many reasons that made living in the United States difficult. Despite many issues - like discrimination, money, and the language barrier - my parents have raised me as best they could with what we had and have tried to give my brother and I as many opportunities as possible.

A lesson I have taken from my parents to heart is that I never take anything for granted – this is a lesson I took to heart my entire life because I could not have a lot of experience due to the lack of money and opportunities. This is why I am so deeply and profoundly grateful for going to a great college and having experiences such as being in the Mighty Sound of the University of Maryland Marching Band as a sousaphone player and interning at several of places like the FAA.

Currently, I am a junior going on to my last year at Maryland come Fall 2013. I am very involved in the campus community – through the School of Music, the leadership and service community, the school of public policy, and the multicultural student involvement office. During the 2012-2013 school year, I was part of the Rawlings Undergraduate Leadership Fellows Program (RULF). The prestigious Rawlings Program honors the legacy of Howard Peters “Pete” Rawlings and the work he did as a Maryland Delegate. Participants in the Fellows program are provided specialized opportunities to develop as leaders and become champions for those whose voices may otherwise go unheard in the leadership and decision-making

process. Maintaining a commitment to those historically underrepresented in leadership positions is central to this program. Fellows develop community action projects, take courses on leadership, serve at an internship, and meet both elected officials and non-profit leaders. It was because of this program, I looked for and found the ESM Program. I am grateful for this program, and I have enjoyed the challenges and new doors it has opened for me into the world of public policy. Rawlings has given me a strong framework on how to work the most important and pressing issues in the United States. Because of what I have learned in both Rawlings and the FAA, I can help make the world a better place at both the local and federal levels.

My Latino heritage culture and background is extremely important to me and it is my lifelong commitment as a person to get more minority students of ethnic background in college and into the professional world as successful leaders. This passion is leading me to help the FAA in trying to reach to other Latinos on campus so they also become aware of the many benefits and opportunities they can have in the federal government, for instance, the ESM Program at the FAA. Despite holding two jobs, a mentorship at the FAA, a full course load of 17 credits, and maintaining leadership positions within several of extracurricular activities, I have been able to maintain decent levels of performance in everything I have done so far. I have gotten five As and two Bs this semester in which I am extremely blessed to have despite such a heavy work load. Even though I am busy, I am glad that I can give back to a great program like ESM so that they can continue the great work that they do.

I have always cared about social issues. My culture, background, music, and ambition have helped me focus and further my life's goals and ambitions. Thanks to the first program I was in that changed my life: Upward Bound, which is a program that provides academic and counseling services to low-income and/or first-generation college bound students in an effort to overcome economic, social, and cultural barriers that impede the pursuit of higher education, I have been able to rise and now participate in another program, ESM that also holds goals very dear to my heart. It is because I believe in working hard that I have been able to work at CASA de Maryland, ASPIRA, and ESM at the FAA. I wouldn't trade my experiences for anything because they have shaped me to who I am today and because I strive for the highest so that others can be empowered by their Latino and ethnic culture as well.

Lastly, the United States is a salad bowl mixed with cultures, ethnicities, and races. Leading a diverse nation is a lot of work and effort in order to maintain the needs of all. Different cultures have different beliefs and an emphasis on different

values. It is because of programs like the FAA ESM that we can strive to further this goal so that others can become more aware of the support and benefits available from various communities. If more people were given opportunities such as these to experience what it is like to work in a career and to have a mentor with whom they can talk to for help, then there can and would be significant change in the low-income, first-generation community.

For more information about the FAA student mentorships, please contact Dr. J. Carlos Manduley, National Hispanic Employment Program Manager in AWA at [carlos.manduley@faa.gov](mailto:carlos.manduley@faa.gov)



## Our Familia in the Volunteer Leave Transfer Program

By: Yami Gonzalez, Southern Region Director of Administration

Greetings Familia,

I have been given the honor and privilege of informing you on the status of two extraordinary women: Doreen Delgais and Lisa Douglas. Doreen is one of our Coalition family members who works at our South Florida Flight Standard District Office. Since 1998, Doreen has overcome numerous challenges. Her husband had a liver transplant and she also battles regularly with her diabetes and pacemaker.

Recently, her daughter Lisa, underwent a double mastectomy and three reconstructive surgeries, and is recovering remarkably well. Throughout her breast cancer challenge, the families learned to bond and appreciate life to its fullest. While Lisa had no strength in between surgeries, she managed to push herself

beyond belief and return to the gym to regain her upper body strength. Shortly after, she was faced with a new challenge of the possibility of having cancer in her knee. Upon extensive examinations and yet another surgery, she had a non-cancerous hemangioma removed and some knee reconstruction, which left her unable to walk for almost three months.

These women have overcome so much, however they can still use your help. Doreen is still in need of some additional hours to get through her situation. Please donate some hours to her through the (VLTP) Volunteer Leave Transfer Program.

### *Helping our Familia!*

The FAA offers a wide array of programs aimed to help our peers when most needed. The Voluntary Leave Transfer Program (VLTP) allows federal employees to donate leave hours to people undergoing health issues and do not have enough leave time.

A few of our NHCFAE members have been experiencing health issues and could use donated leave hours until they are able to come back to work, like Doreen DelGais from ASO. This is the official web link for the Voluntary Leave Transfer Program:

<https://ahrweb1.faa.gov/ovltp/index.cfm?here=home>

Donors need to be registered to do it online.

- Click on "Site Registration/Login" on left margin,
- Click on "Request Login".

Once you're registered logged in:

- Click on "Recipient's List And Online Donations"
- Pick "FAA Technical Center" and click on "Submit"
- Find 'DELGAIS, DOREEN' on the list.

Let us continue helping our familia through any means possible; and here is one!



# FAA Award Winner

By: Ryan Neff, MMAC Chapter Member

Congratulations to the New Hire Team at the Mike Monroney Aeronautical Center (MMAC) for winning the 2013 FAA Award for Financial Discipline Excellence. Three MMAC Coalition members were recognized as part of the New Hire Team and they are Nora Leal, Glenn Weston and Ryan Neff.

The New Hire Team is responsible for conducting the initial technical training of newly acquired Air Traffic System Specialists. In FY 2012, the team was responsible for training over 215 specialists while simultaneously enhancing the quality of training. But, there were challenges. The section's stakeholders needed the team to train 48 students per iteration, but the environment only effectively supported 24 students. They decided to lead an experiment that placed 12 students on days and 12 students on nights

(instead of the usual 24). The team's approach was, "let's just try it, and see what happens." And it worked! This new method eliminated student dead time and cut class time from 7.6 weeks to 4 weeks without any impact to the overall number of students trained.

The team was faced with sizeable printing costs and products with a short shelf life. They converted training materials to Adobe, Microsoft One Note and then to a Windows 7 Tablet. The use of the tablet provided near 100 percent mobility and allowed students to perform laboratory applications and directly interface to laboratory equipment. The team's creativity and innovation resulted in over \$700,000 in cost savings and a near 100 percent mobile classroom.



## *Congratulations to the Bride-to-Be!*

By: Susie Diaz, Western-Pacific Regional/Center Director

Western-Pacific Member Elizabeth Medina will be tying the knot on June 1, in Las Vegas, NV. On May 16, there was a surprise bridal shower given for her in the Regional Office. Elizabeth was told that she was going out to lunch with her co-workers. Surprise! Surprise! She was surprised with something waiting for her in the triangle room. Elizabeth has been with her fiancé over 6 years and finally last year they decided to tie the knot. Elizabeth works for Aviation Safety-Flight Standards Services in the Hawthorne, Regional Office. They are planning their honeymoon to either Spain or Greece this coming August. Congrats Mrs. Medina-Torres! The Western-Pacific Chapter wishes you the best of luck in your new journey!





# Off to Hawaii Shirley Goes...

By: Raul Garza, Jr.,  
Northwest-Mountain Regional/Center Director

It is official... Long-time NHCFAE member, Shirley Hingada, is tired of the rain. Shirley left the Business Services Group at the Western Service Center in Renton, WA and reported to the Hawaii-Pacific District as the District Staff Advisor on April 29, 2013.

On April 17, Shirley's co-workers threw her a big farewell luncheon where Northwest-Mountain RCD, Raul Garza Jr., presented her with a farewell gift and said a few kind words.

Shirley has been an active Coalition member in the Northwest since 1994, where she was recruited by former NHCFAE president, Adolfo "Jr" Zavala. Shirley has held positions as RCD and Deputy RCD throughout the years, as well as the Hispanic Employment Program Manager (HEPM) for the ANM Civil Rights Office. She is currently NHCFAE Elections Chairperson.

Good luck, Shirley! You will be missed.



# Mike Monroney Aeronautical Center Chapter at Oklahoma Federal Executive Board Banquet Awards Ceremony

By: Cynthia Garcia, MMAC Regional/Center Director

On May 6, several MMAC chapter members attended the 20th Oklahoma Federal Executive Board Banquet Awards Ceremony. The ceremony was held during Public Service Week and many Federal employees across Oklahoma were recognized for their outstanding efforts and contributions to the public. The MMAC chapter members that were recognized as Employees of the Year are: Jose Alfonso for Outstanding Customer Service; Laura Cabrera for Technical, Professional, Administrative, GS-9 and Above; and Cynthia Garcia for Clerical/Administrative Assistant. The winner for the Outstanding Team Award was the Customs and Border Protection Team and Teresa Metcalf, who is also part of the team, accepted the award on behalf of the team.

Jose Alfonso was nominated for the Outstanding Customer Service category. Jose was recognized for being an excellent team worker who always thinks of others. His demeanor, attention to detail, reliability, compassion, and consideration are excellent traits, which he uses very well in his job.. Jose is part of the FAA Production Integration Team and his work is outstanding in keeping the production flow moving through the various levels of the process. His vision to create an electronic processing method to move packages to other offices which saves time, money, paper, equipment maintenance, and human resources will benefit the AeroNav Products and the FAA.

Laura Cabrera was nominated for the Technical, Professional, Administrative, GS-9 and Above category. Laura works at the FAA Flight Inspection Service. She created and implemented processes that enabled AMEG to be more successful. Because of her efforts, AMEG increased sales volume, completed triennial inventories timely, and has decreased the number of inventory errors. Laura's drive and good nature has afforded her the ability to learn new things, juggle multiple assignments, and manage difficult projects with extremely difficult deadlines.

Cynthia Garcia was nominated for the Clerical/Administrative Assistant category. Cynthia provided administrative support to the FAA Logistics Center Program Director and senior managers to successfully support the National Airspace System.

She performed selflessly and without a glitch for approximately six months as the sole Office Administrator for the very busy, fast-paced executive office. She performed tremendously during this time to ensure the stability and continued effective operation of the FAA Logistics Center and support FAA's Core Business Initiatives.

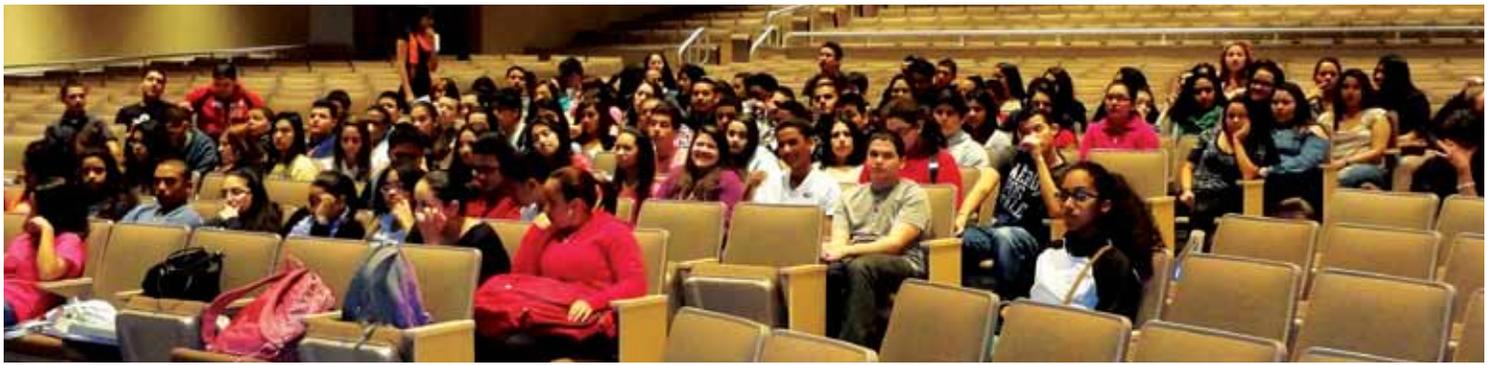
And the winner for the Outstanding Team Award went to the FAA Logistics Center Customs and Border Protection Team. The team members developed a strong relationship with a new customer and remained focused to implement a supply chain that allows Customs and Border Protection agents to perform their role to protect national security interests for the United States of America.



From left to right: Laura Cabrera, Jose Alfonso and Cynthia Garcia



Teresa Metcalf receiving the TEB Team award on behalf of the team from Adrian Andrews, FEB Chairman.



# Encouraging Hispanic Students to Reach Higher!

By: Roberto Villa, Regional/Center Director, Technical Center Chapter

Earlier this year, after the Holidays were gone, I was invited by Dr. Basilyn Bunting, FAA retiree and former NHCFAE member, who is an adviser to the National Society of Black Engineers, Junior Chapter, at the Pleasantville High School in Atlantic County, New Jersey, to speak about NHCFAE and promote its scholarships. A group of 10 students from the junior chapter attended and were given copies of both, the René Matos and Danny Gutiérrez Memorial Scholarship applications. Omar Merced, former RCD for Technical Center Chapter, and I guided the students through the NHCFAE scholarship application process and also provided information on the Pathways Student Internship Program, as well as the Minority Serving Institutions (MSI) Intern Program.

Omar and I participated of internship programs ourselves, so it was easy to share our experience as participants. The dialog sparked questions about career field interest in the FAA, internship benefits, and job opportunities after internships. The students and teacher advisors present were very engaging and excited to have learned of our personal experiences and how beneficial it was for us, so we were able to relate with their interest.

After this presentation and my experience at our 2nd Quarter Executive Committee Meeting, I was inspired to research census data on Hispanics: population, educational attainment, and Hispanics in the Federal Workforce. I wanted to come up with a presentation that would make students wonder if Hispanics is the largest minority group in the U.S., how come we are underrepresented in many jobs, specifically in Federal agencies? Are we not doing enough to have our children pursue higher education?

In my research, I found that even though Hispanics is the largest minority group, the percentage of Hispanics in the

Federal workforce is lower than African American according to the Office of Personnel Management's Annual Report from July 2012 to the President. However, interestingly enough, when researching the educational attainment for the population 25 years old and over, the percentage of those who have completed at least high school and college was higher for African Americans than Hispanics. So we might have numbers, but if we don't dominate educational achievement, we won't increase our representation in the workforce.

After all my research, I visited the Egg Harbor Township High School in Atlantic County, NJ to speak with Hispanic students enrolled in Mr. Obed Pérez's Hispanohablantes College Prep classes and Ms. Yamilei Socorro's Advance Placement Spanish Literature class to share my findings and encourage them in pursuing college education (a total of about 100 students). Higher education might be expensive but there are resources available like scholarships and paid internship programs to help offset these expenses. Nowadays, it's easy to get caught up on having all the latest anything, but in the end the latest is the best until the next model comes out. A college degree is an investment that will not expire and will not compete with a newer model. If as parents we go out of our way to spend on quinceañera celebrations, electronics, etc. for our children, we sure can be creative in finding how to send our kids to college as well.

In the end, many of us have come to the U.S. looking to give our children better opportunities in life for a better future, and we cannot lose sight of the importance of higher education for them so that they do not follow the challenging path and sacrifices our mothers and fathers went through. That battle should not be in vain, and they should aim higher than typical stereotypes!

# We the People

## *Constitution and Bylaws 2013*

*By: William "Bill" Fernandez*

**Constitution and Bylaws Chairperson**

**T**his year 2013 has been a strange one for the government, the FAA, and for our organization. Several factors, such as sequestration, budget cuts, and major changes in the agency's support of our organization has led the Executive Committee to cancel this year's Annual Training Conference.

However, there will be an General Membership Meeting in Fort Worth, Texas in the afternoon of August 21 and all day, August 22. Soon, you will be receiving a copy of the amendments to the Constitution and Bylaws along with the ballots for this year's elections.

This means we will be voting on amendments to OUR Constitution and Bylaws. We will need your input for these changes. Remember that these are OUR Constitution and Bylaws, meaning that ANY member can submit changes to the Constitution and Bylaws.

This year, there are technically six proposed amendments to the Bylaws and one change to the Constitution. The changes revolve around, better integrating our retired members as Active members of our organization, consolidating the process for making changes to the Constitution and Bylaws, establishing prorating of dues for portions of a year, and a minor administrative change to clarify the tax status of donations to our organization.

The first amendment to our Constitution is to have four types of membership options instead of five. It will no longer have "Retired" as a type of membership, making retired FAA employees "Active" members. We have clarified this through Article III Membership under Section 2, where the proposed amendment redefines an "Active" member as "Any FAA employee or retired FAA employee may be an active member as long as they are in good standing.

Active members have voting privileges and may hold any elected or appointed office or committee membership in the NHCFAE." This is simply a continuation of our intentions last year to keep our valuable retirees active in our organization, supporting our causes.

The proposed amendments to Articles 7A, 6A and 10A are interrelated. They all are sections that deal with the Constitution and Bylaws, so they are all being moved under Article 7A which is the article for Amendments.

The amendment to Article 5A Sections 3 and 6 are dues-related. Dues will not go up or down. All we have done is added the capability to prorate annual dues. This way, if someone joins in May for example, they don't have to pay for a whole year to get half a year's worth the benefits.

The amendment to Article 5A Section 5 deals with donations to the organization by corporations or private individuals and simply deletes the statement "and treated as tax-deductible contributions." Donations and dues are NOT tax deductible based on our tax status as established by the IRS.

Remember, the Constitution and Bylaws belong to all of us. Any member can recommend amendments to these documents. This year, not everyone will be able to come to the General Membership Meeting in Fort Worth. If you cannot attend the General Membership Meeting, let your RCD know any concerns you might have with any of these changes, and the RCD can make those recommendations known at the General Membership Meeting. If you have other ideas for our Constitution and Bylaws, simply submit them to the Constitution and Bylaws Chairperson at [cbl@nhcfae.org](mailto:cbl@nhcfae.org) for consideration next year.

# “Ask not what your country can do for you”

By: William “Bill” Fernandez,  
Constitution and Bylaws Chairperson

I was invited to the Executive Board meeting in June 6-10 in Fort Worth, Texas, to discuss the latest recommended changes to the Constitution and Bylaws. We all stayed at the Hilton Downtown Fort Worth Hotel. That venue provided an amazing story that I want to share with you as an interesting perspective I discovered during this meeting.

The room where we met was a small meeting room on the 15 floor. What was interesting to me was the fact that we were right down the hall from the room that President John F. Kennedy slept in the last night of his life.

In 1963, President John F. Kennedy (JFK) was in Houston, Texas, where a large LULAC Gala was being held.

“President John F. Kennedy was supposed to just stop by and wave hello. Instead a group of eager Latinos persuaded him to come inside and speak to a packed room of Mexican-American civil rights activists. And then he persuaded his wife, First Lady Jacqueline Kennedy, to address the crowd in Spanish.

It was November 21, 1963. Hours later, the President was dead; his assassination overshadowing the significance of a speech that can be seen as the birth of the Latino vote.

To historians, Kennedy’s appearance at the Rice Ballroom in Houston was likely the first time that a President officially acknowledged Latinos as an important voting bloc.<sup>1</sup>”

The following morning, as John F. Kennedy rode in his motorcade through Dallas, he was shot and killed.

I was just a child at the time and a lot of you were not even born, but JFK made very significant contributions to civil rights in this country. But what I remember most about JFK was his inauguration speech, January 20, 1961 where he told all Americans:

“...and so, my fellow Americans: ask not what your country can do for you—ask what you can do for your country.”

This has always been a profound statement to me, and one I try and live my life by. Our country is built on the contributions of each and every American. Living in Oklahoma after our recent tornado outbreak, I have seen firsthand the power of a single person, when literally thousands of people volunteered to help those less fortunate.

Thus when I look at our Mission statement:

“The National Hispanic Coalition of Federal Aviation Employees (NHCFAE) is a professional, diverse organization that focuses on advocating career placement and advancement through support, education and alliances.”

<sup>1</sup>From an article by Russell Contreras:  
<http://bigstory.ap.org/article/jfks-last-night-recalled-key-event-latinos>



When people look at an organization like the National Hispanic Coalition of Federal Aviation Employees, it seems distant, like it is a separate entity. I almost hate calling it an “Organization” because to me that is almost too sterile. But NHCFAE is simply a name.

What we are is a group of individuals with individual skills, talents and ideas. As each of us come together we make each other stronger. Thus, we will only be as strong as the number of people willing to step forward and take on the challenge of promoting Hispanics, and other minorities and women. If you do not step forward to help, who will?

It doesn’t take much. Each of us has a wide variety of experiences and talents we can volunteer. Little contributions by a few people can make a huge difference.

John F. Kennedy inspired a nation by asking each American to contribute to his country, maybe it is time for us to stop waiting for our country to fix things and start taking steps to enact change. One person CAN make a difference!

# ONE GUITAR AT A TIME

By: Angel Cases, Jr., Dallas/Fort Worth (DFW) Chapter

The DFW Chapter of the Southwest Region has adopted North Side High School as its school. It is a mutually beneficial win-win agreement. The school has three music groups: a Mariachi Band, a Chorus, and an Orchestra, which the Southwest Region uses for presentations on special occasions. Teri Bruner, Regional Administrator; and Gus Nezer, ATO Central Service Center Director have been fully supportive of the Coalition and the students by allowing them to perform at the FAA Regional Office. In turn, the DFW Chapter provides the North Side High School with scholarship money. The money is used to supply the groups with much needed equipment, supplies, and professional lessons. This allows the groups to travel and compete around the State of Texas earning them top honors in several competitions.

Both, Rafael Escobedo, the DFW Chapter Director; and Lydia Gomez-Martinez, the DFW Chapter Director of Administration agreed that North Side High School was a great choice. After discussing the idea with the school administration and the music directors, the school understood that the priority for the students was first and foremost school and academics; then performing for the FAA. This was apparent during the Cinco de Mayo celebration. The celebration this year fell during the STAR and Advanced Placement Course testing at the school. This meant that only the juniors and seniors, a total of only nine members, would be able to perform at the Regional Office. Their abilities and professional performance were evident on May 2.

Around October, the lead singer, Mario Macias, wanted to expand his role in the Band and wanted to begin playing an instrument. Unfortunately, all the string instruments had been taken. Early last year, his grandfather passed away, but had left behind a guitar. Around January, while at school, his grandfather's guitar went missing. The DFW chapter, the Mariachi Band Conductor, and Mario's parents tried working with the school. In March, it became apparent that the instrument would not be coming back soon. The DFW chapter banded together and assisted Mario with the purchase of a guitar. That money was supplemented by the Regional chapter.

The presentation of a guitar to Mario, at the school, was the culmination of all the groups working together, the school administration represented by his principal Mr. Martinez; Mario's parents; Mr. Niño, the Band Conductor; Lydia Gomez-Martinez, DFW Chapter Director of Administration; Rafael Escobedo, DFW Chapter Director; and Angel Cases, ASW Regional/Center Director.

The ASW Regional executive staff, Angel Cases, and the regional members supported this kind of work. Through years of testing, a strong correlation and connection has been proven between music and mathematics. As quick proof, two of the band members will be going to college. One will be attending Stanford University for Engineering and the other the Wesleyan University for business.

The adoption of a school by the DFW chapter has been so successful, that there are plans to expand the concept to other parts of the Region. We hope to have a similar program in place in at least one or two places by next year. However, in this short article we must not forget the many people, both members and non-members that have been arduous supporters of this adoption program. They have given much of their time, financial support, and "corazón." Some have gone so far as to open their checkbooks and directly donate in support of our program.

On behalf of the ASW Region, I would like to say that I feel privileged to be the Regional/Center Director of this Region. Some of the ideas come from members directly emailing me or discussing ideas with me in our ASW monthly telephone conferences. All the members know that this can only be successful through their dues and support. I hope and expect that expanding this program will increase the pride in being part of this Organization and will increase membership. If anyone has an idea, that should at least be debated, I challenge you to email your regional director of the NHCFAE and courtesy copy me at [sw.rcd@nhcfae.org](mailto:sw.rcd@nhcfae.org). If anyone is interested in knowing what other things our chapter is involved with, send me an email and ask to be included on our (ASW) mailing list.



From left: Rafael Escobedo, Christina Macias (mother), Mario, Luis Macias (father), and Angel Cases.

# Dee Howard, an Aviation Pioneer and Mentor

By: Jesse Sanchez, Southwest Member

Early in his 50-year history in aviation, Durrell U. Howard, better known as Dee Howard was a major contributor in the foundation of aviation in San Antonio, Texas. Dee Howard was internationally-recognized for the development and certification of aircraft safety and performance improvements, such as jet engine thrust reversers. He also held patents for many inventions and has worked with or mentored some of the most well-known names in aviation.

In recent years, Howard was recognized for his accomplishments in several different ways. In 2002, he was inducted into the Texas Aviation Hall of Fame and served as a member of the Board of Directors.

In March 2002, he received the prestigious Charles Taylor Master Mechanic's Award from the Federal Aviation Administration, for more than 50 years of dedicated service.

Howard started The Dee Howard Company in 1964, which soon became the industry leader in contracting maintenance for large aircraft operating for U.S. airlines. In addition, Howard was the forerunner in engineering and production of improvements for the emerging business and heavy commercial jet aircraft market. The company was responsible for a number of inventions and supplemental type certificates

Over the years, the Dee Howard Company had up to as many as 1,200 to 1,500 employees. In 1989, Howard sold his company to Italy's Alenia Aerospace Group, which later sold the thrust reverser business to the Nordam Company.

Dee Howard Aircraft Maintenance L.P. was formed in the summer of 1998, after a private investment company, Code, Hennessy & Simmons, acquired The Dee Howard Co.'s aircraft maintenance operations from Alenia. These days, Dee Howard Aircraft Maintenance continues a longstanding relationship with various airlines such as UPS, Southwest, and FedEx.

On June 3, 2013, the San Antonio Airport System official celebrated a historic moment. They held a ceremony to celebrate a renaming of South Terminal Drive to Dee Howard Way in Honor of Mr. Howard, an Aviation Pioneer. In appreciation for this celebration, Inspector Jesse Sanchez was invited to celebrate the ceremony. As it turns out, Jesse had ties with Mr. Howard. As Jesse stated, "it was an honor to be part with Mr. Howard's history that spanned almost 25 years ago." With little experience in aviation, and uncertainty of the future, Jesse applied to work for The Dee Howard Company. In the late 80's after graduating from College, Jesse was introduced to aviation by his brother, and soon was employed by The Dee Howard Company working as a mechanic.



Fifteen years later, Jesse began his journey working for the FAA as Aviation Safety Inspector in Baton Rouge Louisiana and currently works for the San Antonio Flight Standards District office that had ties with Mr. Howard. Jesse contributes he's strong background and experience in large repair stations due to he's early beginnings in aviation and the experience he received while working for Mr. Howard. Interestingly enough, one day Mr. Howard approached him and asked if he was interested in furthering his education in aviation. Mr. Howard offered Jesse an opportunity to obtain his Airframe/Power plant license at his own expense, except he had only one condition... he needed to pass the entire test. Jesse was intrigued and took the offer. Soon after, he passed the test and he received his certificate. Thanks to Mr. Howard, Jesse's career soon took him to endless endeavors including working for one of the highest and most profound professions in aviation; and that is working for the Federal Aviation Administration. Since then, Jesse has made it a lifestyle in promoting safety to the general aviation public. He does this with pride and honor while servicing his country. "It is with great honor to be associated with one of the founding fathers of aviation in San Antonio and an incredible aviation pioneer such as Dee Howard," Jesses stated.

The invitation to attend the ceremony came from a fellow co-worker that also used to work at The Dee Howard Company (Now San Antonio Aerospace) and Jesse wanted to pay his respects. "My initial reaction brought some great memories and reminded me how far I've come."

In Jesse's words...

- The most important lesson I learned from Mr. Howard was also a life lesson: Time and dedication equals success. It is a true testament and reflection of what I've been able to achieve both personally and professionally. Truthfully, my education and success has exceeded my expectations. Just like Mr. Howard, my upbringings came from poverty; we didn't have any money but my parents where good Christians with good principles. It is this kind of life style that Mr. Howard instilled in me that propelled my desires to be a productive citizen. Mr. Howard was a humble man. Despite his tremendous success, he never forgot where he came from, very much the way I see myself in my life from my own humble beginnings.
- Although Mr. Howard was the owner and it was a strictly employee/boss relationship, he was my mentor and left a lifelong impression.
- In my tenure with the FAA, I've amplified my good fortune by instilling the same values I live by. I have mentored many people in my life. I take pride in being the On the Job (OJT) trainer for our office as I have trained and mentored many newly hired inspectors. I relish being a leadership

individual. My work ethics is paramount and this is the kind of things that I project to my coworkers. It is demonstrated through the success of these individuals as they have become as the saying goes "FBI" (Full Blood Inspectors). In addition, I've volunteered and participated in numerous high profile projects to support the FAA's mission with the highest professional contributions. This is important to me, because I want to pass on the legacy and leadership values Mr. Howard passed on me.

- In short, I would like to add that I have a positive attitude towards learning, passionate, understanding people and giving back to our aviation community, whether it is mentoring, teaching, speaking about success to young kids all the way from elementary to college. I've also passed on these life values to my son who is currently attending University of Texas (GO HORNS) majoring in Aerospace Engineering/ Mathematics. I truly enjoy and love what I do as an Aviation Safety Inspector. Having this great purpose defines who I am and reminds me of my father who once said to me "Be somebody." I believe I am. To me, life goes like this: "Live as if you were to die tomorrow. Learn as if you were to live forever." (Mahatma Ghandi).



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