

# La Palabra

National Hispanic Coalition of Federal Aviation Employees

NATIONAL  
HISPANIC



Volume 1  
January 2016

# CAN YOU AFFORD TO RETIRE?



## **BENEFIT & RETIREMENT PLANNING FOR FEDERAL EMPLOYEES**

**Analyze and Coordinate your Federal Employee Benefits**

**Pensions      Survivor Benefits      TSP  
Investment Options      Group Life Insurance**

**Develop a Retirement Plan that fits your LIFESTYLE**

**FREE BENEFIT ANALYSIS**

**800.752.8992 or [www.LIVINGSTONFEDERAL.COM](http://www.LIVINGSTONFEDERAL.COM)**



*Invest Financial Corporation member FINRA/SIPC, and its affiliated insurance agencies offer securities, advisory services, and certain insurance products and are not affiliated with Livingston Federal, Livingston Financial Group or any government agency. Invest does not provide legal or tax advice.#*



**Federal Aviation  
Administration**

## **Benefits Operations Center (BOC)**

### Contact Us!

**9-ACE-FAA-BENE@faa.gov**

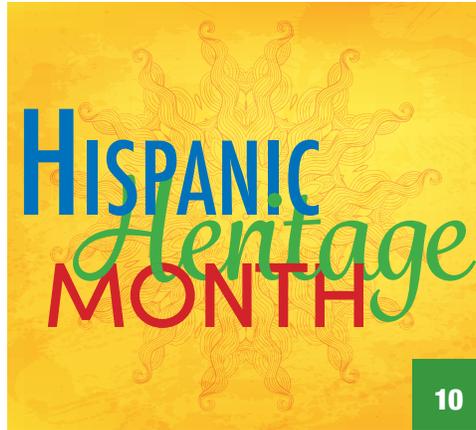
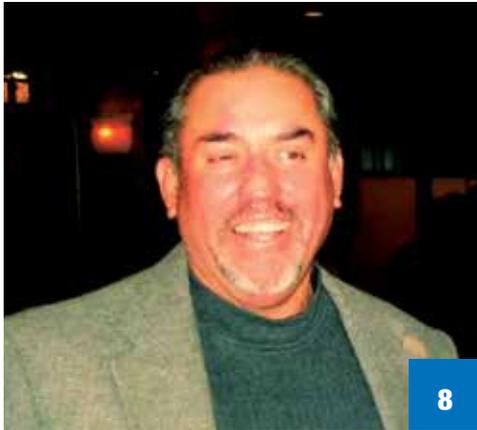
**1-855-FAA-BENE**

**(1-855-322-2363)**

**[my.faa.gov/go/boc](http://my.faa.gov/go/boc)**

The newly improved Benefits and Retirement website makes it easier to find and access federal health, life, dental, vision, and other insurance information and services. It also includes additional guidance and answers on the retirement process to assist employees as they prepare for retirement. The Benefits Operations Center (BOC) was restructured to provide more efficient and consistent service to FAA employees. Employees with questions about their benefits may use new information resources, including an FAA-wide toll-free number, recently announced by the Benefits Operations Center (BOC).

# CONTENTS



## January 2016

5/Message from the President

7/Editor's Message

## From Our Members

8/Henry "Chico" Pérez

By: Arturo Montoya, Retired Southwest Region, Civil Rights Officer

10/Hispanic Heritage Month Closing Ceremony at FAA Headquarters

By: Carlos Rivera, Capital RCD

11/Celebrating Hispanic Heritage Month in Eastern/New England Region

By: Barbara Lindsay, Eastern/New England Regional Chapter Director

11/Hispanic Heritage Month in Southwest Region

By: Raul Jr. Garza, Regional Chapter Director

12/Celebrating Hispanic Heritage Month in Miami, FL

By: Robert Del Toro, South Florida Chapter Director

15/Thank You Veterans

16/El Que Perserva Alcanza

By: Gabriel Gutierrez, Western-Pacific Associate Member

19/ACE Camp: 2015

By: Susie Diaz, Director of Public Affairs and Western-Pacific Member

20/ACE CAMP: Aviation Day

By: Jesse Sanchez, Southwest Region Member

21/1st quarter meeting with the E-board in Long Island, New York

By: Barbara Lindsay, Eastern/ New England Regional Chapter Director

22/My Leadership Federal Executive Board Experience

By: Erik Salazar, NHCFAE Director of Resources

23/2016 Scholarships, Coming Right Up!

By: Cynthia Garcia Torres, Director of Education

24/Your Constitution and Bylaws

By Bill Fernandez, Constitution and Bylaws Chair

25/Welcome to your NHCFAE Familia!

By: Mindy Moreno, Membership Chair

26/Do you know who is your Region/Chapter Directors?

27/START: SAS Transition and Readiness Team

By: Jesse Sanchez, Southwest Chapter Member



The Federal Long Term Care Insurance Program™



## Make long term care insurance part of your retirement plan.

Long term care is expensive, and it's not covered by traditional types of insurance plans. With benefits designed specifically for the Federal family, the Federal Long Term Care Insurance Program (FLTCIP) offers a smart way to help protect savings and assets should you need long term care services someday.

Note: Certain medical conditions, or combinations of conditions, will prevent some people from being approved for coverage. You need to apply to find out if you qualify for coverage under the FLTCIP.

### The Federal Long Term Care Insurance Program

**1-800-LTC-FEDS (1-800-582-3337) TTY 1-800-843-3557 [www.LTCFEDS.com/NHCFAE](http://www.LTCFEDS.com/NHCFAE)**

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, offered by John Hancock Life & Health Insurance Company, and administered by Long Term Care Partners, LLC.



### National Hispanic Coalition of Federal Aviation Employees

**"Con Orgullo en Nuestra Hispanidad"**

NHCFAE  
PO Box 23276  
Washington, DC 20026-3276  
[www.nhcfae.org](http://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, Ida Marrero  
President's Representative East, Oscar Torres  
Director of Administration, Misty Pena  
Director of Education, Cynthia Garcia-Torres  
Director of Public Affairs, Susie Diaz  
Director of Resources, Erik Salazar

#### Standing Committee

Constitution and Bylaws, and Legislative Bill Fernandez  
Corporate Relations, Raquel Ysasi-Huerta  
Membership, Melinda Moreno  
National Elections, David Gonzales  
Communications, Susie Diaz

#### Corporate Sponsors

BlueCross BlueShield Federal Employee Program  
Federal Long Term Care  
First Command  
SkyOne

#### Editors

Susie Diaz, Misty Peña, Erik Salazar

#### Design

Chris Atkin

The views expressed herein are solely those of the authors and should not be construed to be the opinion of the National Hispanic Coalition of Federal Aviation Employees. Suggestions and opinions expressed in la Palabra are not necessarily endorsed by NHCFAE. Nothing in those pages is intended to supersede operator's or manufacturer's policies, practices or requirements, or to supersede government regulations.

© 2016 National Hispanic Coalition of Federal Aviation Employees. All Rights Reserved.



# 2016

## ¡Feliz Año Nuevo!

## Message from the President

¡Próspero año nuevo!

Welcome my friends, to 2016. I sincerely hope you and your families had a wonderful Christmas and a Happy New Year. We have an exciting year ahead and I look forward to all it holds.

It's customary throughout Latin America to welcome in the New Year with a variety of rituals. As the clock struck midnight, you may have eaten 12 grapes and made 12 wishes (Mexico, Colombia, Ecuador and others), worn white (Brazil), put three potatoes under your bed (Colombia, Peru) or sprinkled lentils in your bag or around the door for prosperity (Chile, Mexico, Colombia and others) – however you rang in the New Year, I hope your wishes come true.

If your *lista de deseos* looks like my wish list, it's topped by a wish for a year of goodwill and success for us all here at the NHCFAE. This is a time of profound change at the FAA, and we need to seize the opportunities that lie ahead to be successful advocates for Hispanic employees, now and in the future. With-in ATO, two thirds of the controller workforce will be replaced in the next 10 years and every line of business within the FAA will struggle to recruit, hire, train, and retain top talent. This year, at the urging of the NHCFAE, the FAA will include diversity and inclusion as part of managers' performance criteria for the first time. Without it, we'd miss the opportunity for a true level playing field, and the FAA would be denied the chance to fully harness the wealth of talent in America's diverse community. Because of the partnership between the NHCFAE, as well as, other Employee Associations, and the FAA, we have succeeded in stepping closer to become a diverse and inclusive workforce.

Key to the success of our mission is education and the event not-to-be-missed this year is our annual National Training Conference in Garden City, New York. The conference will be held July 26 thru 28, 2016. This conference will be dedicated to your professional and personal success, providing vital career advice, paths to advancement and financial guidance, as well as, the opportunity to network with senior management and colleagues from around the country. It will provide a better understanding

of why diversity and inclusion is not only good for Hispanic employees, but undeniably in the best interests of the FAA.

The venue will be hard to beat – the historic Garden City Hotel, an iconic Long Island landmark established in 1874. Known for its hospitality and cuisine, it's just twenty four miles from Manhattan and was once the preferred destination of Presidents and celebrities, including aviator Charles Lindbergh who stayed the night of May 20, 1927, before his historic trans-Atlantic flight the next day. The amazing Cradle of Aviation Aerospace Museum is nearby on Charles Lindbergh Blvd and close to that is the Firefighters Museum. Of course, if you find some free time, you could simply stroll the tree-lined streets and commons of Garden City Village or stop by the Chocolate Works for sweet souvenirs to take home. Whatever your interest, Garden City promises to be a memorable backdrop to the packed agenda of this year's conference. Take the time to see for yourself, here: <http://www.gardencityhotel.com/our-hotel>

[http://www.tripadvisor.com/Attractions-g47770-Activities-Garden\\_City\\_Long\\_Island\\_New\\_York.html](http://www.tripadvisor.com/Attractions-g47770-Activities-Garden_City_Long_Island_New_York.html)

Friends and colleagues, the coming year will matter very much to us all as we work to secure a better professional future for our fellow members and the generations of young Hispanic men and women who will follow us. I look forward to sharing it with you.

Happy New Year!

David Dominguez  
NHCFAE President



## Coaching Those Who Serve

A First Command Financial Advisor can ensure that you're maximizing your federal benefits, and then work with you to integrate them into a comprehensive financial plan.

Ready to get your financial life squared away? Schedule a complimentary consultation with your local First Command Financial Advisor today.

[www.firstcommand.com](http://www.firstcommand.com)

Get your financial life **SquaredAway**<sup>®</sup>

  
**FirstCommand**<sup>®</sup>  
FINANCIAL SERVICES

©2015 First Command Financial Services, Inc., parent of First Command Financial Planning, Inc. (Member SIPC, FINRA), First Command Insurance Services, Inc. and First Command Bank. Financial planning services and investment products, including securities, are offered by First Command Financial Planning, Inc. Insurance products and services are offered by First Command Insurance Services, Inc. in all states except Montana, where as required by law, insurance products and services are offered by First Command Financial Services, Inc. (a separate Montana domestic corporation). Banking products and services are offered by First Command Bank. Securities products are not FDIC insured, have no bank guarantee and may lose value. A financial plan, by itself, cannot assure that retirement or other financial goals will be met. First Command Financial Services, Inc. and its related entities are not affiliated with or endorsed by the U.S. government or U.S. armed forces.

# Editor's Message

Hola Familia!

Feliz Año! Hope you enjoyed the holidays. Let's get 2016 started!

Welcome to the first edition of Volume 1 of La Palabra. In this edition, you will read about a few exciting articles about ACE CAMP, the celebrations of Hispanic Heritage month, an exciting article in the section of "Our Stories" from an Associate member in Western Pacific Chapter, as well as, a page dedicated to our Veterans. In addition, we have an article and photos of one of our longtime founding members, Henry "Chico" Perez. Mr. Perez passed away this past October, and we wanted to memorialize his contributions to the Coalition.

I want to remind you that if you that you can also share your story, or if you want to dedicate a few words to someone in your region, you can simply submit your article to me at [dopa@nhcfae.org](mailto:dopa@nhcfae.org). Remember that is YOU that help me create La Palabra. This is your magazine!

Check out our website [www.nhcfae.org](http://www.nhcfae.org) for new updates and information about our 2016 training conference in New York in July 26-28, 2016 in Garden City. Start submitting your leave and talk to your Region Chapter Director about attending, they can help.

Abrazos,

Susie Diaz  
Director of Public Affairs



[www.linkedin.com/pub/national-hispanic-coalition/66/13a/450](http://www.linkedin.com/pub/national-hispanic-coalition/66/13a/450)



Stay connected to NHCFAE for real time updates.  
Search for [www.facebook.com/NHCFAE](http://www.facebook.com/NHCFAE)



## Henry “Chico” Pérez

By: Arturo Montoya, Retired Southwest Region, Civil Rights Officer

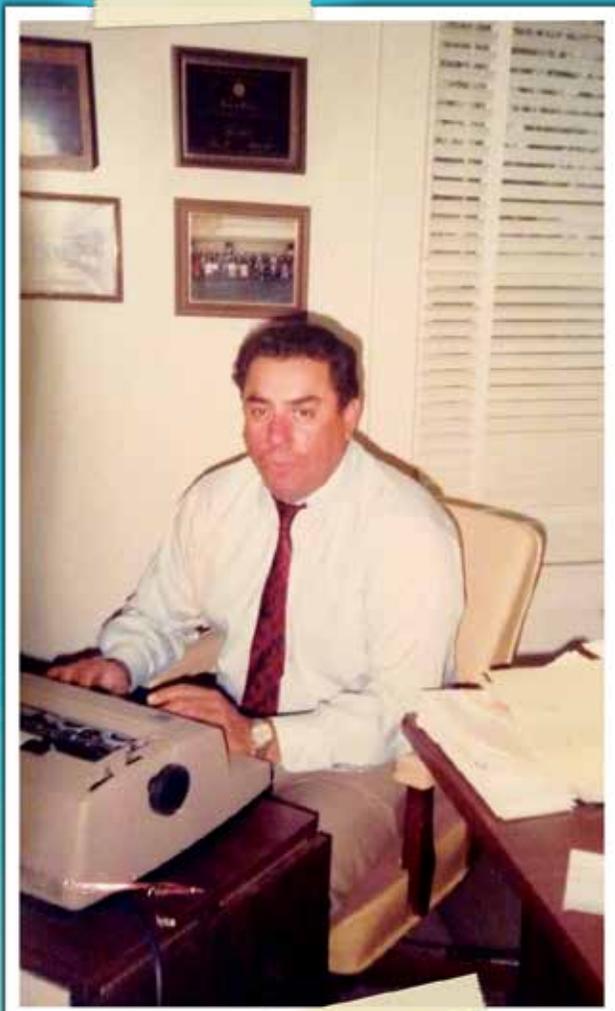
Henry Pérez, retired Civil Rights Specialist from the Southwest Region’s Civil Rights Office, passed away October 1, 2015. He died after a long struggle with cancer while visiting his son Steve Pérez and his family in Ottawa, Canada.

Henry was one of the original founders of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). Well known in the heavily Hispanic north side of Fort Worth, he forged and maintained strong ties with that community all of his life. Those relationships served him well in advocating for the rights of Hispanics both within and outside of the FAA.

Henry was one of FAA’s first recruiters for minorities and women in the early days of the FAA’s affirmative action programs. He recruited many Hispanics within

the Southwest region and throughout the country. Many Hispanics and other minorities and women who rose in the ranks of the FAA were hired into the agency as a result of Henry’s efforts.





In addition to his tireless efforts to recruit Hispanics and other minorities and women into the FAA, Henry was the “go to” person for resolving EEO complaints of discrimination. He led the Southwest region’s EEO counseling and complaint programs for many years. Henry was the Yogi Berra of the FAA’s civil rights program: always there when you needed him and always coming through in the clutch.

Henry performed his duties in a humble, quiet, caring and generous manner. It didn’t matter to him who got credit for his many accomplishments. His only goal was to make sure that everyone got a fair shot at employment opportunities and when someone was treated unfairly that it was corrected.

I’ve summarized above what Henry the Civil Rights professional accomplished. While his accomplishments



were legion, what I’ll always remember most about Henry is his humanity. He had a huge and generous heart and treated everyone in a caring and respectful manner. He always had a soft spot in his heart for the underdog and those who needed help.

With his passing we have lost a truly good man. I have lost a good friend. We will always remember him.

# HISPANIC Heritage MONTH

## Hispanic Heritage Month Closing Ceremony at FAA Headquarters

By: Carlos Rivera, Capital RCD

¡Saludos Familia! On October 15th, the Hispanic Heritage Month Closing Ceremony was held at FAA Headquarters and had excellent support from our DOT, FAA and OPM Leadership. We had remarks by DOT Secretary Anthony Foxx, FAA Administrator Michael Huerta, Deputy Associate Administrator for Airports Benito De León, and OPM Deputy Chief of Staff Sergio González. Several people were humbled by Secretary Foxx taking time for our event while prioritizing a busy schedule and a DOT wide Town Hall.

Our NHCFAE President, David Dominguez gave the commencement remarks and highlighted the partnership with OPM, DOT, FAA and other employee associations which establish the FAA as a premier federal government workplace in the U.S. This is important to note because slowly but surely, the NHCFAE is seeing cross collaborative opportunities with more external partners such as LULAC (League of United Latin American Citizens).

I highly recommend for all NHCFAE members to take the opportunity to view our Hispanic Heritage Month Closing Ceremony video available at the MY.FAA.GOV site. I believe it is important for all members to view firsthand that our leadership is proud and thankful

that the NHCFAE plays a pivotal role in ensuring that the FAA fulfills its Strategic Initiative to develop the workforce of the future.

Secretary Foxx thanked the NHCFAE for reaching out via networks and media when ATC job openings were posted which contributed to a 17% of Hispanics new-hires. He asked that the NHCFAE continues to push for the Federal Government to open the doors of opportunity across the country.

In short, our hard work and dedication to excel are making an impact nationwide. I'm thankful to be part of this cadre of professionals and I look forward to the challenges ahead.



# Celebrating Hispanic Heritage Month in Eastern/New England Region

By: Barbara Lindsay, Eastern/New England Regional Chapter Director

On October 21st, the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) Director of Resources, Erik Salazar, and the Eastern/New England Regional Chapter Director, Barbara Lindsay, came to the Eastern R.O. for several training presentations in honor of Hispanic Heritage month.

Civil Rights and Human Resources teamed up with NHCFAE to present Achieving Success through Emotional Intelligence and the NHCFAE and EAP also presented Navigating USAJOBS and Familiarization with the Magellan website. The training was open to all employees and was well attended. The NHCFAE hopes to continue to have more career development oriented training in the future. Additionally Erik and Barbara met with Eastern R.O. Deputy, Diane Crean, to discuss the upcoming 2016 NHCFAE National Training Conference, which will be held in Long Island, July 26-

28th. The Conference will also be open to all employees with topics ranging from career development, retirement planning and some of the challenges we face with the FAA.



# Hispanic Heritage Month in Southwest Region

By: Raul Jr. Garza, Regional Chapter Director

This year, the Southwest Chapter had a productive and enriching National Hispanic Heritage Month with events planned throughout the month.

The celebrations were kicked off with the inaugural Salsa-Making Contest on September 15 with opening remarks from RCD, Raul Garza Jr and Southwest Regional Administrator, Kelvin Solco. A mariachi provided background music during the judging and post-event mingling. Chips and beverages were generously provided by Aaron Dunda of First Command Financial Services.

On September 23rd, the first day of Fall was acknowledged with an event titled "Fall for Financial Success". This event featured two financial planning seminars that identified the seven common financial mistakes federal employees make during their career and the potential impacts these mistakes may have on retirement. First Command provided the training sessions in a lunch-and-learn format.

The close-out event on October 15th featured Texas Secretary of State, Carlos H. Cascos as the keynote speaker. Speeches were also provided by NHCFAE National Vice President, Ida Marrero and Southwest Regional Administrator, Kelvin Solco. Secretary Cascos stayed afterwards for a meet and greet with Southwest Region employees. Food and beverages were once again generously provided by First Command.





## Celebrating Hispanic Heritage Month in Miami, FL

By: Robert Del Toro, South Florida Chapter Director

The NHCFAE Southern Chapter Hispanic Heritage Month Luncheon at Miami Tower was a great success. Being the point of contact I saw how it all came together through our member's teamwork. The agenda was an introduction to the group that I gave, a welcoming by NHCFAE VP Ida Marrero, and a brief message from Livingston Federal's Harris Kerk.

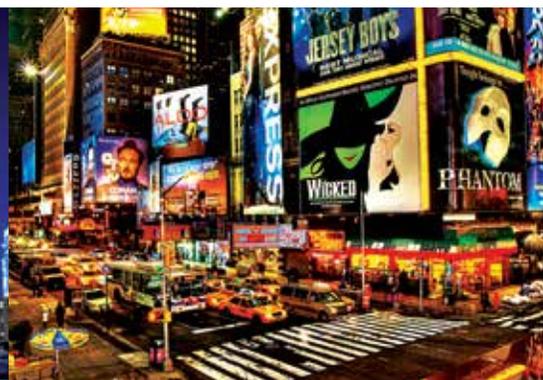
The message Livingston brought was to inform us of the upcoming financial seminar to be held on November 3rd and 4th at Miami Center.

Our lunch began at noon with food purchased by Regional Chapter Director Edward Cardenas from Vecky's Bakery. It consisted of congri, lechon asado, yucca con mojito, arroz imperial, arroz con gandules, pollo asado and tostones. Needless to say, the food had rave reviews from everyone and the platanos/tostones went the fastest.

Next on the agenda was a 7 member Latin band arranged by Ida which was outstanding. Although the band leader, Edgardo Crespo, said that this was only a practice, they did not miss a beat. Not only did he play the congas, but he also went around the room playing other instruments as well. If I had to rate the band it would be a definite 10.

Overall, we had a great time with an audience of at least 40 people and 5 new members joined the Hispanic Coalition. I want to personally thank all the members that participated especially: Yami Gonzalez, Yessenia Millan, Mike Narvaez, Nicole Lynn, Hector Rosado, Mark Chavez and Mario Desimoni.

Sinceramente!



# 2016 National Training Conference July 26–28, 2016 Long Island Garden City Hotel

# FEARLESS IS UNLOCKING YOUR POTENTIAL.

With the right tools, anything is possible. That's why your MyBlue® account gives you 24/7 access to tools that put you in control of your health, like our Blue Health Assessment and Personal Health Record. No one does more to help federal employees get healthy, save money and live fearless.

**Learn more about our healthy benefits and tools**  
**Visit [fepblue.org/covered](https://fepblue.org/covered)**

# THANK YOU VETERANS



Ida Marrero, NHCEAE Vice President

The pics I sent were taken in Afghanistan during my deployment from January 2010 to July 2010. I was assigned to 451 Expeditionary Aeromedical Squadron Detachment 1, Contingency Aeromedical Staging Facility and we transported over 3000 injured trips back to the states. For our efforts we received the Meritorious Presidential Unit Award with Valor. It was a great honor serving at this capacity.



Robert Del Toro, South Florida Chapter Director

This picture was taken in Baghdad International Airport July 17, 2003 during Operation Iraqi Freedom.

I served from 1976 - 2009; 33 yrs. Although I served 4 years in the Navy active duty, the remainder was served in the USAFR and I retired as a Senior Master Sergeant (SMSgt - E-8).

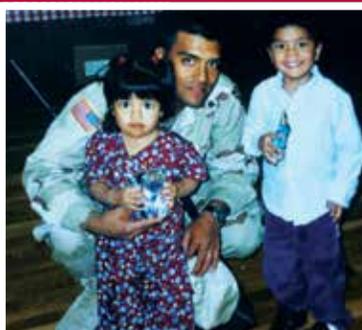


Barbara Lindsay, served the Navy from May 1982 until April 1991



Claudia Benson: Southwest Region, Deputy Regional Center Director

This picture was taken in Mosul, Iraq (in the hospital she worked in) 2009. Served in the Army June 1997 to August 2010.



Ernest Ortiz, Southwest Member in San Antonio, Tx

Sgt. Ortiz served Jan. 1997 to Jan. 2001 and Army Reserved Jan. 2004 to Jan. 2005



Lora Singh, served August 13, 2003 to August 13, 2009



David Dominguez in Panama Operation Just Cause 1989-1990

stories

memories

histories

## El Que Perserva Alcanza

By: Gabriel Gutierrez, Western-Pacific Associate Member

**H**ola familia, my name is Gabriel Gutierrez and would like to share my story with you. I am a new member to NHCAFE. I am very excited to be part of the NHCAFE family and help out in any way I can. Let me start off by telling you a little about myself. I am 26 years old and I am the oldest in my family; have one younger brother. I am the first in my family to attend and graduate from college. My tios and tias say, "I am a great example for their kids". I graduated from Mt. San Antonio College in 2012 with two degrees; Aviation Science and Commercial Science. Also, I hold a private and instrument rated certificate which I worked very hard for at an early age on my own. Both of my parents are from Mexico and are my cheerleaders. Las oraciones, sus palabras, su apoyo, y abrazos fueron y sigen haciendo mi motivacion para salir adelante. Throughout experience, I found out in order to be successful, you need a positive attitude, visualization, dedication, and time. Also, you must have passion in your career. The more passion, excitement, and energy you have for something, the more powerful will be the ultimate result.

I fell in love with aviation since early childhood. It all started with a vacation trip to Jalisco, Mexico. As I walked inside the plane, my brain started to act like a scientist. I started to have questions like what is the weight limit on the plane, how is the plane going to fly, how is the plane going to be

stable in the air, any traffic lights/ freeways in the sky, who do pilots talk to, etc. Throughout the two hours of flight, my mind was questioning a lot. Finally, the plane arrived and I was stuck with many questions. Every year in certain towns in Mexico hay fiestas. It's similar to the Orange County

fair we have here in August but better in Mexico con la banda dia y noche. As my cousins and I walked through the crowded people, we finally decided to stop and play a game. The rule of the game was simple and was 10 pesos per game. I came across a plane which I could not get my eyes off from. It was like love at first sight. I decided to play to win the plane. I was given 3 plastic rings about the size of a kitchen plate which I had to toss from a distance to a role of skinny long neck coca cola bottles. If I caught 3 skinny long neck coca cola bottles I would win the plane. First attempt failed, second attempt failed, finally I won the plane. After winning the plane, I left my cousins and went straight home to show my mother the prize I won. She said, “how much did you pay for the plane” and I said, “all the money I had in my pocket”. Mother said, “how much did you have in your pocket” and I said, “forty-one dollars”. My mother was mad at me throughout the day but I was the happiest kid on earth for winning the plane. Since then, it has been history.

As I continued to grow throughout middle and high school, I had my mind set on what career I wanted to persuade in life. I wanted to be a pilot. In 6th grade, my English teacher gave the students the option to write a report about anything we wanted. I decided do a research on how to be a pilot. I got a good grade on it and was my first grade on an aviation report. As the days past by, my dream of being a pilot kept growing bigger and bigger. During 6th, 7th, and 8th, grade I was very lucky to choose my own science fair project topic. I remember my dad taking me to the library to find books about planes. My dad would help me choose the books I needed for the science fair project. I would come home with many books about what make planes fly. I would spend hours reading and taking out information from the books and organizing it on my science fair board project. All three years of science fair board projects, I would win 1st place from the other science fair board projects. My science fair board project was even sent to the auditorium to compete with other science classes. The competition with the other science classes was challenging. I would usually place 2nd or 3rd winner. Every time I wrote or presented something about planes I would do it with a lot of excitement, passion, and pride.

During high school I knew exactly what I wanted to do in life; a pilot. I just did not know how to get started. The high school I attended offered a course called, “how to prepare for college”. I decided to take it and with little help on how to prepare for college I was able to research and apply to the college I wanted to attend. My parents do not know English and have no experience with college, I was on my own. I wanted to attend the best college in the country. My grade point average in high school was 3.5. As I approached senior

year, I found the college I wanted to attend; Embry Riddle in Daytona Beach, Florida. Also, as I moved on to senior year, I got my first job at Del Taco earning 8.25 dollars an hour. My first pay check was sixty-seven dollars and it went to my first demo flight lesson. I was hooked as the plane accelerated down the runway. After landing I knew I wanted to fly, no time to think about it. When I got home I told my parents about my demo flight lesson and the pricing for a private pilot certificate. I needed to complete a minimum of 40 hours of flight time to comply with FAA regulations. The flight school I attended charged 105 dollars per hour on a Cessna 172 and 40 dollars per hour for instructor (total of 145 dollars per flight hour lesson). When I told my parents about the price my dad told me, “mijo no cres que esta caro eso, apenas puedo con la renta y comida, no te puedo ayudar”. Seconds later my dad came up with an idea. Dad said, “ mijo si tu te metes de piloto usa tu ganancias del trabajo para pagar tu voladera ”. I jumped of excitement and hugged my dad like never before. My mother said, “dios aprieta pero no orca”. I told both of my parents, “que no los iva a defraudad”. I was finishing senior year and working on my private pilot at the same time. I applied to Embry Riddle and got accepted. Once again I jumped of excitement and shared it with my parents. I graduated high school and about two months later I had flew out to Embry Riddle to start school. My dad decided to come with me for two days. By the way my goal was getting my pilot certificate before I started Embry Riddle. I did not make my goal but I solo already.



After arriving to Embry Riddle in Daytona Beach, Florida my dad and I got a hotel to stay in. We arrived to Embry Riddle two days before school started. First day was orientation, second day was setting up in dorm, and third day school started. I received two keys in my orientation package one for my dorm and the other one for my mail box. The first thing I did when I received my keys was visit my mail box to see if I had any mail, I did. I opened my mail box and there was an envelope from Embry Riddle. I opened it and it had a letter of big bold letters saying, “urgent notice”.

The letter stated I had dues due before school started. I do not recall the total amount but it was around \$21,000 for first semester. I thought there was an error, so I take my notice to the Bursar Office for explanation. I handed over the letter to the person over the bursar counter. The person handling my concern looked up my account information and told me if I do not pay the dues before school started all my classes would be dropped automatically. I said to him, “isn’t federal student aid suppose to pay for the entire amount” known as FAFSA. The person at the counter said, “yes it did but not all. At that moment I felt like the entire world was falling on top of me. The person at the counter told me to try for a loan. I did not have any credit built neither did my dad or mom. Since then I learned the important of having credit. The only thing I was focused on since high school was attending the best college in the country and learning about planes. I did not care about bills or college paperwork I just wanted to learn about planes and fly. I had no other option; I packed my belongings and flew back to home to Los Angeles with dad.



The plane finally arrived to Los Angeles and was thinking what I was going to do with my life. The only thing I had in mind was to attend my near home community college as soon as possible because I did not want to waste a semester. The following day after arriving from Florida I applied to the community college near me and went to the school to see if I could get accepted in any classes. All I had in mind was to take care of my general aid courses at the moment. It was challenging for the first or two week because all the courses I wanted to take were full. Most professors told me they couldn’t add me to the class until some students drooped or would add me to the wait list. For about two weeks of persistence I got accepted in the classes I wanted. Aside with my education I resumed flying at my local airport and was fortunate to get a job at Starbucks part time. I would go to school full time, fly, and work part time during my first year of college. Days and months past and I was able to finish my first semester of college.

During my second year of college things were not as stressful as the beginning. I started to learn how college worked and balance work with school. Aside, with work and school I would continue with my flying lessons every other Saturday. I couldn’t fly every Saturday because my job income only allowed me to fly every two weeks. Along with flying, I met my mentor who told me to have a plan B incase flying did not work. My mentor said if I had any interest in being an Air Traffic Controller. I told him, “I never thought about working in a tower”. The interest of working in a tower stayed in my mind. I called my near home base tower to set up a date for a tower tour. Tower tour was set for the following day after finishing the school semester. Aside with school, after one and a half years of flight training I finally accomplished my private pilot certificate; I felt like I won the lottery. My parents could not believe what I accomplished; it was history in the family. Mother cried of happiness and dad was in shock mode. School semester was coming to an end and was anxious for the tower tour. When I stepped inside the tower I could not stop staring at the planes. I felt I was living the dream. I was in love with the planes and view. In order to become a controller I needed to graduate from a Air Traffic Collegiate Training Initiative school and pass a big test called Air Traffic Selection Training aptitude test known at the AT-SAT. I did my researched and found the school who offered the Air Traffic Collegiate Initiative program, the only one in California. I transferred all my general credits to Mt. San Antonio College where the CTI program was offered. For two years I would get up at 5am in the morning to 9pm at night Monday through Thursday. Also, I commuted two and a half hours of drive daily. On the other hand, I was working on my flight Instrument rated and working part time. After two years of hard work, I accomplished what no Latino has ever done in a young age. I got my Instrument rated and graduated from Mt. San Antonio with a degree in Aviation Science and a Commercial Science which I hold very proudly. Also, I passed the AT-SAT with a well qualified score. With my career story being said, I leave you with a quote from, “The Success Principles” by Jack Canfield. “Stay in the game. Keep moving toward the fulfillment of your dreams. You’re going to make a lot of mistakes along the way. Dust yourself off, get back on your horse and keep riding”. Si se puede!





# ACE

Aviation Career Education Academy Program

## ACE Camp: 2015

By: Susie Diaz, Director of Public Affairs and Western-Pacific Member

This past July 2015, ACE Camp was held in Compton, CA. with about 25 students from the Los Angeles area, from the age of 13-17 years old. This event is always successful because we partner up the National Black Coalition of Federal Aviation Employees (NBCFAE) and Organization of Black Aerospace Professionals (OBAP). This year we also had some new sponsors like JetBlue Airlines, Alaska Airlines and Woman in Aviation. This year we visited some new places and had new sponsors. We had the pleasure to visit JetBlue Airlines in Long Beach, CA where they gave us an amazing tour. We got to enjoy JetBlue Airbus A320 land, while we took a tour around it and saw all the different parts of the plane. Also while we were in the runway we got to enjoy the Long Beach Fire Department. Woman in Aviation, sponsored lunch for us, which was very delicious! We also visited Alaska Airlines at the Los Angeles Airport (LAX).

One of most exciting days was when we visited the Good Year Blimp. It was exciting because as a little girl I always saw this big hot air balloon roaming in the sky and always thought it was cool and fun so I finally got to go and see it up close. This blimp is call the Spirit of America and is based in Carson, CA between Long Beach and downtown Los Angeles. It was christened September 5, 2002 during a ceremony in Akron, Ohio. We were sad to hear that this year this blimp will retire, but soon a new blimp will arrive.

Being a leader of this program always brings me joy to have learned that these students took something new and excited with them. Every year is a new adventure! I learned that some students never heard about "the Aviation world" until they attended ACE CAMP. By the end of the week I am glad that some actually consider Aviation part of their career paths.





# ACE

Aviation Career Education Academy Program

## ACE CAMP: Aviation Day

By: Jesse Sanchez, Southwest Region Member

The Aviation Career Day event held at Valero's hangar went exceptional. I gave the kids a great presentation about our organization, and what we do for the public and our safety mission.

I also spoke to them of what it would take to become a pilot, mechanic and all other careers in aviation. I discussed the importance of three major initiatives a person must have to be successful, and that is dedication, determination and discipline. I felt good knowing that I planted a seed that will always be there for them to remember. These are the most important factors for our next generation of Hispanics to follow in order to be an accomplished individual.

It is how I got where I am today. The efforts of this event were from a non-profit organization known as the Dee Howard Foundation. The majority of these kids are unrepresented and come from poor families, divorced parents, or living with grandparents. The Dee Howard Foundation people are great folks who promote aviation careers here in San Antonio. I was extremely pleased to reach out to these young kids who have nobody to tell them that they too can reach their dreams. I gave them a little background of my humble beginnings, and how I was brought up in poor neighborhood by poor stricken parents. When I told them of my personal experience, I saw who their little minds wondering and envisioning how they were inspired.

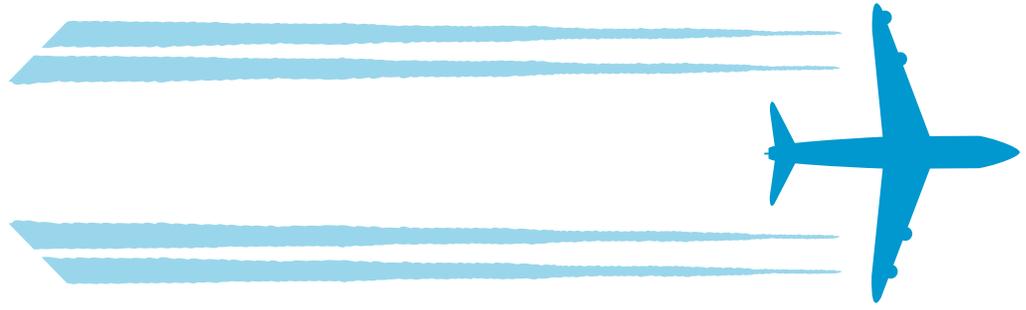
These kids see an authority figure that looks like them, speaks like them, it motivated them to be like one of us. I coached them on how to challenge them to learn and question everything they do in school. I reminded them of getting good grades, finish High School and enrolling in College or University. I can relate to these Hispanic kids, by background whether it is religion, language, music, ethnicity, or culture". I relish the time I spend fostering these smart kids and hope to see they become accomplish and productive citizens.

They were all happy to hear me speak Spanish; they opened up and told me some of their own personal stories. It gives me great pleasure talking with today's youth that have no idea the many opportunities they have in aviation. It is a tragedy that we can't get to many more in our community.

Needless to say, I will continue reaching out to these groups of unrepresented Hispanic students. I want to be a role model, share my vision and inspire their dreams for a higher education so they can reach their full potential.



# 1<sup>ST</sup> QUARTER MEETING WITH THE E-BOARD IN LONG ISLAND NEW YORK

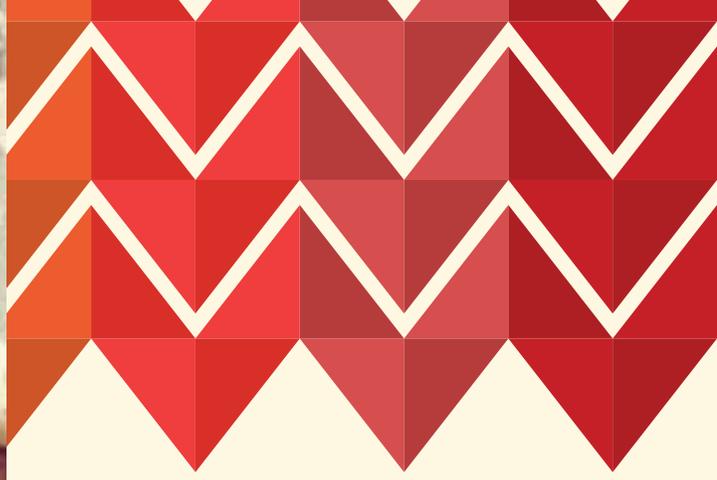


By: Barbara Lindsay, Eastern/ New England Regional Chapter Director

The Executive Board met in Long Island, New York for the First Quarter Meeting November 15-17, 2015. I joined this meeting to participate in discussions and meetings to support the 2016 National Training Conference. During this time we toured two hotel sites that met the criteria for the Conference, from allowing government rate, minimum number of rooms, food and concessions and meeting facilities. We also met with the Eastern Regional Office Director, Carmine Gallo and his Regional Management Team, Flight Standards Managers, New York TRACON, LGA and JFK ATCT and New York Center Air Traffic and Tech Ops Management Teams to garner support for our upcoming Conference. David, briefed some Managers on what we were looking for in support for our conference also reached out to them to see if we could help them.

The E-Board discussed the future Conference agenda and possible training topics. I was briefed on budget and timeline expectations. I knew we were in for a lot of work involved in hosting the Conference but I had never been in on the very beginning stages on what was involved. I want everyone to know that the E-Board works really hard to put on quality training and combine it with a good location so you can get the best of both worlds when you attend our National Training Conference! I am learning this every day. We did end up selecting the Long Island Garden City Hotel for the 2016 National Training Conference! The dates are July 26-28, 2016. Save the date! You can Google the hotel to get more information on amenities available at the hotel. It is across the street from a train station to aid in getting to Manhattan. There are local shopping available, wonderful restaurants, parks to go walking/jogging in and the grounds of the hotel are beautiful also.





## **My Leadership Federal Executive Board Experience**

By: Erik Salazar, NHCFAE Director of Resources

In 2014 I had the incredible experience of participating in Leadership Federal Executive Board (FEB) of Oklahoma. This program is a local approach developed to advance creative management skills and enhance leadership abilities. The program is available in many cities across the country. Leadership FEB is designed specifically for executives, senior managers and aspiring leaders within the federal sector. The program is unique in that it is designed for federal participants and showcases federal agencies and their leaders. My Leadership FEB class was comprised of approximately 20 participants from diverse career fields, agencies and backgrounds. The program exposed us to issues and organizations affecting life in federal government across the state of Oklahoma. We were able to interact with other federal executives through tours, dialogue, idea exchanges and by exploring the unique challenges associated with federal leaders.

The benefits of this program are to expose leaders how other agencies manage priorities and resources under fiscal constraints, how new and advanced technology is being leveraged for maximum benefit, to develop innovative techniques and gain efficiencies to respond to challenges in the federal sector, and to create a valuable leadership network, providing multiple individuals from which to draw information and solutions.

The program consisted of eight forums that showcased twelve different government agencies.

Each forum included a management briefing and tour of the agency. The agencies we visited included the National Oceanic and Atmospheric Administration, United States Postal Service, Federal Aviation Administration, Veterans Administration, Bureau of Prisons Federal Correctional Institution, Customs and Border Protection, United States Army, Federal Bureau of Investigations, Secret Service and the Drug Enforcement Administration.

Each tour was unique and completely different than the other as the agencies all work in different sectors, although many of the leaders all shared common issues and goals, such as managing under reduced budgets, a shrinking workforce and doing more with less. The tours provided great insight into the day to day operations and big picture decisions that are critical to organizations.

The agencies also had a chance to show off the cool technologies that they use in their operations. We were able to shoot cannons and rifles at the Army base, try on night vision

goggles at Customs and Border Protection, see the massive equipment that our mail goes through to be delivered, tour prison cells and talk directly with prisoners, as well as see the fully operational dairy farm located on the prison grounds and staffed by inmates.

Another part of the program included leadership readings. Participants read five leadership books and discussed the lessons learned with federal executives and past participants of the program. Since “the best leaders are readers”, the books allowed us to gain additional insight into leadership principles and share our knowledge and experiences with our classmates.

Overall, the program was a phenomenal experience. I would encourage everyone to check in with their local Federal Executive Board and apply for Leadership FEB. It is definitely an eye-opening experience that allows you to be exposed to so many new ideas and experiences, as well as make new connections.



By: Cynthia Garcia Torres,  
Director of Education

Hola familia! I want to give you all a heads up about our 2016 scholarships. The open period to apply for the Rene Matos and Danny Gutierrez scholarships starts February 1st and runs through May 1, 2016. Also don't forget about our Member Tuition Reimbursement Program available only to you, our members! This program will also be open February through May 1, 2016. Please visit the website at <http://nhcfae.org/education/> for more information regarding scholarships, Member Tuition Reimbursement Program and the Federal Employee Education & Assistance Fund (FEEA)/NHCFAE Scholarship.

# *We the People*

## *Your Constitution and Bylaws*

*By Bill Fernandez*

Constitution and Bylaws Chair

As a member of the National Hispanic Coalition of Federal Aviation Employees, we have the opportunity to try and improve both our Constitution and By-Laws (C&BL). These are the rules and guidelines that help us run our organization. Every year, your Executive Board and Executive Committee work with me (your appointed Chairperson of the Constitution and By-Laws) to discuss our concerns with the current C&BL to look for gaps in the rules that need to be amended for our organization to run smoothly.

This year for example, we developed and proposed changes to our By-Laws that will allow our organization to adopt electronic voting as our primary voting method. These amendments were passed at the Annual Membership Meeting in Atlanta and adopted into our By-Laws. This change to our By-Laws should save the NHCFAE nearly \$1500 dollars per year, make the voting process more convenient for our members and volunteers, easier and more accurate for the Election Committee to count the votes and ensure the security of our election process.

Our By-Laws still retain the option for our members to request a hard copy ballot if they prefer and the option of voting in person at the annual membership meeting. When the National Black Coalition went to electronic voting they experienced that almost 5 times more members participated in the election which better ensures that the will of the membership will be represented by their elections.

This year the NHCFAE brought in a Parliamentarian who specializes in Robert's Rules of Order. These are the rules that most organizations use for the organization to

run smoothly. Unfortunately, Robert's Rules of Order is very complex (the book is hundreds of pages long) and we haven't always followed the specified process. But that is not necessarily a bad thing either.

For example, our Parliamentarian pointed out this year during our election, that even though there was only one candidate for each of the National Offices up for election, according to our By-Laws and Robert's Rules of Order we should have sent out ballots to all members anyway, which would have cost the NHCFAE the \$1500 in election costs. Of course she also pointed out that since we had previously established the "precedence" that we do not want to waste the memberships money on sending out ballots when there is no need, we were fine. But it will give us the opportunity to bring our By-Laws in line with this practice.

As the Chairperson of the C&BL, under the guidance of the Executive Committee we will continue to look for opportunities to improve our organization through the C&BL. I always say these are our C&BL, because they help us run our organization. This means that each and every one of you have the right to help us improve our organization through the C&BL as well. If anyone sees where we can improve these rules submit your thoughts to me at [cbl@nhcfae.org](mailto:cbl@nhcfae.org). Don't worry if you are uncomfortable with developing the wording yourself, we can help you with that. All I am asking is if you see something that you think needs to be changed just point it out to us, and we will work with you to try and make it better.

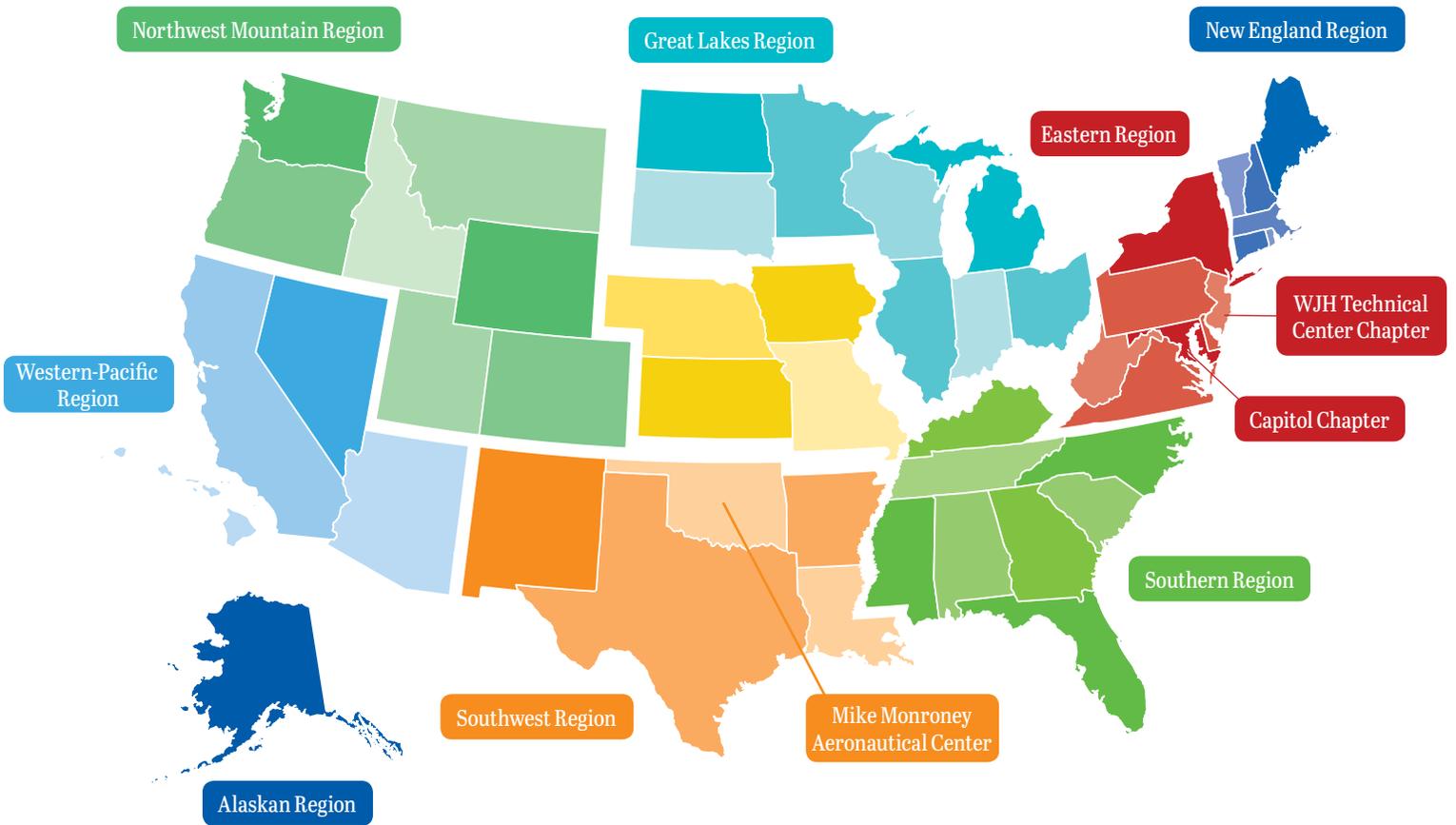
# Welcome to your NHCFAE Familia!

By: Mindy Moreno, Membership Chair

**New Members!**

(March 2015-December 2015)

Cheryl Armstrong	WA	Headquarters	David D./Jacqueline P./Karen Perez
Willette Moore	SW	Southwest Regional Office	Kelly Guerrero
Jose Rivera	SO	FSDO - 19	Freidy Lazala
Veronica Salazar	AC	MMAC	Cynthia Garcia
Robert Perez	SO	FSDO - 19	Freidy Lazala
Christopher Estupinan	WP	NAPA ATCT	
Joseph Ray Smith	AC	MMAC	Cynthia Garcia
Thomas L. Knox, Jr.	WP	Western Pacific Regional Office	Ofelia Medina/Dolores Leyva
John Michener	SW	Southwest Regional Office	Mindy Moreno
Robert Pena	SW	ELP	Danny Marquez/Ralph Escobedo
Brian Canales	SW	ELP	Ralph Escobedo
Maria Clara Alfonso	AC	MMAC	John Espinosa
Brenda Jackson	SO	Southern Regional Office	Freidy Lazala
Alexander Munoz	SO	South Florida FSDO	Freidy Lazala
Rosu Maria	EA	Eastern Regional Office	Barbara Lindsay
Yvonne Robertson	EA	Eastern Region/NY Center	Tracy Montgomery
Tracy Montgomery	EA	Eastern Region / NY Center	Yvonne Robertson
Mark Guiod	EA	Eastern Region/ New York TRACON	Barbara Lindsay
Juan Martinez	EA	New York TRACON	Rodolfo Perez
Ivette Salazar	EA	Eastern Regional Office	Barbara Lindsay
Georgina Lopez	SO	SO-19	Freidy Lazala
Samuel Ramos III	EA	New York TRACON	
Javier Quinones	AC	MMAC	Randall Resto
Elideth Hernandez	EA	JFK ATCT	Rudy Perez
Rhonda Frazier	WA	Headquarters	Carlos Rivera
Paquita Bradley	SO	ATL College Park	David Dominguez
Rachel Cruz	EA	TEB	Samuel Ramos III
Melissa Alicea	SO	FLL	John Espinosa
Giovanni Bryant	SO	ZMA	John Espinosa
Eduardo Gutierrez	EA	Potomac TRACON	Barbara Lindsay
Gerald Acevedo	EA	ESA / WEQ-13	Elideth Hernandez
Christopher Montes	WP		Nat Perez
Bobbie Lee Kahklen	WA		Carlos Rivera
Armando Armendariz	SW	Southwest Regional Office	Gina Ortiz
Kirby A. Quiles Brown	NE	FSDO-63, Enfield, CT	



## Do you know who is your Region/Chapter Directors?

Have an event in mind? Contact your RCD

Want to get involved? Contact your RCD

**Alaska Region: Sylvia Villa**  
[Al.rcd@nhcfae.org](mailto:Al.rcd@nhcfae.org)

**Northwest Mountain Region: Lora Singh**  
[Nm.rcd@nhcfae.org](mailto:Nm.rcd@nhcfae.org)

**Capital Region: Carlos Rivera**  
[Wa.rcd@nhcfae.org](mailto:Wa.rcd@nhcfae.org)

**Southern Region: Edward Cardena**  
[So.rcd@nhcfae.org](mailto:So.rcd@nhcfae.org)

**Central Region: Laurie Ortiz**  
[Ce@rcd@nhcfae.org](mailto:Ce@rcd@nhcfae.org)

**Southwest Region: Raul Garza, Jr.**  
[Sw.rcd@nhcfae.org](mailto:Sw.rcd@nhcfae.org)

**Eastern/ New England Region: Barbara Lindsay**  
[Ea@rcd@nhcfae.org](mailto:Ea@rcd@nhcfae.org)

**Western-Pacific Region: Dolores Leyva**  
[Wp.rcd@nhcfae.org](mailto:Wp.rcd@nhcfae.org)

**Great Lakes Region: Brendan Villegas**  
[Gl@rcd@nhcfae.org](mailto:Gl@rcd@nhcfae.org)

**WJH Technical Center: Acting Robert Villa**  
[Ct.rcd@nhcfae.org](mailto:Ct.rcd@nhcfae.org)

**Mike Monroney Aeronautical Center (MMAC):**  
**John Espinosa**  
[Ac@rcd@nhcfae.org](mailto:Ac@rcd@nhcfae.org)



By: Jesse Sanchez, Southwest Chapter member

In 2013, I traveled to Boston, MA to conduct Safety Assurance System (SAS) Beta testing at the Volpe Center. Since then, I've shared my knowledge and experience gained during to our local and national FAA offices. I became a SAS Transition and Readiness Team (START) member in 2014. I was in charge of the San Antonio FSDO office's transition to SAS. Since the SAS deployment, I've remained the local office Subject Matter Expert (SME).

Prior to the San Antonio FSDO SAS deployment, I conducted SAS presentation to our office staff and management during the SAS transition. I briefed Aviation Safety Inspector's (ASI) and staff on the evolution, culture and next generation of SAS. I had an opportunity to demonstrate interpersonal skills and communication by sampling the differences between legacy systems and SAS benefits, to include the five SAS modules regarding each concept of risk management.

The SAS deployment was a tremendous success; despite there are new challenges on the horizon. I continue to serve as the resident SME, so inspectors will never be on their own ( not before, not during, or after the transition).

As a START member, I promote and support SAS implementation by using local field, region and headquarters office representative. In addition to my responsibilities I am a Jump Start member for SAS and I routinely work with other national FSDO offices START members by mentoring and supporting their pre-deployment activities. I am an individual

who proactively seek opportunities to share the value of the SAS initiative. I reinforce and champion the concepts presented by the SASO Program Office and AFS-900 in my roles as expert, train, and change management agent. I have been formally trained in SAS and conduct SAS related training as part of the trainer cadre for our Aviation Safety Inspectors (ASI) and management support personnel. I serve as liaison between FSDO, AFS-500 and AFS-900 National Field Office.

On November 17, 2015, I, along with other START team members, was highly recognized by AFS-1, John Duncan, and Peggy Gilligan, Associate Administrator for Aviation Safety, for the hard work in achieving the SAS transition. I was recruited by the AFS-900 SASO Program office due to my communication, interdependence and technical skills. I applied the FAA philosophy of critical thinking, interdependence and inter-consistency. I was distinguishing as an expert and trainer in SAS which was a vital link to the SASO Program office, and ensured the activities, preparation and problem-solving were accomplished for the successful SAS deployment. I was greatly honored of this recognition. As a Hispanic and member of the National Hispanic Coalition of Federal Aviation Employees, I was truly honored to be part of such an undertaking, having for reaching effects on the Agency and aviation safety. As a member of the coalition, I am proud to have served the Federal Services and that my contributions have yield success.

