

La Palabra

National Hispanic Coalition of Federal Aviation Employees



**Election
Results P.12**



Summer 2013



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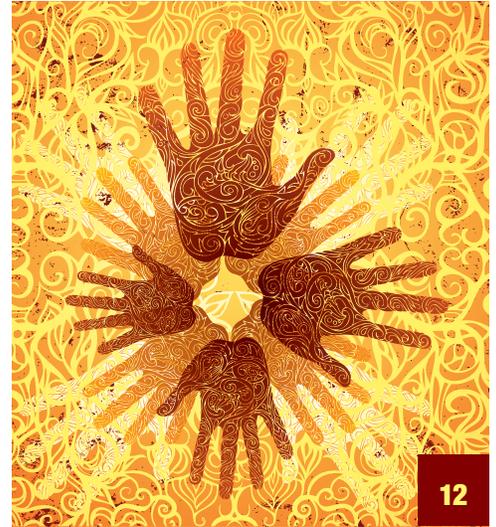
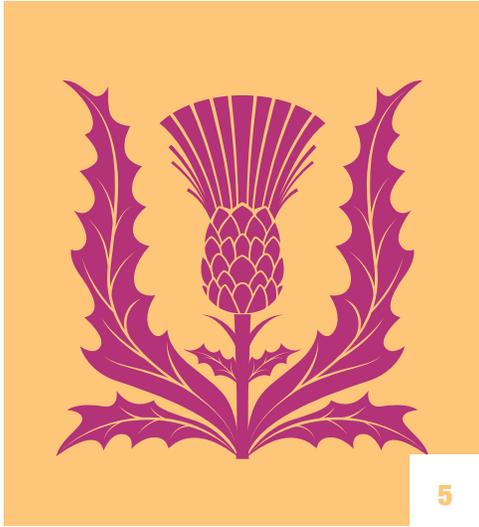
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CONTENTS



Summer 2013

5/Message from Sadie P. Alvarado

9/Message from the President

11/Message from the Editor

From Our Members

12/An Evening to Remember

By: Erik Salazar, Director of Administration

13/Recapping the 4th Quarter Executive Committee Business

By: Roberto Villa, Technical Center Chapter RCD

15/2013 NHCFAE Election Results

By: Shirley Hingada and Celsa Rodriguez

16/Cinco de Mayo at Tech Center

By: Roberto Villa, Technical Center Chapter RCD

17/Central Region Cinco de Mayo Activities

By: Laurie Ortiz, Regional/Center Director

18/NHCFAE Representation at LULAC Annual Convention in Las Vegas

By: John Turke, Western-Pacific member at Las Vegas TRACON

19/ACE Camp: Mike Monroney Aeronautical Center

By: Daniela Delgado, MMAC

20/ACE CAMP: Compton, Los Angeles

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

21/ACE CAMP: Technical Center Chapter

By: Roberto Villa, Technical Center Chapter RCD

22/Meet Rhonda Bandy!

By: Laurie Ortiz, Central Region, Regional/Center Director

22/Visit from Congresswoman Lucille Roybal-Allard

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

23/Membership News

By: Misty Peña, National Membership Chair

24/Viva Oklahoma Hispanic Expo 2013!

By: Cynthia Garcia, Mike Monroney Aeronautical Center (MMAC), Regional/Center Director

25/Fall FLTCIP webinars and virtual health fair are available!



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National Hispanic Coalition of Federal Aviation Employees

"Con Orgullo en Nuestra Hispanidad"

NHCFAE
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Washington, DC 20026-3276
www.nhcfae.org

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, David Dominguez
Vice-President, Don Espinosa
Special Assistant, Oscar Torres and Yadira Lacot
Director of Administration, Misty Pena
Director of Education, Raquel Ysasi-Huerta
Director of Public Affairs, Susie Diaz
Director of Resources, Erik Salazar

Standing Committee

Constitution and Bylaws, Bill Fernandez
Corporate Relations, Ida Marrero and Faviola Garcia
Legislative, Sadie Alvarado
Membership, Misty Pena
National Elections, Shirley Hingada
Communications, Marina O'Sullivan
Outreach, Raquel Ysasi-Huerta

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Editors

Susie Diaz, Misty Pena, Yadira Lacot

Design

Chris Atkin

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LEAVING A LEGACY

NHCFAE members and mi familia!

All great things must come to an end... But I have truly enjoyed this journey.

As I write my final message, I am filled with emotions because of all that has occurred during my tenure as President of this wonderful organization. I am proud of the 15 years that I have served the Hispanic Coalition, through the leadership of four presidents who preceded me. I thank you for your trust, confidence and support throughout these four years; it's what kept me going each day. The journey was challenging without a doubt. It takes a high level of energy and dogged perseverance to get things done. I am extremely proud of the accomplishments that occurred over the past four years which, with your indulgence, I will now share with you.

In preparing for these remarks, I went back to my archives to review past letters, past La Palabra's and other documents, and I came across a photo of the original Executive Committee of when I took office in 2009. Of the 18 people in that photo, only 6 remain on the Executive Committee today. That's the kind of transition that has occurred and that is typical of a volunteer organization such as ours. We lost dear friends and colleagues, including Carmelo Borges and Danny Gutierrez, who were long-term, dedicated members, as well as many others. Change can be hard but we always made the best of it and kept moving the organization forward.

I wish to give acknowledgement and credit to the strength of the Executive Board that surrounded and always supported me. There were several that remained with me throughout my term including Don Espinosa, David Dominguez, Rachel



Ysasi-Huerta, Erik Salazar, Yadira Lacot, Celsa Rodriguez, Faviola Garcia, Marina O'Sullivan, Ken Sharp, as well as, many of you, that deserve my thanks and respect. You are all dedicated, intelligent, hard-working, compassionate people, and I admire the dedication you put into our organization. Together we traveled, with many visits in Fort Worth (as Erik likes to note), revitalizing regional and area chapters, addressing individual concerns, and meeting with FAA management and members on different issues.

My 15 years with the Coalition has allowed me to understand its inner structure intimately. I knew many of you, our members, and I knew I could build a more efficient and effective organization. While your National Board voted to forego a national conference this year, I am pleased that our final time together to close out my term as your President was in my home town, Fort Worth, Texas, where NHCFAE was founded 35 years ago.

Administrator Michael Huerta, who opened our conference in 2010 as his first official act of business in his new role of Deputy Administrator at the time, said he was there: "not to deliver a speech, but to connect with a national organization that needs to play full out when it comes to reenergizing the FAA." He went on to say: "...We have devices to communicate, but until we connect -really connect... only then can things happen."

I took his message to heart throughout my presidency, and I set out to connect in every direction I could and thankfully, it paid off for the good of our organization. My first order of business was to concentrate on how we could operate

and be a more effective organization. I was fortunate that Ron Lozano former past President left me with a solid foundation and began working with the NHCFAE Strategic Plan. Therefore, I took this to the next level and established our first ever in-depth plan to assist the leaders of our organization to clearly understand our mission and set goals for our future. This paved the way for the journey we would follow for the 4 years of my presidency. I could address many of the successes we have accomplished. However, I believe I need to reflect on some of our most significant accomplishments throughout my presidency:

1. MEMBERSHIP:

We have a solid succession plan for the continuance of this organization and smooth transitions with people who have historical perspective and intimate knowledge of how our organization operates. We have seen our membership fluctuate over the course of years. However, none of us could have predicted furloughs, sequestrations, and reorganizations that we have encountered over the past few years. While we may have lost some members, we still hold at over 500 members strong. This number may not seem significant, but it is still a large voice that has an impact on Hispanics, women, and minorities within the FAA.

2. IMPROVED BUDGET ALLOCATIONS:

We now have a balanced budget. When I took office, our budget was in a deficit position. Within 18 months, we turned it around (with a lot of hard work and sacrifices) and we went from being “in the red” to “black” including all your regional budgets. I do believe that with the assistance of our Director of Resources and President Elect, David Dominquez, he contributed significantly to assisting me in obtaining this goal. For the first time ever in 35 years of our organization, we can proudly say we can account for every penny that is received and disbursed.

We also increased local chapter rebates. During my tenure, we changed the Constitution & Bylaws to allow local chapter rebates to be more equitable and fair amongst all the area chapters. This allowed the local chapters to receive a disbursement of funds that it could be utilized for various local community events and outreach efforts.

We hosted four successful National Conferences including:

2009 in Chicago

2010 in San Diego

2011 in Washington DC

2012 in Miami

While we may have had financial struggles to host these events, we did it! And our members went away with a renewed sense of knowledge, education, and unity that they could not gain elsewhere. Through these conferences,

even with the struggles, our members networked, and made lasting friendships that will last the course of their career and beyond.

We continued to fund scholarships that provided an avenue for our youth and our members, focusing on our lower-income community who may not otherwise have had this type of opportunities. I am proud to say that with the efforts that Raquel Ysasi-Huerta, Director of Education, dedicated to this effort, we were diligent in this area in hopes that we are true to our mission and vision.

Finally, one of my most memorable successes in the budget area is the settlement reached with the Agency involving the 2012 conference. As you may know, the exact details of this settlement cannot be disclosed but rest assure, we prevailed.

3. IMPROVED LEADERSHIP PARTICIPATION:

For the first time ever we have an organization that has an in-depth national strategic plan that ties together with RCD business plans. This now gives the leaders of our organization clear line of sight of our NHCFAE National goals and objectives which will make our organization a more effective one.

4. INCREASED MEMBER BENEFITS:

We conducted several surveys throughout my term to hear directly from you as to what was important to you and what your membership meant to you. As a result, we provided coaching within our conferences and to the RCD to ensure we developed future leaders amongst our organization that will successfully impact our Agency, while remaining focused on our mission and vision.

5. IMPROVED INTERNAL COMMUNICATIONS:

I ensured that we established a Communication Committee to find creative and more effective methods of communications among all of us, to each other and in every direction of our organization. We incorporated social media and means of staying in real-time contact with each other for those times requiring instantaneous contact. You might have also seen new Regional newsletters that helped close the gap of lack of communication within your local areas.

We standardized the times for all the telecons amongst the leadership of this organization resulting in greater participation among the RCD. We improved the tools that helped them do their jobs better and easier, with such things as QuikLinks, thanks to Don Espinosa, the creator of that tool.

I also must thank Erik Salazar who always kept me abreast and focused on ensuring we met our objectives and goals during our meetings. His ability to be detailed oriented ensured that each of you were kept abreast of the happenings of the Executive Board and Committee.

6. I STRIVED TO ENSURE OUR WEBSITE AND OUR BRANDING WAS HELD TO AN ELITE STANDARD.

I am proud of the website that Yadira Lacot has focused her attention to, as well as, to La Palabra, our exclusive magazine. I know that through these media outlets, our organization is being viewed as the professional organization that we are today. We have strived to ensure a standard in branding of our stationery, trade show displays, banners, and pamphlets, and I believe we have been successful.

7. ALLIANCES WITH AGENCY AND CORPORATE PARTNERS:

NHC Corporate sponsors have contributed well over \$233K over the past 4 years. This has allowed us the opportunity to conduct successful conferences and help support our scholarship funds and we owe a great bit of gratitude to the persistent and hardworking efforts of Faviola Garcia.

8. BECAUSE OF MY BELIEF THAT WE MUST BUILD AND FOSTER RELATIONSHIPS,

I am proud to say that we have a strong bond with Veronica Villabos, Executive Director, OPM Office of Diversity and Inclusion, who has been instrumental in providing guidance and support to our organization. Due to her support, we are in the process of assisting the Agency's efforts to hold managers accountable by placing diversity and inclusion language in the Executives and managers performance standards. In addition, we have championed efforts such as the AVS Diversity & Inclusion Plans Tiger Team, where for the first time ever the Office of Aviation Safety has an AVS Diversity and Inclusion Work plan that will span over 5 years. The plan includes several action steps to recruit, hire and retain a diverse workforce.

We play a vital role with the ATO Leadership & Career Development Partnership that focuses on ensuring all levels of career development and advancement within the ATO are inclusive and have fair programs and policies.

We have been instrumental in revitalizing the National Employee Forum. We have built strong effective relationships with the other Employee Associations and together we have set goals and objectives and created the first ever action plan. This plan identifies particular issues and actions regarding diversity and inclusion and underrepresentation issues for all minorities, woman and underrepresented groups. In working together, we have had a greater impact addressing our issues and concerns and have garnered the Administrator's support on many of our issues.

9. I HAVE A FIRM BELIEF THAT WE ARE A STRONGER ORGANIZATION BECAUSE OF THE LEGISLATIVE EFFORTS.

The Office of Civil Rights and the Office of Human Resources recently released

the results of the Air Traffic Controller (ATC) Barrier Analysis. This barrier analysis identifies unfair practices and policies in the ATC hiring process. The analysis took 7+ years to be conducted but due to the congressional push on the Agency, we were able to secure the needed funding to conduct the analysis.

Right or wrong, better or not, I want you to know that everything that I have done has been from my heart with the love that I have for this organization.. As President, one is often confronted with difficult decisions to make. I remained focused on the process and not the outcome and played to win. It's a subtle attitude that makes a huge difference. I've been able to work with some amazing, talented and passionate individuals representing women, minorities and other underrepresented groups in issues that really mattered. I'm extremely grateful for the experiences and lessons that I have learned and I thank God for the opportunity that I have been given to serve you in the last 4 years as NHCFAE President. I thank all of you for being my teachers, my students, my friends and family, supports and mirror-holders.

I will cherish this experience for a life time and walk away knowing I gave it my all and our organization is in a better place for all that we endured through my tenure. I also leave with love and peace in my heart knowing the familia I take with me and friendships that will last a life time. As I pass the torch to David Dominguez, I have full confidence knowing he will do an exceptional job and continue to move our organization to the next level.

It has been an honor and privilege to have served you this past 4 years.

Adelante!



Sadie P. Alvarado
NHCFAE President 2009-2013

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Message from the President

Wow! What an honor to have been elected as our organization's next national president! I appreciate your vote of confidence and will do my best to serve you all.

It is important that I thank those that made my Presidential election possible. First and foremost, I thank Sadie Alvarado, who served with dignity, dedication and compassion for the past 4 years and whose term came to a close on September 30. Sadie leaves a legacy that we all can be proud of and I plan to continue to build on her forward-moving achievements. I want to thank the Executive Board and Committee Chairs for the tireless work that they do for our members. Thank you, RCDs – you are the backbone of our organization. As front line leaders, you make our organization what it is. I want to thank our Corporate Partners whose donations, products and services provide important member benefits. I send a special note of appreciation to Angel Cases who also ran for president and organized a spirited campaign that gave our members a choice and who has submitted new ideas for us to consider as we shape our new agenda. My greatest gratitude goes out to you, our dedicated members. Without you we don't exist. Your time and financial commitment are precious resources and something we, your Executive Committee, will not take for granted.

Now it's time for me to roll up my sleeves and get to work. My first priority is for me to connect with all of you. Having served as your National Director of Resources, I believe our organization to be more fiscally fit and plan to commit travel funds to have an Executive Board member at your local chapter events, strategic recruitment events and/or meetings. This serves a two-fold purpose: 1) to ensure members around the country have direct access to your national board members, and 2) to hear, first-hand, from you, our valued members and create the opportunity for mutual exchange of ideas. Effectively, we will target events where we can grow our membership locally and regionally in each chapter.

Secondly, by meeting with you face-to-face, we hope to encourage members to take on leadership roles in their own regions/chapters. An active and vibrant chapter is fundamental in growing our membership – there is strength in numbers.



Thirdly, I will direct and engage our newly appointed Corporate Training and Events Committee to deliver quality training events for our members. This member benefit will provide training programs and opportunities that can directly increase your skills and abilities to compete and be successfully selected for promotional positions, if that is what you seek.

There are, and always will continue to be challenges ahead for our organization, but I'd like to begin with you, our members and member benefits, because once we are more engaged together, only then we can effectively deal with the other extremely important issues of underrepresentation and the restoring of our vital NHCFAE National conferences.

Thank you for your continued dedication to our beloved NHCFAE. I am grateful and ready to serve because "It's all about you!"

Sincerely,

A handwritten signature in black ink that reads "David Dominguez".

President, NHCFAE

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Message from the Editor

Saludos familia,

This is a bitter-sweet edition of La Palabra for me, as it is my last as Director of Public Affairs (DOPA). It has been an incredible 2 years; the people I have had the pleasure to meet and work with, the new leadership skills I have developed - and that have also helped with at a personal level- and the people that have become my familia, are experiences that I will cherish forever.

I want to thank everyone who contributed to La Palabra. That includes every single one of the Regional/Center Directors (RCD) and their staff, the Executive Board and Special Assistants, and of course the members. As I said at the beginning of my tenure, this magazine is for you and I hope you have had enjoyed it these past 2 years.

I will not be far though. I will continue supporting the Coalition through the Capital Chapter and our activities. I will also be helping our new DOPA, Susie Diaz, with everything related to the transition process, to make sure everything is perfect for her to take on this amazing role.

Once again, thank you for your support and I am still here, heavily involved with the NHCFAE.

In this edition of La Palabra, you will find mostly what went on at the fourth quarter Executive Committee Meeting in Fort Worth, Texas. In lieu of our annual conference, the Executive Committee decided to hold a smaller meeting, where all members were invited. You will also read about the General Membership meeting where Constitution and Bylaws, Budget and Elections were part of the agenda. On this last note, congratulations to our new President, David Dominguez and our new Director of Administration, Misty Pena.

News about NHCFAE activities around the Region are also part of this edition, including ACE Camps at the Technical Center and Western-Pacific. You will also read about NHCFAE presence at the most recent LULAC conference in Las Vegas, Nevada.



On the next edition of La Palabra, – Susie’s first! - you will read more about all the activities surrounding the National Hispanic Heritage Month and also more about our 2014 conference... I may be seeing you back in Washington, DC!

Un abrazo!

Yadira Lacot

Director of Public Affairs

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An Evening to Remember

By: Erik Salazar, Director of Administration

At the conclusion of an extremely busy week full of Executive Board, Executive Committee and Membership meetings, the NHCFAE hosted an appreciation dinner for members in lieu of the annual conference banquet. This memorable dinner was hosted at the Worthington Renaissance Hotel in Fort Worth and was extra special as it was the last Coalition dinner that Sadie would attend as President. Sadie's family, including her parents, sisters, brother-in-laws, a cousin, niece and nephew were in attendance for this special occasion. It was a wonderful time for her familia to meet her Coalition familia, and we instantly bonded! We were also honored to have our many corporate sponsors in attendance, including representatives from First Command, Livingston Financial, Blue Cross Blue Shield, GEICO, Federal Long Term Care, SkyOne and FEEA. We were pleased to have many local DFW chapter members there as well, in addition to the RCDs and Executive Officers.

The dinner began with opening remarks and the presentation of the annual NHCFAE awards from Sadie. The following awards were presented to a deserving group of individuals:

- Presidential Award - Marina O'Sullivan
- Executive of the Year - Teri Bruner
- Member of the Year - Kristina Harris
- Chapter of the Year - William J. Hughes
Technical Center
- Officer of the Year - Erik Salazar
- HEPM of the Year - Carlos Manduley
- Manager of the Year - Gene Burdick
- Civil Rights Officer of the Year - Kelly Boodell
- Non-Member of the Year - Erin Ballard
- Service Awards - Yadira Lacot and Erik Salazar
- Thank You Awards - Dorenda Baker, David Dominguez,
Favi Garcia and Misty Pena

Awards were then presented to each corporate sponsor in recognition of their support of the Coalition over the years, and especially for their support this year without our regular conference. It was an honor to have them all in attendance at this event.

Next, the Executive Board members took the stage and honored Sadie for successfully completing her second term as President and thanking her for all the time and love she tirelessly poured into the organization. Sadie received a letter from FAA Administrator Michael Huerta, a letter from Southwest Regional Administrator Teri Bruner, a flag flown over the United States Capitol, two dozen gorgeous red roses in a beautifully inscribed vase, and other treasures and keepsakes for her to remember her time leading the organization. A picture slideshow of Sadie's involvement with the Coalition over the years was also shown. Sadie was then able to present her parents with a beautiful cross as a token of her appreciation for their support and encouragement. Sadie's father was so touched and moved by the evening, that he told a story about Sadie from her childhood! He had the whole room erupting in laughter. Next time you see Sadie, be sure to ask her about lemons!

To conclude the evening, everyone enjoyed a night full of fellowship and dancing! This event was the perfect ending to a fantastic week, and a memorable way to recognize and honor an amazing person who has done so much for the organization, increased our visibility nationally, dedicated herself to the members, and made us proud to work with her. There is so much momentum going for the organization and the FAA right now, thanks to her leadership. We're excited to see what the next chapter will bring for all of us!



Recapping the 4th Quarter Executive Committee Business

By: Roberto Villa, Technical Center Chapter RCD

Howdy y'all! This year's 4th quarter Executive Committee meeting took place in Fort Worth, Texas, from August 19th through August 21st, 2013. The Executive Committee takes these opportunities to evaluate not only the effectiveness of our strategic plan, but to also improve them and remain engaged for the benefit of the organization as a whole and its membership.

There was no doubt this meeting was an emotional one, as Sadie led her Executive Committee team for the last time given the end of her tenure as National President of NHCFAE. Her expectations for this meeting were clear: stay engaged, be familiar of roles and responsibilities, and know the strategic planning well. Sadie arranged for us to have Mamie Mallory's presence during a briefing by representatives from Outzz & Associates (contracted by the Office of Civil Rights), and APTMetrics (contracted by the Office of Human Resources) to discuss results found from the barrier analysis done for the FAA. This analysis was conducted for the 2152's job series (Air Traffic Controllers), which is one of the largest hiring groups in the agency.

Outzz & Associates focused on the findings from such analysis and suggested corrective actions. An understanding of the current hiring process, determining candidates' qualifications, and an evaluation on seven decision points were presented, along with corrective actions for consideration. APTMetrics followed up the barrier analysis providing a review to better understand root causes of decision point barriers, determination of candidacies and the selection process. It was clear there is plenty of room for improvement on the agency's current hiring processes, to allow better representation of diversity in the agency.

Our Communications Committee (CommComm), led by Marina O'Sullivan, is looking for a new co-chair for this committee. We encourage any active members from any region or chapter who wants to step up and participate of such committee. The CommComm focuses on addressing any communication issue within NHCFAE in three categories: Immediate Plan for issues requiring resolution within 6 months; Short-Term Plan is a 6 months to 1 year resolution plan; and Long-Term Plan which is a 1 to 3 year plan.

Our National Director of Education (DOE), Raquel Ysasi-Huerta, presented scholarship winners along with recipients of the Member Tuition Reimbursement program. She encouraged us to engage in outreach efforts within local middle/high schools. Our acting National Director of Resources, David Dominguez, briefed the Executive Committee with logistics for reimbursement process of this quarterly meeting. The Executive Committee had an opportunity to review the current budget for Fiscal Year 2013 (FY-13) and the proposed budget for the upcoming 2014 Fiscal Year (FY-14).

Don Espinosa, National Vice-president, conducted a thorough presentation on the Business Strategic Plan that all Regional/Center Directors (RCDs) are expected to follow. The strategic plan is a three-part initiatives plan, which complements the NHCFAE mission and vision. Bill Fernandez presented a user-friendly online form for all RCDs to use and report activities using our already established NHCFAE google-based email addresses. National Director of Public Affairs (DOPA), Yadira Lacot, expects transitioning incoming DOPA, Susie Diaz for FY-14. An emotional but always jovial Yadira, thanked everyone during the last 2 years she



served as DOPA. Her last edition of La Palabra will be the electronic Summer edition.

National Director of Administration (DOA), Erik Salazar, updated all RCDs officer terms and updated the committee on the action items log kept for the Executive Board. Erik will be starting as national DOR on October 1, 2013. Misty Pena, Membership Chair, reported a solid membership at 513 as of pay period 16 (6/29/13). Misty will be starting as National DOA also on October 1, 2013.

This year, elections were held for National President, DOA, and DOPA. The Elections Committee, led by Shirley Hingada and Celsa Rodriguez presented the new DOA and DOPA as Misty Pena and Susie Diaz, respectively. Each ran for these positions unopposed. The presidency chair candidates were Angel Cases from

Southwest Region, and David Dominguez from Western-Pacific Region. The elections committee body was comprised of Celsa Rodriguez, chair; and representatives Marla Brown-Bennett for Angel Cases, Terri Conde for David Dominguez, Don Espinosa for the E-Board, and Sara Wibmer for the RCDs.

This year's 4th quarter Executive Board/Committee meeting was indeed fulfilling for all RCDs. The dedication, commitment, integrity and loyalty our Executive Board shows, really inspires us to stay engaged and realize that no effort is considered minor. The NHCFAE Executive Board/Committee is a reflection of the 500+ membership that puts their trust in us for a stronger organization at the national level.

Election Coverage

2013 NHCFAE Election Results

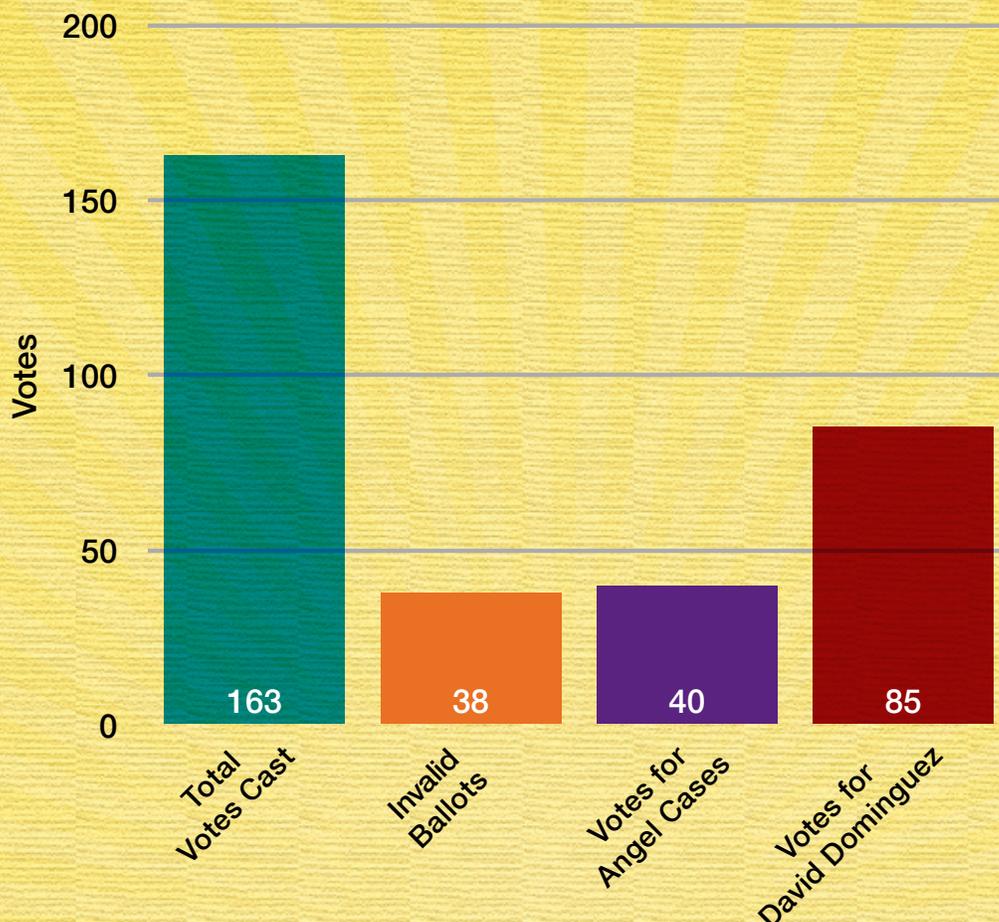
By: Shirley Hingada and Celsa Rodriguez

Per NHCFAE ByLaws, Article 10A, Section 10 and 11, hearing no challenges after 24 hours of the Election day, on behalf of the National President, Sadie P. Alvarado, and the Executive Committee, we are proud to announce the winners of the 2013 NHCFAE Election.

National President: David Dominguez

National Director of Administration: Misty Pena

National Director of Public Affairs: Susie Diaz



Cinco de Mayo at Tech Center

By: Roberto Villa, Technical Center Chapter RCD

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.

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 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 5th 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 position 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, 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.

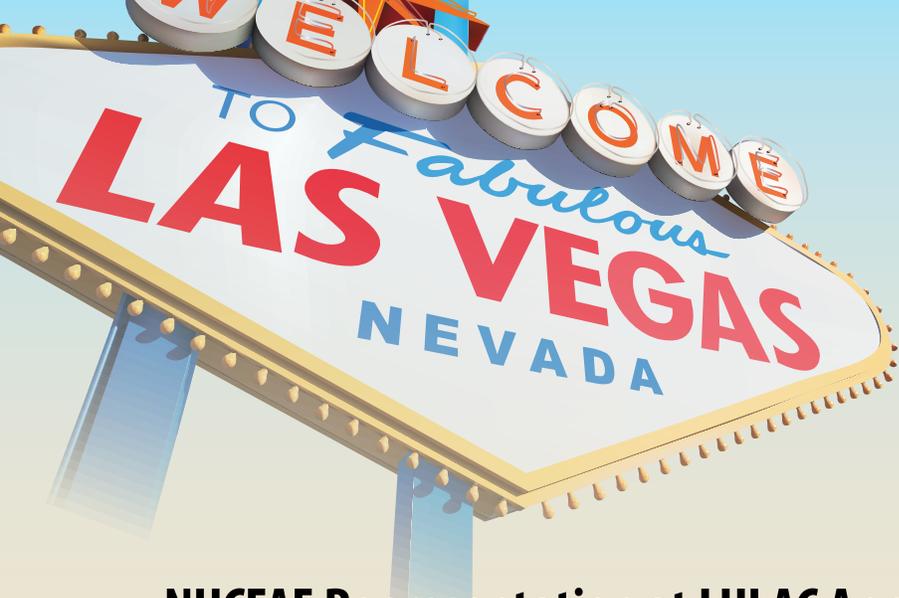


Central Region Cinco de Mayo Activities

By: Laurie Ortiz, Regional/Center Director

Central Region celebrated a fun Cinco de Mayo at the Regional Headquarters with ice cream from Sheridan's Frozen Custard. Laurie Ortiz, Regional Center Director, made all the arrangements with Sheridan's and the Regional Office. At the end, the Chapter successfully raised much-needed funds to be used in future events. Visitors entered through the lobby where Mexican artifacts were on display for everyone to enjoy. Everything from beautiful "Lupita" dolls, sombreros, to the molcajete and tejolote. Marina O'Sullivan wore a beautiful embroidered traditional Mexican dress. Everyone enjoyed the Mariachi music, the Mexican decorations, and the history of Cinco de Mayo. Who doesn't love ice cream or fun?! A todos nos encanta!





NHCFAE Representation at LULAC Annual Convention in Las Vegas

By: John Turke, Western-Pacific member at Las Vegas TRACON

The League of United Latin American Citizens (LULAC) held their 84th annual convention in Las Vegas, Nevada, at the Caesar's Palace Hotel in June of this year. Over 20,000 participants attended the conference throughout the week with multiple well-known businesses supporting the event, such as Ford, AT&T and Southwest Airlines. The convention had a portion dedicated to the Federal workforce. One of them was the Federal Training Institute (FTI), a career development program for government and public sector employees. A major part of the convention also focused on the future of LULAC and the Hispanic youth. There were college and career fairs along with a Youth Symposium focusing on the need to fill tomorrow's careers with more Hispanics. The Vice President of the United States, Joe Biden, was a keynote speaker at one of the LULAC banquets.

Anthony Borgert, local union National Air Traffic Controllers Association (NATCA) Vice President at the Las Vegas Terminal Radar Approach Control (TRACON), was gracious enough to attend the conference when I asked him to help me address the Hispanic youth during the Youth Symposium. Anthony discussed his own personal experiences in becoming an Air Traffic Control Specialist with the FAA. Anthony grew up in the tough streets of Chicago and was able to join the United States Air Force after high school to receive ATC training. After his honorable discharge from the service, he got a job with the FAA. The youth seemed to relate with Anthony's story and he held a captive audience. He stressed the importance of keeping your nose clean and finishing school to pursue their dreams and achieve great careers in today's competitive market.

During the Sequester, it takes a lot to coordinate and support an event, even as prestigious as the LULAC convention. During strict economic constraints, the government is apprehensive to support events monetarily, which is why they reached out to local based FAA employees in the Las Vegas area. I would like to thank everyone that contributed to the success of NHCFAE's representation at the LULAC convention. Special thanks go to L30's management; Trish Gilbert from NATCA National; Department of Transportation, Office of Civil Rights; and NHCFAE; specifically our President, Sadie Alvarado, and Western-Pacific Region/Center Director, Susie Diaz.

The league of United Latin American Citizens (LULAC) was founded in 1929, and is the oldest Hispanic civil rights organization in the United States. LULAC was created because at that time, Hispanics were denied basic civil and human rights. Today, LULAC continues to advocate for its core values and for full access to the political process and equal education opportunities for Hispanics.





ACE

Aviation Career Education Academy Program

ACE Camp: Mike Monroney Aeronautical Center

By: Daniela Delgado, MMAC

Hola Familia!

I am currently the NHCFAE MMAC chapter Special Assistant / graduate student intern this year. I volunteered this summer at the 8th Annual ACE (Aviation Career Education) Camp which was held from June 10 thru June 21, 2013, at the Metro Technology Center Aviation Campus in Oklahoma City, OK.

The ACE Camp promoted aviation and space education, highlighting the need for math and science skills. Twenty-four students from the Oklahoma City metropolitan area attended the camp and had the opportunity to visit the Mike Monroney Aeronautical Center, Will Rogers World Airport, Customs and Border Patrol, Tinker Air Force Base, Hinton Gliderport, and Wiley Post Airport. The students taxied an airplane; flew various sized simulators; designed and programmed a robot that responds to color (which I inventoried afterwards); built and shot straw, paper and fueled rockets; learned how to read an aeronau-

tical chart; explored the Thomas Stafford museum; and saw the city's robotic bomb squad.

The purpose of this event was to leave a lasting impression on the students, providing them with essential information and excitement in order for the students to consider pursuing a higher education in the aviation career field. Providing young adults with this educational experience can be costly, but thanks to the Mike Monroney Aeronautical Center, the Metro Technology Center, the Oklahoma Aeronautical Commission, the National Hispanic Coalition of Federal Aviation Employees, and the National Black Coalition of Federal Aviation Employees, it was possible for these young individuals to gain insight of prosperous career paths.





ACE

Aviation Career Education Academy Program

ACE CAMP: Compton, Los Angeles

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

This year, the Annual ACE Camp took place from July 14th through July 19th, where a total of 25 students participated. The students that participated were from the ages of 13-17; from many different junior highs and high schools from the Los Angeles area. It is always exciting to have the National Hispanic Coalition of Federal Aviation of Employees (NHCFAE), the National Black Coalition of Federal Aviation of Employees (NBCFAE) and the Organization of Black Aerospace Professionals (OBAP) working together to ensure a successful ACE Camp once again.

This year, active NHCFAE member Elizabeth Medina-Torres, really helped by creating a Facebook page and contacting Nestle waters to donate large bottles of water to the camp. By having the Facebook page, the parents stayed in touch with us during the whole week. Elizabeth posted pictures and updated statuses to let the parents know what we were doing the whole week. We received lots of positive feedback from all the parents.

The best part of the camp was listening to the feedback from the students that participated and that wanted to thank us for being there for them. This year, Lisa Ortiz, now a senior at Compton High School, made a great impression in me as she talked about her schools and goals. Three weeks after the Ace camp, Lisa contacted me to thank me and all of the volunteers for reaching out to her. Another person that impressed me was 21 year old Jonathan Stickland, an ACE Camp alumnus. He is now

an ACE Camp mentor and returns to give back and to support the current participants. In June 2006, at the age of 14, Jonathan made aviation history by becoming the youngest to fly an airplane and helicopter solo, on the same day. To accomplish this goal, he had to travel to Canada. The trip earned Jonathan three other world records: the youngest African-American to fly a helicopter solo; the youngest African-American to fly a helicopter internationally; and the youngest African-American to fly a helicopter on an International round-trip.

In short, our week was full of exciting activities. Here is an example of how we spent each day during the ACE Camp:

- Day 1: Parents Orientation;
- Day 2: Compton Airport classroom;
- Day 3: visited Jet Propulsion Laboratory (JPL); Benedict Heliport Police Department;
- Day 4: visited Los Alamitos Army Airfield and Long Beach Gulfstream Aerospace;
- Day 5: visited Los Angeles Landmark Aviation and Los Angeles International Airport-United Airlines; and
- Day 6: Graduation and Flying Day!

Visit Compton-ACE Camp Facebook page:
<https://www.facebook.com/pages/ACE-Academy-Compton-CA/262012960606394>





ACE

Aviation Career Education Academy Program

ACE CAMP: Technical Center Chapter

By: Roberto Villa, Technical Center Chapter RCD

Since 2010, the Naval Air Station Aviation Museum located at the Cape May Airport in NJ, has partnered with the FAA Technical Partnership and Exchange Team at the William J. Hughes Technical Center. This partnership led by Mary Lou Dordan, has provided a robust Aviation Career Education (ACE) Academy for middle school and high school students every summer. The week-long camp offers an opportunity for students to get a panoramic view of general/commercial/military aviation.

The students are toured through actual work environments while learning the importance of science, technology, engineering, and mathematics (STEM) skills. They also get to visit the Federal Air Marshals facilities, the STARS laboratory, the FAA Hangar, the Atlantic City Airport and tower, as well as tenant facilities like the U.S. Coast Guard. Many activities gave students hands-on activities providing them with a realistic experience.

This year the NHCFAE Technical Center Chapter sponsored high school student, Andrés Morales from Penn-

sylvania. Andrés is an aspiring pilot, who at an early age learned to fly airplanes thanks to his grandfather. At the age of 8, Andrés knew all the basics to fly a small airplane and his passion for aviation was born. He currently attends the 11th grade at Upper Dublin High School. Under the mentorship of a few pilot instructors he works at Advance Wings, a private transportation and flight training center, where he manages a fleet of Cirrus Aircraft and currently has over 400 flight hours of experience.

This year's ACE Academy was full of activities that were put together showing the students a variety of exciting careers in the aviation industry. The NHCFAE Technical Center Chapter has a great alliance with Mary Lou Dordan and the FAA Technical Partnership and Exchange Team and every year hopes to sponsor students to ACE Academy camps. Special thanks to Bernice Merly, chapter DOR, for her continuous efforts to always volunteer at these events!



Meet Rhonda Bandy!

By: Laurie Ortiz, Central Region, Regional/Center Director

The NHCFAE Central Region would like to introduce Rhonda Bandy, Administrative Officer of the Manufacturing Inspection Office in Kansas City, Missouri, as the newest member. Rhonda, shared her interest in obtaining higher education. Laurie shared with Rhonda all the scholarship opportunities NHCFAE offers and this attracted Rhonda to learn more about our organization. One of her first courses she is interested in is Spanish.

Rhonda has been with the Government for 28 and a half years; 21 of those years with the FAA alone.

Rhonda joined the Coalition in March 2013, and looks forward to meeting new people and forming new networking relationships. I have told her many good things about our organization and the people associated with NHCFAE.

People would be surprised to know that... Rhonda is an AVON lady. She is such a go-getter.

The NHCFAE Central Region Chapter welcomes Rhonda and all the energy she brings!



Visit from Congresswoman Lucille Roybal-Allard

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

NHCFAE Western-Pacific Chapter was honored to be invited by NATCA Representative Sam Samad, to welcome Congresswoman Lucille Roybal-Allard to the Regional Office on July 2, 2013. Congresswoman Lucille represents the 40th Congressional District which includes Bell, Bell Gardens, Bellflower, Commerce, Cudahy, Downey, Huntington Park, South Los Angeles, Maywood, Paramount, Vernon, as well as Unincorporated East Los Angeles, Belvedere, and Florence.

Ms. Roybal-Allard has been a consistent advocate for labor issues and for NATCA, in particular. She has strongly supported the FAA during the recent sequestration and when FAA employees were furloughed at the end of 2010.

During her visit, she addressed Hispanic issues with FAA employees, in addition to mentioning some of her own. NATCA provided lunch for all who attended and a welcome cake for Congresswoman Lucille Roybal-Allard.



MEMBERSHIP NEWS

By: Misty Peña, National Membership Chair

NEW MEMBERS:

For the time period of June through September, we have had several new members to NHCFAE.

Please join me in welcoming our new members:

June 2013 – September 2013

Name	Region	Position	Recruiter
Julio Gandara	WA	Program Analyst	Miriam Vega
Jacqueline Francis	SW	Financial Manager	Angel Cases
Anthony Chu	WA	Analyst	Yadira Lacot/Kristina Harris
Araceli Rossy	SW	Secretary	Lydia Gomez-Martinez
Carlos Reynoso	SW	Air Traffic Control	Lydia Gomez-Martinez
Brock Reisdorf	SW	Air Traffic Control	Lydia Gomez-Martinez
Manuel Chavez	SW	Air Traffic Control	Lydia Gomez-Martinez
Juan Carlos Moreno	GL	Regional Specialist – ASI	Gerardo Martinez
Jerry Proenza	SO	ASI	Edward Cardenas
Freidy Lazala	SO	Aviation Safety Assistant	Edward Cardenas
Xavier Gutierrez	GL	ATCS	Mike Valdes
David De La Pena	GL	ATCS	Mike Valdes
Sergio Palacios	WP	ATCS	David Dominguez

ANNUAL RECRUITMENT DRIVE WINNERS:

Each year, the NHCFAE hosts an annual recruitment drive. Awards are given out to the Top Recruiter and the Region who recruited the highest percentage during the drive. The 2012 – 2013 Top Recruiter is awarded to Mr. Angel Cases, Regional Director, Southwest Region. In addition,

the Chapter with the largest percentage increase in membership is also awarded, and this year's winner is Central Region. Please join me in congratulating Angel and Central with their recruitment efforts.

SPECIAL RECRUITMENT DRIVE:

From July 16, 2013 to September 16, 2013, a Special Recruitment Drive began which provided any new member and recruiter the opportunity to win some great prizes. Please stay tuned

to the next edition of La Palabra to find out who the winners were for the great prizes that were offered in this drive.

NEW ADDRESS:

During the 2013 Election process, several ballots were returned as undeliverable. For many of those returned, we were able to obtain a new address; however, there were several we could not obtain. Many of the ballots were returned to our mailbox due to an

expired Forwarding Order with the United States Post Office. If you move, please send an email to membership@nhcfae.org, so your address can be updated in the membership database.

Federal Aviation Admin.



VIVA OKLAHOMA HISPANIC EXPO 2013!

By: Cynthia Garcia, Mike Monroney Aeronautical Center (MMAC), Regional/Center Director

On August 3, 2013, the MMAC NHCFAE chapter participated in the “Viva Oklahoma Hispanic Expo 2013”. Our goal was to educate the Hispanic community on what the Federal Aviation Administration represents, the professional opportunities the FAA offers, the benefits obtained as an FAA employee, how to write KSA’s, and we explained the different job series. We informed students about the different programs the FAA offers such as the ACE camp for middle school students and explained how the FAA Academy provides technical and managerial training and development for our workforce and the aviation community. We informed individuals on what some of the major occupations at the FAA are, such as Air Traffic Controllers, Computer Specialists, and Engineers.

Our chapter also educated the public on what the National Hispanic Coalition of Federal Aviation Em-

ployees is and some of the member benefits are such as: participating in annual NHCFAE conferences, tuition reimbursement for members, leadership opportunities, scholarship opportunities for dependents, etc. Our chapter successfully spoke to and educated individuals varying in age groups and educational backgrounds that stopped at the booth. We also gathered contact information of those who were interested in a career with the FAA in order for the Outreach and Diversity Office to regularly send out emails and inform them of current job vacancy announcements.

Volunteering at the “Viva Oklahoma Hispanic Expo 2013” was a great experience for the MMAC NHCFAE chapter and we look forward to participating in the upcoming annual expo!

Fall FLTCIP webinars and virtual health fair are available!

In addition to our standard Federal Long Term Care Insurance Program (FLTCIP) informational webinar, we have invited industry experts to help us explore topical issues, such as retirement planning and caregiving, and highlight the advantages of enrolling in the FLTCIP. Employees who are unable to attend the live event may register to view the archived version.

Employees can also log into the FLTCIP virtual health fair (Tuesdays–Thursdays, October 14–December 6, 10 a.m.–2 p.m. ET). At the FLTCIP virtual health fair, you

can easily find the information you need to learn more about this important benefit today: –

- register for upcoming FLTCIP webinars and view recorded events
- review FLTCIP materials before applying
- chat online with a FLTCIP representative—ask any questions you may have for yourself or your qualified family members before and after events*

**This service is offered to those who are not already enrolled in the FLTCIP.*

To register for any of the events listed below, visit: www.LTCFEDS.com/webinar.

-Do You Need a Financial Advisor?

October 16, 2 p.m. ET

There is no one-size-fits-all when it comes to Federal retirement planning. Many people manage fine on their own, but others prefer professional guidance when it comes to managing critical retirement assets. Join Sherry Casas, president and founder of Retirement Training and Coaching Services, Inc., as she reviews the pros and cons of each of your Thrift Savings Plan options at retirement, distributions, and planning ahead for health and long term care costs. We'll also review the role a financial professional could play in personalizing your overall financial plan.

Are You Covered? The Distinct Roles of Health, Disability, and Long Term Care Insurance

November 13, 2 p.m. ET

Your Federal Employee Health Benefits plan plays a significant role, meeting your medical needs and providing preventative care to keep you healthy. But it may not do everything you expect it to, such as replace income if you can no longer work or provide reimbursement for services should you need assistance with activities of daily living. Join Sherry Casas, president and founder of Retirement Training and Coaching Services, Inc., as she explores the unique roles health, disability, and long term care insurance can play during your career and into retirement.

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for all their hard work.

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Free Annual Physicals.**

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La Palabra

National Hispanic Coalition of Federal Aviation Employees

WAITING AT BWI
Bill Fernandez
p.21

Executive Order to Promote Diversity and Inclusion
Focus FAA

"The Man With a Dream"
René Matos

Elections Results
Don Espinosa
p.28



Autumn 2011

La Palabra

National Hispanic Coalition of Federal Aviation Employees

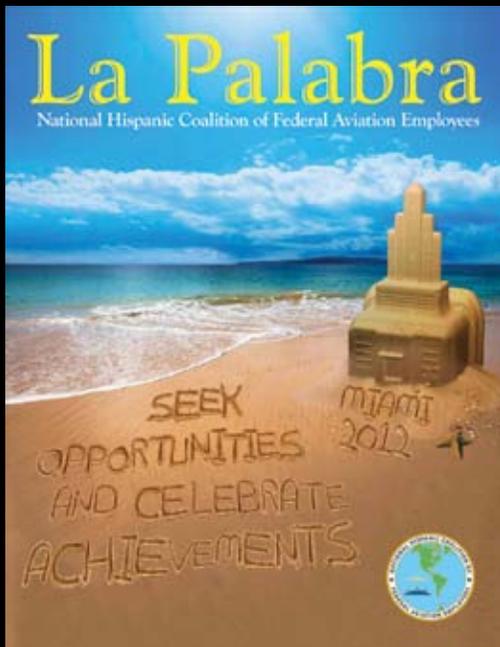
In Search of the First Hispanic Air Traffic Controller
Theresa Kraus

To Be Hispanic: Is It Enough To 'Fit In' With Them?
Roberto Villa



La Palabra

National Hispanic Coalition of Federal Aviation Employees



SEEK OPPORTUNITIES AND CELEBRATE ACHIEVEMENTS

MIAMI 2012

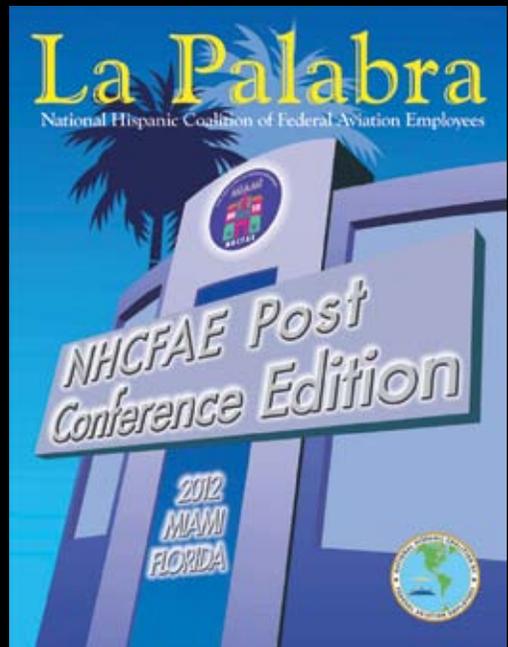


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National Hispanic Coalition of Federal Aviation Employees

NHCFAE Post Conference Edition

2012 MIAMI FLORIDA



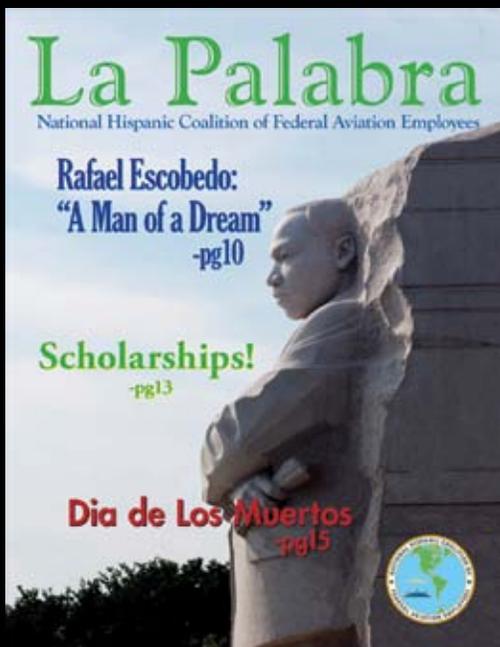

La Palabra

National Hispanic Coalition of Federal Aviation Employees

Rafael Escobedo: "A Man of a Dream"
-pg10

Scholarships!
-pg13

Dia de Los Muertos
-pg15




La Palabra

National Hispanic Coalition of Federal Aviation Employees

Elections p.09

