

La Palabra

National Hispanic Coalition of Federal Aviation Employees

Fall 2013–Winter 2014





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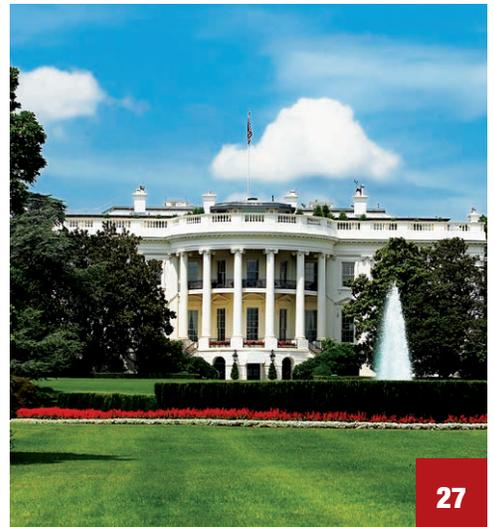
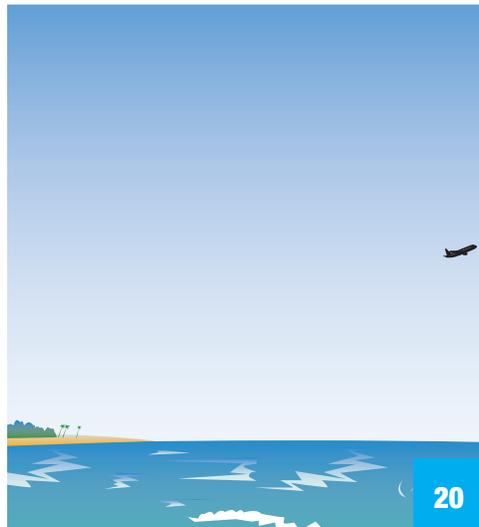
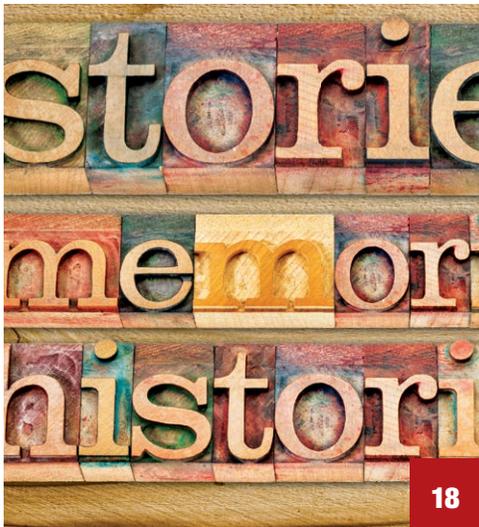
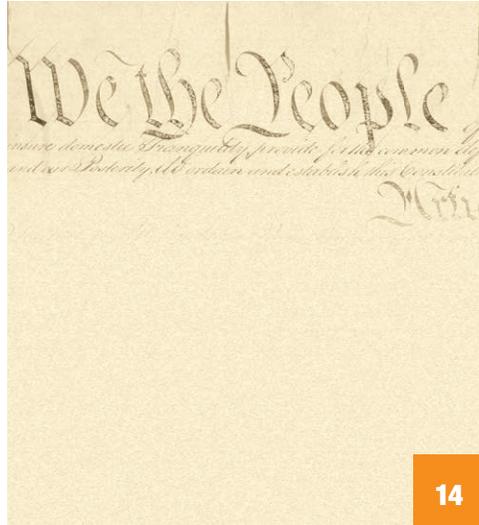
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National Hispanic Coalition of Federal Aviation Employees

"Con Orgullo en Nuestra Hispanidad"

NHCFAE
PO Box 23276
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, Yadira Lacot
President's Representative West, Faviola Garcia
President's Representative East, Oscar Torres
Director of Administration, Misty Pena
Director of Education, Raquel Ysasi-Huerta
Director of Public Affairs, Susie Diaz
Director of Resources, Erik Salazar

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Constitution and Bylaws, Bill Fernandez
Corporate Relations, Ida Marrero and Faviola Garcia
Legislative, Sadie Alvarado
Membership, Melinda Moreno
National Elections, Celsa Rodriguez
Communications, Susie Diaz
Outreach, Raquel Ysasi-Huerta

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Design

Chris Atkin

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Message from the President

Saludos NHCFAE Members, Friends,
and Colleagues,

First and foremost, I am honored to be writing my first "President's Message". I know this is the beginning of what will become one of many President messages I will write over the next two years. I am thankful and grateful for your vote this past summer in electing me as the National Hispanic Coalition of Federal Aviation Employee's (NHCFAE) 14th President.

Isn't this an exciting time of the year? The anticipation of preparing for the Holidays and spending time with friends and loved ones brings a nostalgic feeling to us all. During this time of the year, many of us passionately follow our favorite sports teams and celebrated with the Boston Red Sox for winning the World Series. This victory truly is sweet when placed in contrast with what transpired a year ago with the terror attack during the Boston Marathon. The news of the merger between American Airlines and US Airways has now created the biggest airline in the world which we hope will mean better prices and options for the flying public. Then, we endured the partial government shut down that began October 1 and that lasted 16 days. However, we are back to work and we should be grateful for that. Times indeed, are exciting, hectic, joyful, stressful, demanding and stimulating. Yet, we, as dedicated public servants, forge ahead.

My first Executive Board meeting as your President was held in Chicago during the first week of November. Our Great Lakes Regional Chapter Director, Michael Valdes and his



enthusiastic leadership team, graciously hosted us. Over three days, your Executive Board plowed through an aggressive agenda filled with the business of setting forth our priorities and strategic plan for the organization. An important promise to you and priority for me will be to meet with local FAA management and members to introduce the National Executive Board and local chapter leadership teams. With this goal in mind, we were well received in the Great Lakes Region. We met with Barry Cooper, the Great Lakes Regional Administrator; Greg Hayden, Air Traffic Manager of the Midway Airport Traffic Control Tower (ATCT); and Bob Flynn, Air Traffic Manager of the O'Hare ATCT. Each of our meetings fostered a wealth of discussion. We explained the NHCFAE mission and vision, and garnered future support for NHCFAE events

in this region. These managers get it! They pledged their commitment to NHCFAE and to share our message with their local management team. In addition, Michael Valdes and his team hosted a “Meet-n-Greet” for our local members. The local chapter representative of the National Black Coalition of Federal Aviation Employees (NBCFAE) was invited and was so impressed that she plans to encourage her members to join the Hispanic Coalition. Our meetings were successful and appreciated by the local chapter leadership who expressed their deep gratitude for facilitating the connection between the NHCFAE and the local FAA managers in Great Lakes. Folks, that’s what’s all about! To truly connect and validate our mission and purpose within the FAA is what will bring about much needed changes in our work environment pertaining to Hispanics, women, and minorities.

As your new President, I want to tell you about some additions to our Executive team.

- Yadira Lacot will serve as the President’s Special Assistant. She will assist me with the day-to-day responsibilities of scheduling, planning, and responding to inquiries.
- Mindy Moreno will now be the new National Membership Chair. As Misty Peña took over the Director of Administration duties, Mindy will be in charge of receiving and processing membership applications, mailing new member packages, auditing the DOI reports and answering membership questions, attend membership/recruitment events, among other duties. She can be reached at membership@nhcfae.org.
- Ida Marrero is now the Corporate Partner Co-Chair. Ida and the current chair,

Faviola Garcia, will ensure that our legacy and future Corporate Partners have the attention and service they deserve.

- Faviola Garcia is now the President’s Special Assistant-West and Oscar Torres is the President’s Special Assistant-East. They will be geographically responsible for assisting RCDs with their responsibilities so there will always be direct and constant Executive Board representation.

You’ll hear more about this in the coming months as we re-engage with you, our valued members, throughout the country. Thank you for your continued dedication to NHCFAE. Together, we can make a difference! From Alaska to Puerto Rico;

Remember, it’s all about you!



David Dominguez
President, NHCFAE

Editor's Words

Saludos Familia,

Members! It is my first edition of La Palabra as Director of Public Affairs (DOPA) and I am so excited about this edition because it is my very first gift to you. As I do my best to fill-in very big shoes of Yadira Lacot, our previous DOPA, this was my first big challenge. Yadira did an amazing job and I promise I will keep up with everyone's requests and articles to continue doing an amazing job as well. I would like to thank Yadira, for all she has done to help me out with the transition into the DOPA position. I can tell you that it sure is a lot of work and I still have more to learn, but like I tell her every day that I talk to her, "Bring it On!"

I do not want to lose any communication with members, so please feel free to continue having that open communication with me; your DOPA. Feel free to e-mail me at dopa@nhcfae.org and keep sending your articles and pictures so we can all get to learn more about each other. Remember, La Palabra Magazine would not be possible without YOU! This is your magazine; you make it happen!

In this edition of La Palabra, you will read about some of the Hispanic Heritage Month events, members' achievement awards, words from Tuition Reimbursement Program recipients, new additions to family members, first quarter Executive Board meeting in Chicago, IL, among other articles. Also, at this time I want to introduce our newest section to our magazine, "Our Stories." Our Stories, was introduced by our National President, David Dominguez and it tells the stories of our fellow brothers and sisters within the FAA. This is not limited to members, but to anyone who works within the FAA. We each work side-by-side with someone who has a "story" of how they became the individual they are today. There are wonderful stories out there that could be about a personal achievement, overcoming a hardship, military adventures and so on. These are the kinds of stories that can inspire our fellow members/employees and affirm that we all have something to contribute. Just ask a coworker or you as a member, write an article detailing their story or your own story. Perhaps you can write the story for your coworker if they're willing to share and then send it to me!



I look forward to hearing from all of you. I hope you enjoy this edition of La Palabra. Abrazos Familia!

Susie Diaz
Director of Public Affairs

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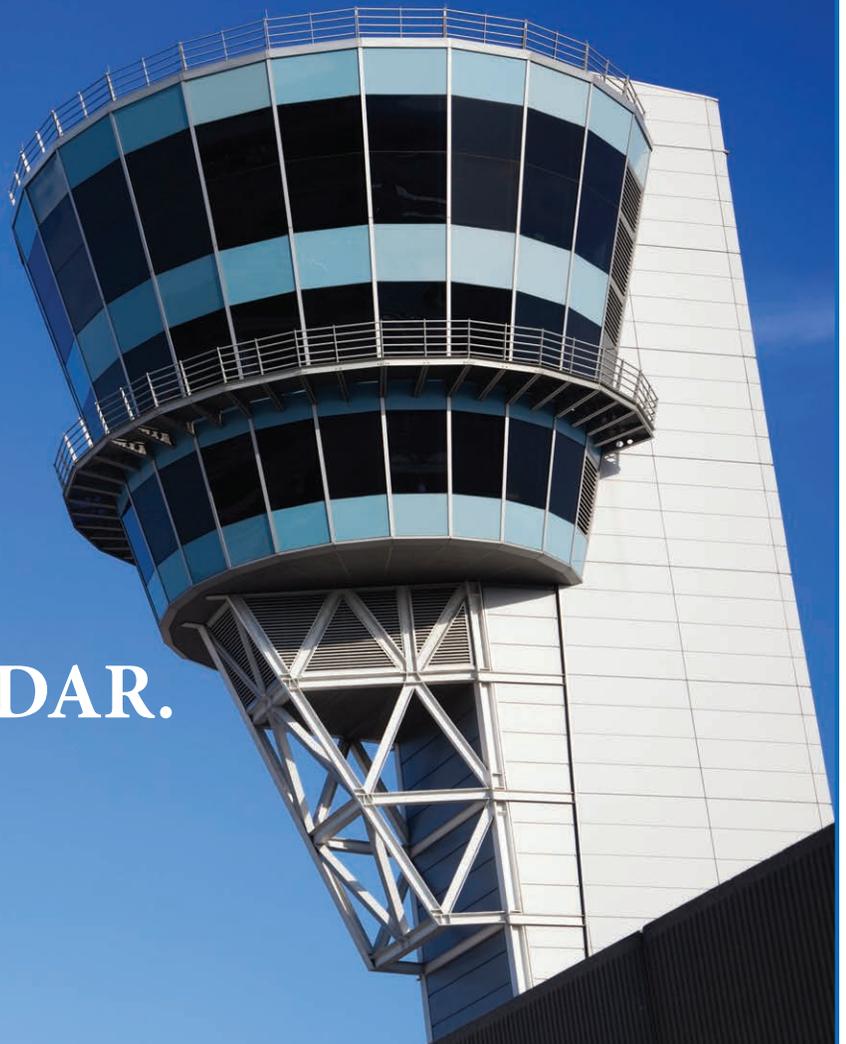
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The Windy City meets the E-Board for its First Quarterly Meeting

By Raquel Ysasi-Huerta, Director of Education

The NHCFAE Executive Board met for their first quarter board meeting the week of November 4-8, 2013. Generally, these meetings are held in different areas so that the Board can have the opportunity to meet the local members in the area. During the last 2 years, the majority of the meetings were held in either Oklahoma City or Fort Worth, due to the unforeseen events that took place during our last two National Training Conferences. This took away from our ability to fulfill our goal of meeting with members all over the country.

When our newly elected President, David Dominguez, suggested Chicago in November as the location for our first quarter board meeting, of course everyone was elated that we would have the opportunity to meet with some of the members in the Great Lakes Chapter. Although, I am pretty sure the folks from the warmer parts of the country were just a little worried about what type of weather we would encounter in Chicago, in November.

Well, although the weather was pretty typical for the time of year, minus snow, it turned out to be a great week, especially since it was the first meeting for some of the newly elected officers. In attendance, were the following new officers: President, David Dominguez; Director of Public Affairs, Susie Diaz; Director of Adminis-

tration, Misty Pena; Director of Resources, Erik Salazar; Special Assistant to the President, Yadira Lacot; Special Assistant to the President-East, Oscar Torres; Special Assistant to the President-West, Faviola Garcia. Also in attendance were Vice President, Don Espinosa; Director of Education, Raquel Ysasi-Huerta; Corporate Chairperson, Ida Marrero; and the following Great Lakes Chapter Board members: Michael Valdes, Regional/Chapter Director; Vanessa Gurrola, Director of Administration; and Liz Tellez, Director of Resources.

To set the tone for the week, David Dominguez shared his expectations, and then he went around the room and asked everyone what their expectations were. David also shared his vision and ideas for the organization during his tenure as the National President. Everyone agreed that the most important goal was to reconnect with the members, along with recruiting new members and re-recruiting lost members. At the end of the week, we revisited the list of expectations to see how much we accomplished and to get input from everyone on how they felt the week went.

Dialog took place in where everyone shared how or what they could do to help reach our vision. Some of the ideas were: hosting quarterly board meetings in different areas



so members would be able to come out and participate by either sitting in during our meetings or at functions put together by the Chapter RCD or the local Chapter Director. Discussion was held on the possibility of hosting a conference this year or at least an event where members could participate during the fourth quarter board meeting. A new recruitment incentive was proposed to change the amount paid to the members who recruited new members. A motion was passed indicating from this point forward each recruiter and the new member would each receive \$50.

David had reached out to the Great Lakes Chapter board to see if they could arrange meetings with some of the local management teams. The Chapter set up meetings for us with Greg Hayden, Air Traffic Manager, Midway ATCT; Barry Cooper, Great Lakes Regional Administrator; and Bob Flynn, Air Traffic Manager, Chicago O'Hare ATCT. David shared with each manager the mission and goals of the organization. He also spoke with each manager the outcome of the Barrier Analysis that was

conducted by the Office of Civil Rights, and shared with each manager that the NHCFAE Executive Board along with our members are willing to help in any way to correct the situation. (Susie, not sure if David would want us to include this in the write up, you might want to check with him first)

Wednesday night, the Great Lakes Chapter held a "Meet and Greet" with their regional members at Hofbräuhaus Chicago. There was a good turnout of current members and potential members. Also, there were members from the Great Lakes Chapter of the National Black Coalition. The event was very successful and everyone had a great time meeting new people and reconnecting with members they hadn't seen in while. Congratulations to the Great Lakes Chapter for an wonderful event.

The week was very productive and we are all looking forward to the next quarterly board meeting which will include all the Chapter/Region RCDs.





Capital Takes a Corporate Approach to HHM Events

By: Kristina Harris, Capital Chapter Member

Located at Washington Headquarters, the Capital Chapter has a unique perspective when planning local events; everything must be planned with a corporate and national feel. Planning this year's Hispanic Heritage Month was no exception.

This year's HHM committee was determined to create a schedule that was educational and professional. After much brainstorming, the chapter also thought they would host their kick-off event, as well as a separate cultural celebration event over live webcast, so that other chapters could participate. This national broadcast would allow other chapters to coordinate events in their respective regions by giving them virtual access to national leaders and special speakers, without having to consider expenses or travel schedules.

The national HHM kick-off event took place on Thursday, September 26, live from Washington, DC in the Quesada Auditorium, as well as live on national webcast and over the ATN. Sadie Alvarado served as the mistress of ceremonies and opening remarks were given by Michael Huerta, Administrator. The unique thing about this event is that the outgoing President and President-elect of the organization were able to attend, which allowed agency executives to see the transition of leadership. Inspiring remarks were given by Mr. Javier Miyares, President of the University of Maryland, University College who spoke about the importance of perseverance through adversity, as well as the pursuit of higher education for career advancement.

The remaining planned nationally broadcast event was postponed due to the government shutdown and the decision was made not to reschedule. However, 2 additional local events were held in the month of November be-

cause the topics were very relevant to the recent events. The first seminar was presented by NHCFAE corporate partner, First Command, "Effects of Sequestration-Related Furloughs" and the second seminar was presented by the WorkLife/Employee Assistance Program contractor Magellan, called "Persevering in Times of Workplace Change." Both events were attended by members and non-members alike; the Capital Chapter provided pan dulces from local area bakeries at each event.

Even though the government shutdown broke the momentum, the concept to plan events corporately across the regions was well received and will definitely continue with future events. If you happened to miss the kick-off event, check out myFAA TV channel or faa.gov for the closed captioned video.



“Hispanic Heritage Month – Great Lakes Style!”

By: Michael Valdes, Regional/Chapter Director Great Lakes

Each Year, Americans observe National Hispanic Heritage Month from September 15th to October 15th, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, Central and South America. The observance started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988, to cover a 30 day period starting on September 15th and ending on October 15th. It was enacted into law on August 17th, 1988, on the approval of Public Law 100-402. The day of September 15 is significant because it is the anniversary of independence for Latin American countries like Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls with this 30 day period.

My first year as Regional Chapter Director (RCD), I decided to get a series of events for National Hispanic Heritage Month with the support and help from my board, Liz Tellez, Vanessa Gurrola, and Christopher Robinson. We decided to host three different Luncheons in three days at three facilities. Due to it being our first year we chose to host the events in Chicago. The first Meet and Greet Luncheon was at our Regional Office in Des Plaines, Illinois, on September 25th. Our keynote speaker, Barry Cooper, Great Lakes Regional Administrator, wasn't able to attend but he sent the number one person for the job, Great Lakes Deputy Regional Administrator, Mrs. Teri Brady. The event was pretty exciting for all of us. I can say it was an interesting experience. We held some raffle prizes and had some dancers from Latin Street Dancing. The dancers gave a little history behind each dance and a little instruction. Before you knew it there were people dancing everywhere and eating food from the buffet. Teri was

super nice giving me little tips on public speaking because she saw how nervous I was getting. I think if it weren't for Teri and Don Espinosa giving me pointers, I wouldn't have been able to get in front of the large crowd. Our next event was at Midway Airport Traffic Control Tower (ATCT). We received the support from the facility manager, Mr. Greg Hayden. Unfortunately, Mr. Hayden will be retiring this year. He has been a great example of what a leader should be. He has supported the Coalition from the day I mentioned to him I was going to my first conference in 2008. Mr. Hayden, we will definitely miss you and I wish you the best retirement. I hope to see one day an FAA filled with managers like you. Our final event was at O'Hare ATCT. The facility manager, Mr. Bob Flynn was a proud supporter of Hispanic Heritage Month when I mentioned what my plans were. We hosted a Meet and Greet Luncheon and had a great turnout.

As your new RCD, I would like to host more events every month. If you have ideas or questions, please don't hesitate to contact me at gl.rcd@nhcfae.org. I also plan to reach out to all other facilities within the Great Lakes Region but I need points of contact. If you would like to see more events in your area, help me and the rest of the board get out there. There is no such thing as crazy ideas; I'm willing to hear it all. Try me. As a result of our three events we have recruited eight new members in the Great Lakes Region. The Great Lakes Board would like to welcome David De La Pena, Xavier Daniel Gutierrez, Timothy Whalen, Nick Hale, Erin Lindland, Jeremy Smith, Asia Hunter, and Juan Moreno to our family.



Western-Pacific Celebrates Hispanic Heritage Month

By: Susie Diaz, Director of Public Affairs

As for our annual Hispanic Heritage Month activities, this year went a different way. There was a furlough that caused us a delay and cancellations of our traditional activities. We will save the best for last! Meaning, we will have our comeback next year; so Watch Out!

A few activities were accomplished: September 18, was our Opening Ceremony, where we invited everyone to come down to the Regional Office lobby to meet and greet some of the local NHCFAE members. Besides talking to employees and giving out information and giveaways, we also held a raffle for a complimentary lunch. Most employees like raffles and giveaways; we gave out three complimentary lunch invitations for one of our “by invitation only” events. During this event, we were able to introduce NHCFAE to many different new employees. We noticed that a meet and greet event / membership drive is a very important activity to do on a quarterly basis to simply introduce NHCFAE and to let them know that NHCFAE is open to everyone!

On September 24, we had an open invitation to all employees to come and join us for a “movie lunch date.” On this day, we showed “Harvest of Empire: The Untold Story of Latinos in America.” The movie was about examining the direct connection between the long history of the U.S. intervention in Latin America and the immigration crisis we face today. During the lunch hour, we watched the movie in the Regional Office, we gave out popcorn, a few employees also brought in their lunch. Once the movie ended, we were approached with positive feedback.

On September 26, we had a “Meet & Greet Lunch” in a nearby Cuban restaurant by the Regional Office. We hand-delivered a few invitations to some employees that usually help us out with events and some that we noticed wanted more information about NHCFAE. The purpose

of this event was for employees to come and meet some NHCFAE members and ask us any questions while we had a delicious lunch with them. We had about 15 employees showed up, which they all liked the fact that we hand-delivered personal invitations to them and made them feel a welcomed to our NHC familia! Din Earl from Sky One Credit Union (our Corporate Sponsor) also showed up. Yes, after this event we had a few employees calling us for further details on NHCFAE and being open to join our familia!

October 10 was going to be our closing event for the Hispanic Heritage Month. However, since we were furloughed, we had to postpone the event. Once we returned to work, we decided to change the original plans. It was almost Halloween and Dia de Los Muertos so we held small closing event in the lobby of the Regional Office. We invited all employees to dress-up for Halloween to show some spirit. We made candy bags to give away and invited all for a group picture.

During all of these events and the furloughed, our chapter went into a transition of electing a new Regional Chapter Director (RCD). Elsa Gonzalez was elected as our new RCD for the Western-Pacific Region. Along with electing a new RCD, our chapter also gains four new board chapter members. Dolores Leyva was elected as our Deputy Regional Chapter Director; Ofelia Medina as our Director of Administration; Abel Lemus as Deputy Chapter Director for the Southern California TRACON; and John Turke as the Regional Chapter Director for Las Vegas, Nevada. As a former RCD for Western-Pacific, I wish all of them best of luck with all future events. I know it’s hard work, but all can be accomplished with everyone’s contribution. They all know that I will always be there to help out too. Somos Familia y Juntos Podemos!

We the People of the United States, in order to insure domestic Tranquility, provide for the common Defence, promote the general Welfare, and our Posterity, We ordain and establish this Constitution for the United States of America.

New Changes to our Constitution and Bylaws

By: William "Bill" Fernandez

Constitution and Bylaws Chairperson

It was 11 degrees this morning on my way to work, so I can't wait for August 5th to arrive. We will be in Washington, DC holding our Annual Training Conference, and I could use your help.

The last couple of years, I have had the honor of helping to mold the guidelines that direct OUR organization as the Chairman of the Constitution and Bylaws (CB&L). I am proud of the changes to OUR CB&L that have come about to better define how our organization is run.

WE have made changes that allow our active members that retire from the FAA, to remain active with the NHCFAE. This change allows us to take advantage of the knowledge and ideas these members bring. In addition, WE have made major strides in making our election process more and more transparent by simplifying the process to ensure that every member's vote counts.

I have put forth a couple of recommendations for this year that should make it easier for our election committee to validate and count every member's vote.

Article 7A of OUR Bylaws tells us that proposed changes to the Constitution and Bylaws must be submitted in writing to the Executive Board at least 90 days prior to the General Membership Meeting. Since the meeting will start on August 5th, 90 days prior means that changes need to be submitted by May 6, 2014. You still have time to submit.

As the Chairman of the CB&L, one of my duties is to consolidate all of the proposed changes and present them to the Executive Board. Article 7A also tells us that the

Executive Board cannot defeat your proposed changes, though the Board can make recommendations, ultimately it is the voting members of NHCFAE who will vote on those changes.

We will be sending out all of the proposals to our members 45 days prior to the General Membership Meeting. This is when you vote on those proposed changes.

WE need to hear your voice! Take a look at OUR Constitution and Bylaws, and see if there is something in them that you feel could be improved.

Email your suggestion to me at cbl@nhcfae.org and your fellow members will be able to vote on the change next summer; it is as simple as that.

You can see OUR Constitution and Bylaws at: <http://nhcfae.org/about-us/constitution-bylaws/>

Help us improve OUR Constitution and Bylaws today.

National Membership Chair Bulletin

By: Mindy Moreno, National Membership Chairperson

Special Recruitment Drive:

A Special Recruitment Drive began from July 16, 2013 to September 16, 2013, which provided any new member and the recruiter the opportunity to win some great prizes. The winners of the prizes are as follows:

- Grand Prize: One Apple iPad MINI
Ed Cardenas
- Second Prize: One \$50 Marriott Gift Card
Lydia Gomez-Martinez
- Third Prize: One \$25 Marriott Gift Card
Michael Valdes
- Other Prizes: \$15/10 Starbucks Gift Card
Araceli Rossy and Freidy Lazala

Have You Moved????:

Please remember to notify membership@nhcfae.org for any changes to your mailing address, email address, and/or phone number.

Welcome “New” National Membership Chair:

On October 1, 2013, I became the National Director of Administration. Because of the duties and responsibilities of this position, we needed someone to

fulfill the duties of National Membership Chair. Please welcome Melinda “Mindy” Moreno to this position. You will be hearing more about Mindy in the next La Palabra.

Questions About Dues Cancellation Period?:

We have had several inquiries about when a member can drop from the NHCFAE. Because of this, we will update the Member Guide, and publish this information here in La Palabra. The policy that NHCFAE agreed to with payroll years ago is as follows:

- In order to cancel your dues, the member will have to submit a SF-1188 to the member's payroll office. The SF-1188 must be received prior to March 31 of each year, and payroll will process the SF-1188 after the pay period after March 31 of each year.

We hope this clarifies questions that each of you may have in regards to cancelling your dues with NHCFAE. We understand that everyone has different reasons for wishing to cancel their dues but as a dues paying member, your dues help contribute to things such as: scholarships, tuition reimbursement for members, annual training conferences, networking, local events, and/or publish our ‘La Palabra’ magazine.

New Members!

Welcome to NHCFAE

Norma Ely
WA, Air Traffic Manager

Juan C. Martinez
WA, General Engineer

Anthony Flores
SW, ASI

Erin Lindland
GL, ATCS

Timothy Whalen
GL, ATCS

Jeremy Smith
GL, ATCS

Nicholas Hale
GL, ATCS

Asia Hunter
GL, Operations Supervisor

Nicholas Pachuca
SW, ATCS

Steve Hernandez
SW, Operations Supervisor

Carlos Rivera
WA, Management & Program Analyst

Thomas Marquez
WP, Frontline Manager

James Sutton
SO, ATCS

James Wadsworth
SO, ATCS

Alfred Longoria
GL, ATCS

Jorge Garcia
EA, ATCS

Melvin Figueroa
SO, Retired Member

Victor Deras
AC, Logistics Management Specialist

Sally Smith
NM, Management & Program Analyst

Jorge Durao
AC, Electronic Technician Team Lead

Mamie Mallory
WA, Assistant Administration for
Civil Rights

45th Annual Department of Transportation Awards

By: Misty Peña, Director of Administration

On December 11, 2013, Secretary Foxx recognized numerous DOT employees for their outstanding contributions and commitment to the safety of transportation. DOT received over a 1,000 nominations, which made the competition very stiff. Please join me in congratulating three of our members who were selected and honored award recipients:

Faviola Garcia

Meritorious Achievement (Silver Medal)

This is the Third Highest Award within the Department given by the Secretary in recognition of exceptionally meritorious service to the Department or Federal Government, or for exceptional achievement that substantially contributed to the accomplishment of the Department's mission or major programs. Favi was recognized for her extraordinary contribution to international aviation safety while leading the FAA Micronesia Technical Assistance Program in providing a safe, sustainable system of island airports.



Oscar Bocanegra and Melvin Cintron

U.S. Military Reservist & Civilian Foreign Service Awards.

This special certificate is presented to the U.S. Department of Transportation employees who have volunteered to serve as U.S. Military Reservist or as a civilian in foreign countries; and whose performance has made significant contributions to the nation's security while accomplishing the mission of the Department.

Oscar Bocanegra, Aviation Safety Inspector, AFS.

Oscar was recognized for his extraordinary service to the United States beyond the call of duty as the Safety Oversight Advisor in the U.S. Embassy, Kabul, Afghanistan, 2012-2013.

Melvin Cintron, Manager of the General Aviation and Commercial Division, AFS.

Melvin was recognized for his extraordinary service to the United States beyond the call of duty as the Transportation Counselor in the U.S. Embassy, Kabul, Afghanistan, 2012-2013.



Congratulations to all! This is a well-deserved accolade for your hard work and dedication to the Agency and its mission.





Special “Thank You” Award

By: Sadie P. Alvarado, Legislative Chair

I had the privilege of traveling to Los Angeles in November to visit with the AWP Chapter and to present my last official award as President to a very special individual and member, Ms. Faviola (Favi) Garcia. Favi’s contribution throughout my tenure truly exceeded my expectations of someone’s dedication and commitment to this wonderful organization. Favi was tenacious in her efforts to build alliances with the Agency and Corporate Partners. Due to her tenacity the NHC Corporate Sponsors contributed well over \$233K over the past 4 years. This afforded our organization the opportunity to conduct several successful conferences and supplemented our scholarship funds. However, Corporate Relations was not the only role Favi played. During my entire tenure we faced many challenges, overcame many obstacles and accomplished much along the way. Being a true leader requires a multitude of skills to

be successful. However, something I learned along the way that I value most is that you must surround yourself with dedicated, hardworking, passionate people who truly believe in your vision and the mission. I owe a great bit of gratitude to Favi for all her hard work, compassion, countless hours and desire to truly make a difference. I’ll be forever grateful to have had her by side and as a confidant throughout this amazing journey. Un millón de gracias, Favi!

stories

memories

histories

By: Susie Diaz, Director of Public Affairs

“Our Stories” is a new section in La Palabra, this section was introduced by our NHCFAE President David Dominguez. Our Stories, will tell the stories of our fellow brother and sisters within the FAA. This is not limited to members, but to anyone who works within the FAA. We each work side-by-side with someone who has a “story” of how they became the individual they are today. There are wonderful stories out there that could be about a personal achievement, overcoming a hardship, military adventures and so on. These are the kinds of stories that can inspire our fellow members/employees and affirm that we all have something to contribute.

So, how does it work? Ask a coworker or you as a member, write an article detailing their story or your own story. Perhaps you can write the story for your coworker if they’re willing to share. You can reach out to our Director of

Public Affairs, Susie Diaz for assistance. The story should be between 350-750 words (Include pictures separately) If you want it published in our next edition of La Palabra, please submit it to dopa@nhcfae.org.

Remember, our organization is about you. Please make an effort to contribute to our magazine and make it the choice of our colleagues in the FAA. I look forward to reading about all the stories about our members and our fellow employees within the FAA.

My Journey from Secretary to Manager with the FAA

By: Ida Marrero, Regional/Chapter Director, Southern Region

My career with the FAA started one month after Hurricane Andrew devastated South Florida on August 24, 1992 and displaced my family from our newly bought first home. This did not stop me. I had a goal set for when I started as a Secretary at the Miami Program Support Office Airways Facilities.

I applied for the Secretary position knowing that if I were hired, I would aim from day one to perform with the expectation of becoming a Manager later. I knew this was a bold goal, but I did not care. I had the drive and the will to do whatever it took to get me ahead in this agency. My father worked at the Airways Facilities in Puerto Rico for over 20 years and loved his job. I knew I would love this job too. I was going to give back what it gave my father and my family growing up.

I sought out any opportunity available that would allow me to advance my career at the FAA. I spoke to anybody willing to offer me any advice. That effort eventually led me to Ernie Fontaine, Miami ARTCC Facility Manager, and I expressed to him my desire to do anything that would give me the opportunities to grow in the agency. He informed me that there was a new program called College Training Initiative (CTI) Program that would help train people for skilled professional positions in the FAA. A year later, the program came out and I applied. I was accepted and became the first CTI student in the Southern Region. The program helped me obtain my degree in Electronic Engineering Technology at Miami-Dade Community College.

In eight years, I went from a GS-5 Secretary to a journeyman level GS-12 Airways Transportation Systems Specialist (ATSS). In this journey, I did what always worked – seek out opportunities. While as an ATSS in the Miami Communications Unit, I strived to be as knowledgeable as possible about my unit including cross-training and obtaining certification in other units such as automation. I continued to progress and research about what position I could train for next while I mastered my current position. I was later promoted into a GS-13 position in

the Systems Operations Center (SOC) which provided the leadership training and skills I needed to achieve a manager position.

I sought out opportunities even outside my position by accepting various leadership roles with the Hispanic Coalition which put me at another level. The mentors and colleagues I worked with in advancing Hispanics Initiatives within the FAA provided me with a unique network that ultimately helped position me to obtain the Manager's position at the Miami Radar Airport Traffic Control Tower.

I did all this despite all the challenges and obstacles faced. But I will always know that without others in the FAA, I would not be here and for that reason I aim to always give back to the agency what it gave me in my life.



PEDRO PAN: A FLIGHT TO FREEDOM

Credits: Focus FAA

September 27, 2013 – As part of Focus FAA’s recognition of National Hispanic Heritage Month, we share with readers the story of Carlos Manduley and Operation Pedro Pan.

He left his home as a 12-years-old to escape a Communist regime. He was a part of Operation Pedro Pan, the largest emigration of unaccompanied children in the Western Hemisphere, and shares a similar story with 14,048 other children who left Cuba between December 1960 and October 1962.

Carlos Manduley, the national Hispanic employment manager and senior adviser for educational partnerships, boarded his flight to Miami nine days before the Bay of Pigs invasion, a failed military counter-revolution to overthrow Cuba’s leader, Fidel Castro. The trajectory of his life might have changed, he said, if the military invasion had been successful.

“I might have returned to Cuba much sooner and might have had a different life,” said Manduley. “Well, it wasn’t meant to be.”

In 1960, Msgr. Bryan O. Walsh, the director of the Catholic Welfare Bureau, and James Baker, the headmaster of Ruston Academy in Havana, Cuba, prepared a plan to address the rising concerns of parents as Fidel Castro asserted his power.

Their agreement was made. Baker would arrange the flights from Cuba to Florida, and when the children arrived in Florida, Walsh would find them a home.

The day of his departure was marked by gloom and uncertainty, said Manduley. His parents reassured him that his stay in the United States was only temporary and for the purpose of improving his English. And his relatives in

Miami would welcome him into their home to help him adjust.

Preparation for his departure had begun several months before on Christmas in 1960, the day before the first exit flights. By this time, his parents had already decided that Manduley would be leaving the country.

“What I remember the most about my final day in Cuba was leaving the chemistry set behind,”

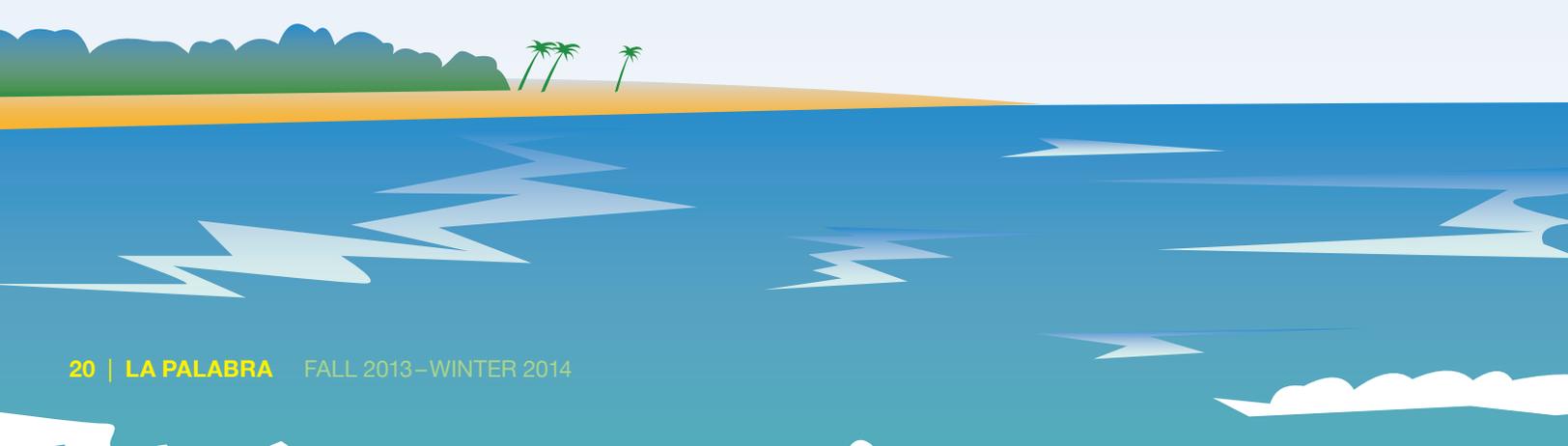
Manduley thought nothing of it. He was rather excited by the prospect of studying abroad. But the social and political climate of Cuba was changing after Fidel Castro ousted dictator Fulgencio Batista. Rumors had spread that parental rights would be lost, and children would be sent to indoctrination camps in the Soviet Union. His parents were compelled to act and soon.

That Christmas his parents gave him a chemistry set—a gift emblematic of his last days as a child, said Manduley.

“What I remember the most about my final day in Cuba was leaving the chemistry set behind,” said Manduley.

His parents were visibly upset when he left, said Manduley, though they tried “pretending everything was fine.” Manduley would glance back at his parents from la pecera, which translates to “the fish tank,” the area where passengers wait to board their flight.

“At times my parents would move away, so I would not see them crying profusely” said Manduley.



Half of the children who emigrated to the United States reunited with their parents. The other half, like Manduley, did not immediately reunite with their family. Instead, Manduley was taken to a camp in Winter Park, Fla., where he met the other Cuban refugee children. Others were sent to orphanages, placed in foster care, or lived in temporary shelters.

The living conditions were substandard, said Manduley. He hated the food and the chilly nights. His experience in the United States starkly juxtaposed his former life in Cuba.

“Back home, I could always rely on my parents or relatives to get some support. If I didn’t do well on a math test, or I just needed to get some money to buy chewing gum or whatever, my parents were there.”

Without his parents, Manduley had to fend for himself, and make his own decisions. Because he couldn’t stand to live in the camp any longer, he saved his weekly allowance from the camp and paid for a bus ticket to Miami, where he could find solace in his relatives.

Although Manduley did move in with his uncles, he did not find the comfort he expected. In a male-run household, there were few homemade meals, said Manduley. And the meals he did eat were poorly cooked, he said.

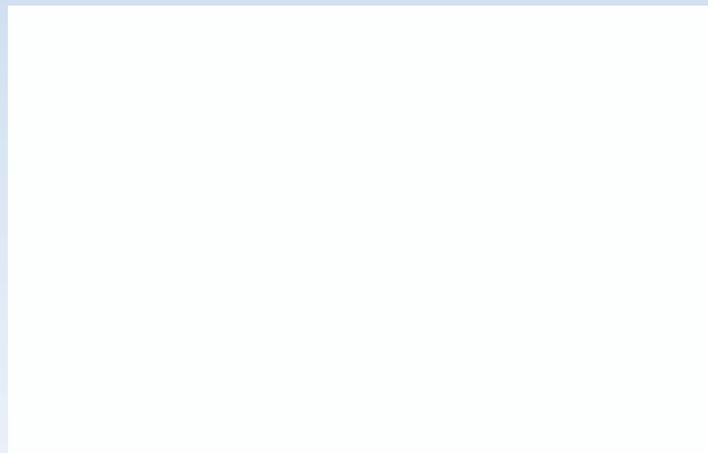
“I lost my youth, thanks to the Castro regime,” said Manduley, who did not see his parents again until 1969—“nine long years.” And while the experience stole his adolescence, Operation Pedro Pan allowed him to develop character.

“One of my best traits, and I give full credit during my Peter Pan years, is my strong belief in perseverance, working hard, and respecting others,” said Manduley.

Manduley, who became an American citizen in 1974, added that the support provided by the United States government helped him throughout his academic career. He relied on grants, scholarships, and fellowships all the way through to earning his doctorate.

Manduley, who conceived and implemented the Educational Partnership Initiative and the FAA Experiential Mentorship Program, will take early retirement from the agency on Sept. 30. The mentorship program provided opportunities for more than 40 students to receive federal work experience. In a few months, he plans to return to academia.

“Que yo soy y siempre seré un Pedro Pan,” said Manduley, which translates to, “I am and will always be a Pedro Pan.”



Manduley with his family, including (from left) daughter, Christina; sons Michael (foreground) and Eric; and wife, Regina.



SAFETY INSPECTOR AND NHCFAE MEMBER REPRESENT FAA IN THE ASIAN-PACIFIC REGION

By: Gabriel Mann, Alaska Member

The United States is a member of the Asian Pacific Economic Cooperation (APEC), which strives to facilitate the economic growth, cooperation, trade and investment in the Asia-Pacific region. Each of APEC's 21 economies appoints representatives that participate in the APEC's Organization. APEC is charged with finding practical solutions to facilitate regional trade and investment, and thereby promote jobs and growth in the Region.

APEC has a Transportation Working Group (TPTWG) responsible for achieving the liberalization and facilitation of transport trade and services, and promoting an environmentally friendly transportation system across the Asia-Pacific Region. The TPTWG has subgroups that represent the various modes of transportation. The Aviation Safety subgroup aims at developing and implementing measures to promote a more efficient, safe and secure Air transportation System in the APEC Region.

The FAA has a Regional Office in the Asian-Pacific Region located in Singapore and has senior FAA representatives in Beijing, New Delhi, Tokyo and Shanghai. The Asian-Pacific Region has more than 50 percent of the world's population and it is the fastest growing Region in the world. Through numerous agreements, FAA promotes safety and efficiency in the Asian-Pacific Region. FAA participates and supports the development and compatibility of air traffic management (ATM) procedures, Global Navigation Satellite Systems (GNSS), aircraft certification and others.

FAA is an active member of the APEC Aviation Safety working group. The Aviation Safety working group is funding the Airport Safety Evaluation Visit Program (ASEVP) and FAA is supporting APEC by managing this project. The 2013 project was awarded to the International Air Transport Association (IATA) and a team was formed with two members of IATA, one Singapore Airport Inspector and one FAA Airport Safety Inspector.

The scope of the contract included visits to the Penang International Airport, Malaysia, and Mactan-Cebu International Airport, Philippines. Malaysia was scheduled for October and Philippines for November. As of the first week of November 2013, I had the privilege to complete the Malaysia assignment and travel from my FAA Alaskan Region to the Penang International Airport. While the team is busy trying to finish the Malaysia report, we were also preparing for the Philippines Airport visit. However, due to the tragic Typhoon that hit the Philippines the week before our scheduled flights, our visit was postponed.

With this fascinating opportunity that the FAA has provided me, I have been able to appreciate how much FAA is doing for the safety and efficiency of the US and the Global Air Transportation Systems. Assignments like this one means a workload increase and some risks are to be expected. I am very grateful to FAA for the service opportunities it has offered me.

How NHCFAE Tuition Reimbursement has helped me

By: Cynthia Garcia, MMAC Regional Center Director

Hello members! Are you attending college right now? Do you plan on going back to school any time soon? Are you worried you do not have the money to pay for college? Well, today is the time to take advantage of the Coalition's Tuition Reimbursement Program. I have been a tuition reimbursement recipient for the last 2 years and it has helped me tremendously to buy my books and pay for my tuition. This program has helped me stay out of debt with school loans and achieve my goal of getting my degree. I am currently a Senior at the University of Oklahoma (Boomer Sooner!). I am pursuing a Bachelor's Degree in Administrative Leadership. I have enjoyed this degree so much because every class I have taken relates to my job. Some of the classes I have taken are Motivation in

Learning and Leadership, Conflict Resolution, and Quality Initiatives in Organizations.

The Coalition has been a great support system for my college journey as everyone needs one when working and going to school full time. The Coalition has also served as motivation to me as all of you are truly professional people and needless to say, the countless hours and effort of volunteer time you all put into this organization. You all are highly motivated people. So if you are attending college right now, plan on going back to school or you are worried you do not have the money to pay for it, I invite you to apply for the Coalition's Tuition Reimbursement program. It is easy to apply and priceless when you get your check in the mail.

I decided to enroll in a Master's program in Human Resource Development

By: Robert Johnson, Northern California member

My story began in the spring of 2011, when I decided to enroll in a Master's program in Human Resource Development (HRD- Business Concentration) at Drexel University in Sacramento, California. I decided to pursue outside educational goals, because I saw the vast number of inequities within the culture, climate, and performance of the agency, so I set out to inspire a long overdue change in the internal working of the agency. A major determining factor in selecting an HRD program was so that I could have a better understanding of the core issues and challenges facing the Federal Aviation Administration. I joined the National Hispanic Coalition, because they represented the "agent of change" within the agency. Characteristics of organizational culture have also been linked in literature to various aspects of organizational performance, financial performance, customer and employee satisfaction, and innovation.

Organizational culture is a multidimensional concept that developed independently in several disciplines ranging from social anthropology to organizational psychology. Organizational culture encompasses a variety of social domains and perspectives, and is important for understanding the behavior of

individuals in organizations as they manage external demands and internal social challenges. Different models of organizational culture and its relationship to organizational learning are still in the early phases of development. A supportive organizational culture is a key component to successful organizational learning initiatives. Organizational leaders, who focus on mission, strategy and vision, can have an enormous effect on the emerging culture created by social interactions within the organization. Measures of organizational culture are directly correlated to an organization's ability to adapt to rapidly changing business demands, to remain competitive, and to sustain high levels of performance. Several models portray organizational culture as central to the operation and function of the organization, providing a shared vision that can serve as an effective guide to the appropriate and goal-directed social and individual behaviors. The benefits of influencing organizational culture are significant and encourage making an effort to promote change. Organizational culture is institutional excellence, climate, empowerment, total quality control and human resource management. Human Performance Technologists agree that culture embodies the norms, values, and expectations for behavior within an organization and are related to

organizational behavior in general and organizational success in particular. The continued success of an organization often spawns a more comprehensive reinforcement of its norms, values, and behaviors that sustain an enduring culture.

I was unaware of the tuition assistance program offered by the coalition at the time, but I will always be grateful for the assistance I received while in pursuit of my master's degree. In June of 2013, I graduated from Drexel earning my Master's in HRD, with my sights set on opportunities for career advance-

ment preferably in the human resources arena. Currently, I have not made the expected career advancement leap, but I remain ever optimistic. This agency is still finding its way into the next generation of air travel, so in essence it is still evolving. Changing the culture climate and performance of an agency takes time, so I have to remain patient for all opportunities that will come my way. I am confident that change will come, so until then I will continue to keep my eyes on the prize...it will come!

“Education is the most powerful weapon which you can use to change the world.”

By: Miguel Narvaez, Eastern/New England Chapter Member

Nelson Mandela died on Thursday, December 5, 2013 at age 95. As a Nobel Peace Prize recipient and great humanitarian he was a true inspiration to his family, people and the world. He once said, “Education is the most powerful weapon which you can use to change the world.” No doubt he has made history, but who has made a lasting and soul grabbing impression on me was my grandmother (abuelita – Mami Carmen). She continues to do so although I lost her to heaven over 2 years ago on one gloomy March afternoon in a frosty and chili New York City. I remember it was exactly noon because her hospital room was full of children, grandchildren, great grandchildren, and even great great grandchildren. I looked out the window crying, as I saw a NY City Truck towing my rental car from in front of the hospital. I agonized over my decision to pull the respirator, and said “Te veo en el otro lado Mami, Bendicion.” I waited for “Que Dios Te Bendiga”, but it never came.

Mi Abuelita Mami Carmen taught me to work hard, and educate myself. When I wanted to be a trumpet player she gave me a trumpet; when I wanted to be a piano player she gave me a piano; when I got sick she would make me Sopa de Pollo; when I was bad she would discipline me. My cousins and I still talk about her effective broom and switch techniques on our behinds. Every time I sat and talked with Mami Carmen she would always counsel me on our culture, tell me about how she grew up in the dirt roads, horse drawn buggy and sugar-cane days of Puerto Rico. The Patriarch of our family sought

a new life with her three daughters alone embarking on a city that offered opportunity and disappointment at the same time.

Mami Carmen would say, “Mi querido hijo, estudia y aplicate por que tu nunca sabes cuando vas a necesitar esas fundaciones.” Which translates into my dear son, study and apply yourself to your studies because you never know when you will need those foundations.

I studied and educated myself for my family, but I also strive to complete my educational goals to honor my abuelita's great commitment and love to her family. I look up and point to the sky and send a kiss, “Bendicion Mami,” that way I feel that with her blessing nothing is impossible.

My name is Miguel “Mike” Narvaez and I am a member of NHCFAE, recipient of NHCFAE Tuition Reimbursement, and winner of FEEA 2010-11 Scholarship for Haiti Earthquake Support Sponsored by Blue Cross Blue Shield. My continued goal is to finish my degree in Computer Science and then apply to Law School. The NHCFAE has been a beacon of light and support for me and all its members, helping them achieve their dreams of a quality education.

“Until we get equality in education, we won't have an equal society.” - Sonia Sotomayor

Baby Announcement from Northwest-Mountain!

Congratulations to Karla Hernandez and her family as they welcomed a healthy baby boy named Guillermo Adan Valdez. Guillermo was born on November 6, 2013, weighing 6lbs, 9oz and was 19 ½ inches long! Karla also has two daughters. What a blessing!



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