

La Palabra

National Hispanic Coalition of Federal Aviation Employees

Elections 2016



Volume 2
June 2016



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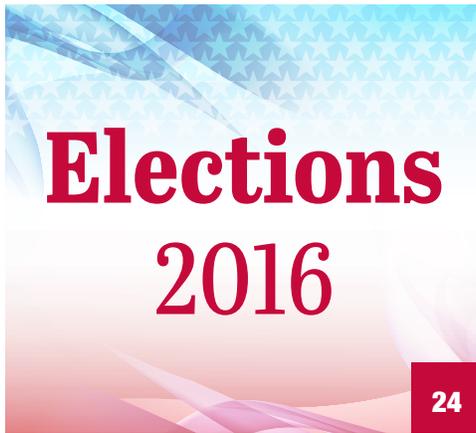
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National Hispanic Coalition of Federal Aviation Employees

"Con Orgullo en Nuestra Hispanidad"

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Washington, DC 20026-3276
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Mission

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

History

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

Officers

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Director of Public Affairs, Susie Diaz
Director of Resources, Erik Salazar

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Membership, Melinda Moreno
National Elections, David Gonzales
Communications, Susie Diaz

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SkyOne

Editors

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Chris Atkin

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Message from the President

Hello friends,

I hope you're enjoying Summer and you are on your way to a successful year!

I've been reminded recently, of the tremendous contributions made by Hispanics to the growth and security of America. I was honored to participate in the DOT/FAA Diversity and Inclusion Forum in Washington DC on May 17th and joined the Historical Figures in Transportation WorkGroup. In the session, I was assigned the character of World War II Mexican American Fighter Pilot, Oscar Francis Perdomo and asked to explore his history and contribution.



Above: Major Oscar Perdomo, WWII "Flying Ace"

Like me, Perdomo was born in El Paso, Texas to parents who emigrated from Mexico. Before his parents came to the U.S., his father served in the Mexican revolution under the command of General Francisco "Pancho" Villa. As a child, I'd heard stories from my parents and grandparents about Pancho Villa, a famed figure in the Mexican revolution,

alternately depicted in history books as either villain or hero - a Robin Hood type character, who robbed the rich to feed the poor.

One of five children, Oscar Perdomo became a fighter pilot and showed extraordinary courage in battle. A "flying ace" is a pilot credited with shooting down five or more enemy aircraft in aerial combat in a single day. 1st Lt. Perdomo became the last "ace in the day" for the United States at the end of WWII and was awarded the Distinguished Service Cross for his valor.

Wearing a replica of his uniform and recounting his bravery, reminded me of the patriotism and dedication shown by so

many Hispanic men and women, both in and out of the military, to the U.S. I was proud to represent a man who came to epitomize a willingness to give his all for his country.

We're lucky to live in a generation where most of us won't be asked to put our lives on the line. But we can go forward with the same dedication and commitment as Perdomo. Each day we have the safety of hundreds of thousands of people who entrust their lives to us as they travel across the country. It's a responsibility we carry proudly.

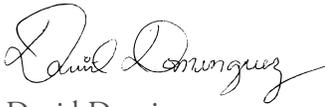
We're helping the next generation of young Hispanic men and women too, creating pathways to employment so they can also have careers in aviation. Part of that achievement is demonstrated by the FAA introducing diversity and inclusion language into the managers' Performance Management Plan this year, for the first time. It was teamwork by the FAA, NHCFAE and other employee associations that brought about this critical change.

I'm excited to note the countdown has begun to one of our key events, the National Training Conference in Garden City, New York from July 26th-28th. Education and training are vital tools in our mission to ensure all members

achieve their full potential and this Conference is a fantastic opportunity to help members secure both personal and professional success. Career advice, paths to advancement, mentoring, financial guidance and more will be on the agenda. So too, will be the chance to network with senior management and colleagues throughout the FAA. It shows how a more welcoming and diverse workplace is not only valuable to Hispanic employees, but how that environment helps the FAA secure the best from its Hispanic workforce. We urge everyone to make the most of this opportunity to give your career full flight!

Friends and colleagues, we are well into a successful 2016 and the months ahead will count greatly as we seek to enrich and improve the working lives of our members while preparing the way for future generations of young Hispanic men and women to follow us. I look forward to seeing you at our National Training Conference and I urge you to remember, and be proud of, the contributions of Hispanic American citizens such as Oscar Perdomo who've gone before us.

See you in New York!



David Dominguez
NHCFAE President



Above: NHCFAE President David Dominguez wearing a replica of Perdomo's uniform

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Editor's Message

Saludos familia!

Summer has finally arrived; hope you are enjoying this beautiful weather we have been having. Welcome to the second volume of La Palabra, this edition is very important because we have elections coming up in July for Vice President, Director of Resources and Director of Education. See the candidate's biographies on pages 24–27.

This year is the first time we are doing electronic voting, so this should be exciting and interesting. At this time you should have already received an email with your electronic ballot, make sure you submit your electronic ballot right away. This is why it is very important for the membership chair to have your most updated email address. If for some reason you did not receive the email to vote you can contact David Gonzales, Election chair at elections@nhcfae.org

I hope to see you all in our Annual Training Conference in Garden City Long Island, New York; it should be another successful and unforgettable conference. Visit the conference website to get more information about registration <http://nhcfaeconference.org>. The FAA has approved the NHCFAE National Training Conference as agency training (eLMS course ID FAA30200270 Rev 6 FY2016 NHCFAE National Training Conference). Make sure to talk to your RCD for opportunities to help fund your conference.

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Alaska-Sylvia Villa: al.rcd@nhcfae.org

WJH Technical Center-Roberto Villa: ct.rcd@nhcfae.org

Capital Chapter (Washington D.C.)-Carlos Rivera: wa.rcd@nhcfae.org

Mike Monroney Aeronautical Center (MMAC)-
John Espinosa: ac.rcd@nhcfae.org

In this edition of La Palabra you will read some great articles that our members have shared and great events that happened around our different Regions. Events like the Communicating for Safety (CFS) that was held in Las Vegas, NV on March 21-23, 2016. The Professional Woman Controllers (PWC) event has held in



Phoenix, AZ on April 25-28, 2016. Read about Southwest chapter member, Ray. A Martinez, visit to an Elementary School for career day and how MMAC Chapter did a fundraiser event to raise funds to send their chapter members to this year's conference. In this edition of La Palabra two members' stories are featured in our section of "Our Stories". In addition, we highlight our Cinco de Mayo celebrations across the nation. Last, if you are planning on visiting New York City when you come for our National Training Conference we have put together a list to guide you in the Big Apple (see page 35).

I hope you enjoy reading this edition of La Palabra, Volume 2. Remember, if you would like to share a story or event you can email me your articles to dopa@nhcfae.org.

Un Abrazo,

Susie Diaz

National Director of Public Affairs

Executive Comm



Familia: Mission accomplished during our 2nd Quarter Executive Committee meeting in Chicago, IL, what a beautiful city! I must tell you if you have been thinking of what your next step in your career should be but you are not part of the NHCFEAE Executive Committee; you should start considering contacting your chapter's RCD and getting involved in one of your chapter's available leadership positions. The comradery during these meetings is worth your time and commitment, which is why we always refer to all of us as "familia"!

The Executive Committee includes RCDs from all 11 regions, the National Officers, Special Assistants to the President, Corporate Chair, Constitution & Bylaws Chair, Membership Chair and Elections Chair. We met in Chicago the week of February 29th to March 2nd, led by our National President, David Dominguez. During David's report to the committee, he briefed on the different strategies he has been committed to: his

continuous participation of the ATO Leadership & Career Development (LCD) and National Employee Forum that are working on a variety of initiatives including Diversity and Inclusion performance language, improved understanding of the HRPM language in support of Employee Associations activities, additional time for employees to attend conferences, etc. The NHCFEAE will be represented at the NATCA Communicating for Safety conference

ittee Meets the Windy City

By Roberto Villa, Technical Center Chapter RCD



this year in Las Vegas, and NHCFAE will once again be a contributor to their scholarship program. Also, the NHCFAE now has a permanent seat with the Hispanic Council on Federal Employment. This council of 22-24 members has also created a sub-committee to strategize and prepare an actionable plan as a model to be used for barrier analysis on federal hiring of Hispanics at other federal agencies to improve Hispanic representation.

NHCFAE's National Vice President, Ida Marrero, discussed the importance for RCDs to focus on our Strategic Plan so we can better accomplish NHCFAE's mission. A conference advertisement ad will be created for RCDs to use at facilities across the nation. Also, Ida discussed the National Awards submissions for: Member of the Year, Non-Member of the Year, Chapter of the Year, Manager of the Year, and Civil Rights Manager of the Year; all these presented at our National Training Conference.

National Director of Resources, Erik Salazar, presented the organization's budget report for FY-15 and to-date FY-

2016's budget. One thing you as a member should know is how important it is to the Executive Board to remain conscious of the budget, so NHCFAE has recently signed up with American Airlines' Business Extra Program. This is a complimentary business travel rewards program to help the organization earn points that can be used towards NHCFAE-related trips for Board Officers. To get the AA Business Extra Program account number, please contact your chapter's RCD and/or the National DOR. You can use this business account number on ANY personal and/or professional trip you take with American Airlines; this will NOT affect or interfere with your personal dividend miles program with the airline, and you will help NHCFAE earn points: how great is that?

American Airlines



Business Extra



MEDIA INTERVIEW & WRITING WORKSHOP

Susie Díaz, our National Director of Public Affairs, reported that our website: www.nhcfae.org has had some recent updates, and the conference website will soon be fully running, La Palabra magazine is open for anyone to submit articles (yes, you can submit one! Not just RCDs), and NHCFAE has social media accounts on Facebook.

Communication with the National Director of Administration, Misty Peña, is an essential role for all RCDs to maintain clarity within the NHCFAE. Misty does an excellent job with all the meeting minutes, which all members get every month and if you're not getting them, contact your RCD and/or the National Membership Chair (membership@nhcfae.org) to confirm your email address. She maintains records of RCD officers terms and elections, coordinates all teleconferences, monthly agendas, and many other tasks that helps the Executive Committee to function successfully.

National Director of Education, Cynthia García-Torres, shared with the committee critiques from last year's conference and ideas to improve evaluation forms. She had taken the time to break down these critiques and is committed to make the necessary efforts to address what the membership had expressed. The 2016 Scholarships due dates are updated on the website and reminded everyone that the Members Tuition Reimbursement Program is for YOU to submit any educational expenses you have had for calendar year 2015.

Other topics of discussion by National Membership Chair, Mindy Moreno, who reminded RCDs of getting

involved with Recruitment Events for our chapter, and reported that NHCFAE remains strong with 500+ members. Corporate Chair, Raquel Ysasi-Huerta, has done a great job maintaining our legacy Corporate Sponsors as well as reaching out to new ones, including the idea to reach out to possible local sponsor in New York to cover certain expenses and get exposure with our membership at our National Training Conference. Bill Fernández, our Constitution and Bylaws Chair, presented recommendations and updates to our Constitution and Bylaws, which will be advertised to the membership to review and vote on at the National Training Conference. Elections Chair, David González, gave a detailed update on this year's election process where NHCFAE is taking things to the next level offering online voting! It is important that as a member you maintain good communication with your RCD and confirm correctness of your personal email address. We are trying to move away from using government email addresses for NHCFAE business, so make sure to check with your RCD.

Corporate Training and Events Committee (CTEC) Chair, Kristina Harris, has worked hard to offer this unique opportunity and benefit to you, the membership, where you can enhance and complement your professional career with education workshops through CTEC. Partnering with the Office of Civil Rights and National Hispanic Employment Program Manager (HEPM) to host OPM-Certified courses, as well as, offering live events are some of the things being worked on. It is important to get your feedback through conference evalu-

ations, training topic surveys and after course surveys; so get your 2 cents in!

An interesting workshop that the Executive Committee participated in was a Media Interview & Writing Workshop with Jill Colgan. This workshop addressed ways to personalize a story (know your message), connect with the audience (speak to the audience, not the reporter) and demonstrate empathy. We had the opportunity to voluntarily participate in a mock media interview with Ms. Colgan conducting an interview with us in front of a camera. She offered critiques, ideas and tips on how to better conduct yourself, how to convey the message, how to cover the story (keeping it short and simple), and keep the audience engaged and interested.

Sadie Pérez, the National Hispanic Employment Program Manager, reported the following:

- Target outreach strategies via partnerships and Memorandum of Understanding (MOUs) with colleges and universities to maximize on the agency's on-the-spot authority
- Develop and foster partnerships like LULAC, National Society of Hispanics MBAs (NSHMBA), National Association of Hispanic Federal Executives
- Leadership/Career Development training via training track focus (entry, mid, and SES level) and NHCFAE

Finally, the Conference Committee, led by hosting chapter, Barbara Lindsay (Eastern/New England Region's RCD) and Conference Chair, Edward Cardenas, presented final options for conference theme and logo, as well as, all logistics for this year's conference. Presentation included floor plans of the hotel conference room spaces, as well as distance and transportation options to the hotel from train stations and airports. Remember: July 26-28, 2016 – save the date!!

Last but not least, the Great Lakes Region Chapter hosted a membership event, which gave the Executive Committee an opportunity to engage with the local chapter's members. Thank you Great Lakes Region Chapter for your commitment with the NHCFAE and for a fun night. We hope to see many of you at the conference in New York! Also, thanks to Corporate Sponsors who were present at the event: Blue Cross/Blue Shield, First Command, SkyOne, and Livingston.

Un abrazo, and until next time!

CAREER DAY AT WILSON ELEMENTARY SCHOOL AND ENDLESS POSSIBILITIES

By: Ray A. Martinez, Southwest member

The winding street to the end of the block led to an alley way where we took the short cut to Blessed Sacrament Elementary school, a private Catholic school run by the Sacred Heart sisters. Spring, backyards, dogs barking, overgrown grass in backyards with lots of plants (plants) that were always colorful and fragrant with the smell of lavender days (if days had a scent) are the images I remember on the trail to school in the west side of San Antonio. The past was brought back to me when I was asked by Yolanda Bernal, a co-worker from my office, if I would like to give a presentation to the Richard J. Wilson Elementary school students on career day. I said yes. I was glad I did. Those same images of growing up in the west side of San Antonio came back again when I saw the curious faces of the student at Richard J Wilson Elementary school.

Wilson Elementary school is located in the South side of Fort Worth and is part of the Fort Worth Independent School District. I went to visit students on career day. The parking was kind of tricky. It was behind an abandoned building that had seen better days but solid and full of possibilities; useful in some way. Once I entered the grade school with its familiar tiled halls and corridors, triangular white tile floors with black etching I felt a nostalgic feeling, as if I walked these same hollowed grounds before. I was warmly greeted by two 5th grade students who were on their best behavior and guided me through the long corridor to the classroom serving as a lounge. There, I met Manny DeReyes, from FAA Air Traffic Organization (ATO), and others who were going to talk about their careers. We sat and reviewed our agenda for the day and which classes we would be giving a presentation to. I spoke to about eight different classes' 5th graders. I talked about the FAA, about our legal office in the Southwest region. The students were very attentive, some shy and some not so shy. All of them had their own unique dreams, they were glad to share with me. They looked at me with a sense of curiosity and one asked: "Are you a famous person?" Then the line of questions continued: "How much money do you make?" "What kind of lawyer are you?" "How do you become a lawyer?" "What does the FAA do?" "Is it hard to do what you do?" "Do you like it?" Then they told me some of their stories.

Some asked very specific and pointed questions. I was not used to this, because I am the one who likes to ask the question, as opposed to receiving them. I answered all their questions anyway. I could sense they were very engaged. My presentation was accompanied by charts that were provided to me by the Aircraft Certification office and from ATO. In their faces, I saw a reflection of myself when I was in class many years ago and someone spoke to us about their careers. In their faces, I was reminded of distant memories of classmates that I have never seen since. I saw and felt their hopes and fears. I could relate to their family's hard comings and dreams for a better education. I went on to tell them that I went to a very similar school like this in San Antonio and grew up in a very similar neighborhood. It seems like yesterday. I explained to them the importance of setting goals; that you have to stay focused on them even when it gets tough and that you have fun and enjoy whatever you do. I told them to take advantage of whatever opportunity comes your way and if you do that, you will all be very fine individuals. They were quiet and in one class the teacher said "You see



Maria over there, she wants to be a lawyer. I looked at her and said, “You can do it. Don’t let anyone say you can’t. Give me a call when you become one so that I can hire you.” I could see that she was emboldened to set her goal.

Richard J. Wilson Elementary School is located in the heart of the beautiful Southside Hispanic community in Fort Worth. The school celebrated its 100 year anniversary on May 7, 1998, a year after its name was changed from South Fort Worth Elementary. The school has had its share of renovations and updates through the years. The school services approximately 740 students in Pre-Kindergarten through 5th grade. The curriculum is enhanced through the use of two computer labs and state-of-the-art computerized interactive white boards (Promethean Boards) in grades 1st through 5th.

The school offers a variety of programs to meet diverse student needs. Among those are Bilingual, Dual Language, Gifted and Talented, Fine Arts and Inclusion. All of the teachers are designated as “Highly Qualified” teachers through the state of Texas and they undergo continuous staff development in order to offer students a quality education. Richard J. Wilson follows the traditional school calendar.

The day had ended. I felt tired but very fine. I thanked everyone for their questions and walked out into the corridor then through a door leading to a small garden area leading to the main building and out the front door. Directly in front, I saw the surrounding homes with front porches. I used to play baseball in a street very similar and traded baseball cards on front porches like those in this neighborhood. As I was walking to my car, I passed the abandoned building again and looked at it as it stood quietly, but with dignity. I thought to myself, someone could really refurbish that building. It could look really fine someday. That building and those young students were full of possibilities. That is what career day at Richard J. Wilson Elementary school was about.

NHCFAE 2016 Conference Here We Come!

By Veronica Salazar and Sabrina Simmons

This year, the MMAC Chapter has many members interested in attending the Conference in Long Island, New York. Many organizations will fund one or two of their employees. In the organization that funds Sabrina and myself, they offer to pay for one National Officer, One Manager, and One NHCFAE Member. Last year, I attended the Atlanta, Georgia Conference and was paid for by my organization. The year before, this was the case for Sabrina. Our organization paid for her to attend the Washington D. C., Conference. This year, we are planning for others to be funded.

Our chapter does have funds to support attendance. However, there will be some out of pocket expenses. How nice would it be if we didn't have any out of pocket expenses at all? Here at the MMAC, the chapter has decided to have a fund raiser or two to support as many members going to the conference as possible.

During the month of March, many members contributed to having bake sales on center. Some items for purchase were tamales, homemade cookies, pan dulce, and muffins. We also provided information about the coalition and how other employees could become members. According to the NHCFAE website, the conference is just 90 days / 4 hours / 13 minutes / 57 seconds away. We cannot wait to see some old friends as well as make some new ones. See you there!



(Above)Left to Right: Rosanna Sewell, Michelle Coppedge, Mike Monroney Aeronautical Center Director, Sabrina Simmons, and Randall Resto



(Above): Veronica Salazar



A visit to Long Island

By: Barbara Lindsay

As many of you are aware, the Conference Committee for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) has been very busy planning your 2016 National Conference in Long Island, New York.

I, along with David Dominguez, NHCFAE President and Misty Pena, Director, of Administration visited Long Island on Thursday, April 7th. Maritza Miranda, EA/NE Regional Chapter was very instrumental in setting up our access to both John F. Kennedy International Airport Tower (JFK) and La Guardia Airport Tower. We toured both Towers and were able to observe how complex the operation is in the New York area.

We met with Air Traffic and Tech Ops Managers David Siewert, Claude Vieira, Charlie Caravello, Ragaey Monsour, Laura Stensland, Sal Capone and Mabel Avila. Also joining us was Keith Johnson, Eastern Region Director of Human Resources. Keith answered questions from Managers and members about hiring, the bidding process, and other HR matters. We were getting the word out about this year's Conference and met with the Managers to encourage their support for our Conference. We were also sharing information about the Coalition, its mission, and possibly recruit new members!

That evening Maritza arranged a Meet and Greet with the Eastern Region members at Novita Trattoria in Garden City. We met with local members Sam Ramos, his lovely wife Rebecca, Tracy Montgomery and Yvonne Robertson. Our hotel was the site of our 2016 Conference, The Garden City Hotel. The hotel is beautiful with plenty of good places to eat that are nearby.

So a BIG SHOUT OUT reminder about the Conference, go to the Coalition Conference web page to see the hotel and get your registration done! nhcfaeconference.org



NHCFAE at NATCA Communicating for Safety

By: Ida Marrero, National Vice-President

This year's National Air Traffic Controllers Association (NATCA), Communicating for Safety (CFS) conference was held at the beautiful Paris Hotel in Las Vegas, Nevada from March 21-23, 2016. This was such an outstanding event attended by FAA Executives including FAA Administrator Michael Huerta, Air Traffic Organization (ATO) Chief Operating Officer (COO) Teri Bristol, and many others who have also shown great support to our organization.

One of our organizational goals is to partner and establish lasting relationships to collaborate with others to spread our message and to outreach to potential members. One organization that we partner with is NATCA. We appreciate the shared efforts with Patricia Gilbert, Executive Vice President of NATCA that has afforded NHCFAE the opportunity to attend NATCA's largest training conference "CFS" for the past 3 years. CFS provides NHCFAE wonderful exposure to the ATO that included over 1,500 aviation professionals and industry leaders including many from overseas to discuss and improve safety. I would also like to extend a special thank you

to Elena Nash, President, NATCA Charitable Foundation and Jacqueline Smith, NATCA Outreach & Special Events Coordinator, who helped coordinate our attendance at the conference.

Again for the third year in a row, the Western





Pacific Team, Dolores Leyva, Western Pacific, RCD and Kristina Harris, ATO Communications Specialist, attended to speak to numerous conference attendees about our organization and the great benefits we offer. I was especially touched by the tremendous support we received from our loyal members such as Johnathan Eagle, John Turke, Yessenia Millan, Brendan Villegas, Oscar Torres, Joseph Leicht, as well as several others who ensured they stopped by our booth to say “hi” and discuss with other controllers who were interested in our message. Our attendance at this event has always been successful with recruiting new members and again, this year

was no exception. I am proud to say that because of the work of our team and our current members who attended the conference, we were able to welcome to our Familia eight new members. It is my pleasure to welcome the following new members:



- Kurtis Proctor, Air Traffic Manager Pasco ATCT (Recruited by Sadie Perez)
- Salomon Caiceo, Air Traffic Controller SOCAL TRACON (Dolores Leyva)
- Luz Victoria Cuevas, Air Traffic Controller Burbank ATCT (Jonathan Eagle)
- Gerald Fugon, Air Traffic Controller Huntington ATCT (HTS) (Dolores Leyva)
- Armando Solis Sandoval Jr., Air Traffic Controller Palo Alto ATCT (Jonathan Eagle)
- Miguel Anaya, III, Traffic Mgmt. Officer, Command Center D.C. (Brendan Villegas)
- Joseph Leicht, Air Traffic Controller Las Vegas Tracon (recruited by John Turke)
- Gilbert Joe Rangel, Air Traffic Controller Dallas-Ft Worth Tracon (recruited by Joseph Leicht)

Again, it was a great honor to represent our organization and spend time with my extended Familia. Hasta la proxima!



Pictured clockwise from top left: Kristina Harris and Jessica Cox; Kristina Harris, Jennifer Cordova (new member) and Christina Filipowski; Jessica Cox challenges Robin Rush and Patti Wilson to open soda cans with only their feet; Kristina Harris at the NHCFAE info table

Professional Women Controllers Event

By Kristina G. Harris, Western-Pacific Region

It was a honor and a pleasure to represent the NHCFAE at the Professional Women Controllers (PWC) 38th Annual Training conference. It was such a wonderful experience attending another Employee Association Group conference.

We were first approached about attending the PWC conference by Patti Wilson, the National President, when we were at the Communicating for Safety conference in late March. She not only invited us (NHCFAE) to attend, but also had someone follow up to ensure we had everything we needed to attend.

Being in Tucson, I was happy to make the short drive up to support and promote the mission of the NHCFAE at such a conveniently located event! I was warmly welcomed by the conference co-chair, Christina Filipowski, who is located at the Deer Valley ATCT. Christina and I are excited to connect again and build a strong relationship for the Arizona NHC members! She and I tag-teamed and recruited Jennifer Cordova to the Southwest Chapter (Raul, you owe us)!

I was also able to connect with past PWC President and my former mentor, Patty Swenor. I had not seen her since she retired from the FAA over 5 years ago.

The conference provided great opportunity to meet new people: I also spoke with an incoming Academy trainee: a young, intelligent Latina, who was eager to begin her career in Air Traffic! I “email introduced” her with John Espinosa and Erik Salazar, who I know will show her and her husband that warm hospitality Oklahomans are known for. If all goes well, we hope to welcome her to the ranks of becoming a member!

It was also great to see old friends, such as our loyal corporate partners Dina J. Earl (SkyOne) and Esau Williamson (First Command) - we look forward to seeing them at our conference this summer!

The highlight of my time at the conference was getting to meet with and talk to Jessica Cox, the armless pilot, who has a flourishing motivational speaking career, a newly published book and a unwavering spirit to share all that she has learned in her life thus far. She’s no stranger to challenges and encourages everyone to “disarm their limits”. Check out the trailer for her upcoming documentary www.RightFooted.com.

I’m glad that we could support this event and continue to engage with our colleagues!



Cinco de Mayo

The Western-Pacific Region's NHCFAE Chapter Celebrates Cinco de Mayo!

By: Dolores Leyva, Western Pacific Regional Chapter Director

The Western-Pacific Region's NHCFAE Chapter celebrated Cinco with its sixth annual salsa contest and taco tasting, in celebration of Cinco de Mayo. The event took place on Thursday, May 5, 2016 at the Regional Office East patio area.

The event offered an extensive selection of traditional Mexican themed menu items such as chicken, beef, and chile relleno, and nopales con elote (cactus with corn) tacos, with sides of rice and beans. The menu also included delicious sweet pan dulce for dessert. A cup of refreshing

lemonade or hibiscus water complimented the meal. About 50 federal employees accompanied us in the celebration, enjoyed great food and had a great time

This event has become very popular over the past few years with salsa contestants coming back year after year to reclaim first place. Five tasty salsa dishes which varied from mild to very hot were entered in the contest. This year choosing the top three was a difficult task for the judges, who desperately asked for water, as many of the



entries were very “hot - enchilosas” this year. Jason Kraft, Thomas Knox, Ofelia Medina, Annamarie Olivarez, and Manuela Rubio (former contestant and winner), served as judges and helped us select the top three best tasting salsas.

And the winners of the salsa contest were... Wayne Lynch took First Place, Mark Ayemin was voted Second Place winner and Isabel Greene was voted third place winner of the salsa making contest. The winners were announced during the event and all participants and judges were thanked for their participation. First place winner received a \$15.00 Subway gift card.

Thank you for your efforts in making this year’s Cinco De Mayo event a success. The event ran very smoothly from prepping, cooking, decorating, serving, and cleaning. Can you believe we did it in a record time of just under 2.5 hours! This record time speaks volumes of how well we work as a team! We received many compliments on the delicious food! Thank you Elizabeth, Cyndy, and Susie for cooking the delicious main entrees; Ofie and Favi, for the chips, tortillas, water mix, and toppings. Catina, Thomas, Gabriel, and Elsa for helping with the set-up, clean up, and running back and forth to make sure all was in place. You are all an awesome team! Your participation was instrumental in making this 2016 Cinco de Mayo event a success.



Cinco De Mayo, Southwest Region

By: Lydia Gomez-Martinez, Southwest Chapter Region Chapter Director and Misty Peña

On May 5, 2016, the Southwest Region Chapter hosted a Cinco de Mayo event at the Southwest Regional Office. Mexican pastries were served during the lunch hour. Several FAA employees stopped by the NHC table to pick up a sample of delicacies that our culture enjoys eating during family time. Trays of Mexican pan dulce and wedding cookies were served. A big THANK YOU to our volunteers; Misty Pena, Claudia Benson, and Maria Gaytan.



Cinco de Mayo Events in Southern Region, South Florida

By: Edward Cardenas, Southern Region Chapter Director

This year's Cinco de Mayo events in South Florida were a great success thanks in part to our Corporate Partners. The National Hispanic Coalition Southern Region took this opportunity to educate our members, to arm them with the knowledge to make better decisions. Thanks to Chris Stearns from First Command and Elizabeth Peralta from Blue Cross Blue Shield we held a Lunch and Learn. Members and guests sat in on an informative financial session with First Command, Tax Strategies for Smart Investors. Here Chris spoke of different retirement vehicles, compared the pros and cons of a traditional TSP versus a Roth. This

session was followed by "Obesity in a Bottle: How to pick healthy beverages" by Elizabeth.





Soaring to New Heights

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

The evolution of selecting a design for a Conference can be a difficult task. When the Coalition has a training Conference, we struggle with ideas for a logo and theme. This year we arrived at the theme relatively early but the logo was harder. As we (the Eastern/New England Region) tried to come up with a logo for the Conference, we went back and forth trying to think what is the most iconic picture when anyone thinks of New York? The New Yorkers in our group had strong feelings about this. We talked about the Big Apple, the "I Heart NY", the Flatiron Building, the Freedom Tower and even whether having a plane flying across the sky in the background might not be a good idea for obvious reasons. We also wanted a logo that people outside of New York would recognize immediately as New York. We developed several ideas and still went back to the drawing board before we compromised between two designs. These ideas were given to our

designer and eventually he came up with ten wonderful designs. I sent all designs out to our Region and we took it to a vote. It was close, however, the design selected won by one vote, which ironically was how we got our theme, by one vote.

All, it is with great pride and happiness, I present the logo for the 2016 National Training Conference. We wanted the memorable New York skyline to be a part of the design with the Freedom Tower, Statue of Liberty and the Brooklyn Bridge being prominent. The theme "Soaring to New Heights" is represented with the Freedom Tower and the Statue of Liberty reaching for the sky. The patriotic colors reflect the sacrifices New York endured after 9/11 and to commemorate the Freedom Tower's. I hope that when you come to New York for the Conference, you will get to visit these landmarks, and enjoy the many other things New York has to offer!

Elections 2016

Susie Diaz

Candidate for National Vice President

My name is Susie Diaz and I respectfully announce my candidacy for National Vice President for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). I am currently serving as the National Director of Public Affairs. It has been a great journey working alongside with the Executive board, Regional Chapter Directors and all of the NHCFAE members as National Director of Public affairs that has inspired me to run for National Vice President.

My career with the FAA began almost 18 years ago, as a summer student. With the help of my coworkers and being part of this great organization, I have learned to keep reaching for success in my career. I work for ATO-Engineering services as a Drafting Coordinator. I have been an active NHCFAE member since 2008, and as a member of NHCFAE, I have had the opportunity to serve as Regional Chapter Director for Western-Pacific for two terms. This experience has allowed me to understand all the importance of communications, team work, and passion for all I have worked for this is why I have decided to submit my name for candidacy for National Vice President, I want to work closer with everyone and get to know the needs and wants from all of our membership and focus on the Regional Chapter Directors to speak out on their behalves.

I look forward to working closer with you, building new relationships on committing my passion and devotion to this organization and my familia! I respectfully ask for your vote for your next National Vice President for NHCFAE.



Ida Marrero

Candidate for National Vice President

Greetings and Saludos Familia,

It is with great honor that I announce my candidacy for a second term as your Vice-President for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). It has been an honor to have served this organization as your Vice-President for the last year and a half and would like to continue with the momentum to support you and our current President's Vision. I have collaborated with many of our Regional Chapter Directors (RCD). I have represented the NHCFAE at several events such as the National Air Traffic Controllers Association (NATCA) annual Communicating for Safety conference and various Hispanic Heritage Month events, giving our organization the exposure to continue the increase membership and bring awareness to our initiatives. To support our outreach and recruitment effort, I participated an interview with Telemundo to discuss the employment opportunities that the Federal Aviation Administration (FAA) has to offer.



In September 1992, I became a member and began attending several events. In October 2000, I took the role of Secretary for the Southern Region Chapter, Miami Area Chapter and I served in that position for 8 years. In October 2005, I moved into the position of Director of Administration for Southern Region Chapter. In October 2007, I was appointed to the position of Deputy RCD, and I gladly accepted. In October 2011, I was elected to the position of the Southern Region RCD. During my first year as a RCD, Southern hosted the 2012 annual National Training Conference in Miami. Though we faced possible cancellation of the conference due to HR policy changes, we prevailed and hosted one the most memorable conferences ever. In 2013, our Corporate Sponsor Chair step-down from the position and I gladly took on the challenge to not only continue as the Southern Region RCD, but to take on the duties of the Corporate Sponsor Chair.

In October 1987, I began my Federal career. In August 1992, I was selected as a Secretary, GS-318-05 in the FAA, Miami Program Support Office Airways Facilities (Technical Operations). Two years later, I was selected for an Upward Mobility Program called "College Training Initiative (CTI)", which allowed me to obtain my degree in Electronic Engineering Technology from Miami-Dade Community College and the opportunity to become an Airways Transportation Systems Specialist (ATSS) with Technical Operations. In December 1997, I graduated and was promoted to an ATSS position in the Communication SSC at the Miami ARTCC. In December 2008, I was promoted to a NAS position at the Systems Operation Center in the Miami ARTCC. After four years of hard work and dedication, I reached a personal goal and was selected as a Frontline Manager at the Miami Radar SSC at the Miami Tower.

In addition to my career with the FAA, I have proudly served in the U.S. Armed Forces for 24 years. My most recent deployment to Afghanistan completely changed my life and gave me a different perspective on life. In January 2009, I departed to Camp Bastion Afghanistan and spent six months transporting injured troops back to Conus (USA). I met so many courageous men and women, who all they wanted, were to serve our great nation. Their courage reminded me how important it is to always give back.

I would love to continue serving this great organization. Our President often refers to NHCFAE as "The Premier Organization" and as your Vice President, I feel all the experience I have gained throughout my 23 years as a member of the NHCFAE, the FAA and my military service will enable me to better support the mission of the NHCFAE and the vision that our current President, David Dominguez, promotes. I am grateful for the opportunities that I have received from working with the NHCFAE, and all the great networking that is available in our organization. I truly believe the Coalition was instrumental in providing me with the skills and the experience to become a leader for the FAA and NHCFAE.

Therefore, I would be honored to have your vote for Vice-President of the NHCFAE.

Barbra Lindsay

Candidate for National Vice President

Hello everyone, I am excited to announce my candidacy for Vice-President (VP) of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE)! I am currently the Regional Chapter Director (RCD) for Eastern/New England and the 2016 National Conference Co-chair. In 1991, I began working for the FAA and joined the Coalition as soon as I learned about it in 1994. In 2013, I became more active in the Coalition when I was asked to step into the RCD role for the EA/NE region. Since that time, I have held multiple Chapter events in Northern Virginia and the New York region. Thanks to these events and support from my fellow members throughout the Nation our membership has increased. I am proud to say that because our Chapter has been so much more active, we were inspired to lobby for the 2016 National Training Conference while we were at the Atlanta 2015 Conference. I hope you have heard by now that we were successful and the 2016 National Training Conference will be at the Garden City Hotel in Long Island, NY!



In 1982, I started my career in the US Navy working as an Electronics Technician. This experience provided me the skills to become an Electronics Technician with the FAA in Corpus Christi, TX in 1991. In 1994, I was first introduced to the Coalition. I attended Southwest Regional and National Conferences as my career progressed but I was first exposed to the wonderful networking and fellowship of the Coalition when someone from the Tech Center helped me with my first attempt at a resume. My world opened up on what possibilities the FAA offered and the fellowship the Coalition offered. Since that event, I have always had the passion to give back to our members and help other Hispanics and women get hired by the FAA. When I began my FAA career, both my parents were GS-9s working at Naval Air Station Corpus Christi. They both felt they were lucky to have achieved and retired as GS-9s. They never imagined that I would someday get hired into a GS-12 position, and eventually progress to a GS-14 manager. I am fortunate to have found such a wonderful job.

My goals, if elected as Vice-President, are to encourage, support and reach out to develop our members for upward career progression. I want to increase outreach events to encourage other Hispanics and women to apply for positions with the FAA so they can get and keep great jobs for a career, for a better way of life. I want to develop and improve outreach efforts and establish relationships with technical colleges that have a higher Hispanic representation to spread the word about the FAA employment opportunities. I want to develop and encourage new approaches to increase attendance from our membership at our National Training Conferences. I want to work on succession planning within our Coalition leadership by encouraging others to get involved to grow our future leaders. I want to have a more active role in our organization and give back some of what I have received.

It's because of these reasons I have announced my candidacy for the position of Vice-President, and I look forward to our future as an organization together.

Erik Salazar

Candidate for National Director of Resources

Greetings Members,

It is my honor to announce my candidacy for the position of National Director of Resources (DOR) for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). I currently serve as the National DOR, a position I have held for the past 3 years. I was appointed DOR in 2014 to complete the second year of Carmelo Borges' term after he unfortunately passed away during his term in office. I then ran for election of the DOR position and won for the 2015-2016 term. During the past three years, I have worked closely with the Executive Board and Committee to ensure that our budget is closely monitored, reported and kept transparent. I also instituted several new financial changes to streamline the budget tracking and reporting processes for the chapters. I'm pleased to report that all chapters are successfully using QuickBooks Online to track and report their financial information. I've also established several cost saving initiatives at the national level by utilizing credit card reward points and business incentive programs to cut down on travel costs. I'm proud to have been the recipient of the Officer of the Year award in 2015 for the work that I have done as DOR.

I have served in several key positions in the NHCFAE over the years. I have served as DOR for the Mike Monroney Aeronautical Center (MMAC) Chapter in Oklahoma City, Regional/Center Director (RCD) for the MMAC Chapter, Chair of the Constitution and Bylaws Committee, Special Assistant to the President and National Director of Administration. I feel that I have learned so much in my positions within the Coalition, and have so much more that I would like to continue to learn and contribute to the NHCFAE as DOR.

I currently work as the Chief Budget Officer in the Flight Technologies and Procedures Division of Flight Standards at the MMAC, so serving as DOR is right up my alley. I began my career at the FAA as a student intern in the Hispanic Association of Colleges and Universities (HACU) Internship Program in June 2003. I graduated with honors from the University of Oklahoma with a double degree in Finance and Accounting, and earned my Master of Business Administration with an emphasis in Leadership from Oklahoma Christian University. I have been an active member of the Coalition for over eleven years, attending annual training conferences and participating in and leading numerous chapter events.

As your DOR, I will continue to manage our national budget with the utmost diligence and transparency, and continually look for ways to save money for the organization and hold everyone accountable for our members' funds. I am passionate about the Coalition and our members, and consider it an honor to serve our membership.

Thank you!



Membership Update

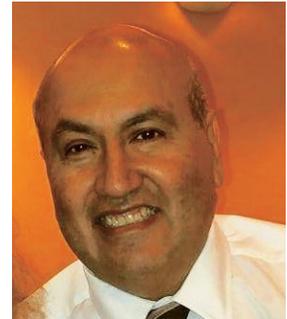
By: Mindy Moreno, Membership Chair

December 2015 - April 2016

Julie Cullen	ANE	Coordinator ASS	Barbara Lindsay
Trina Rios	ANM	Management & Program Analyst	Lora Singh
Kurtis Proctor	ANM	Air Traffic Control Specialist	Sadie Perez
Willette Neal	ASO	Air Traffic Control Specialist	Misty Pena
Oscar Scudieri	ASO	Tech Ops	Yessenia Millan
Fernando Fraticelli	ASO	Air Traffic Controller	Juan Ossa
Rafael Manautou	ASO	Aviation Safety Inspector	Edward Cardenas
Edward Tirado	ASO	NAV/Comm SSC Manager	Ida Marrero
Roberto Ramos	ASW	Environmental Protection Specialist	Mindy Moreno
Gilbert Rangel	ASW	Air Traffic Control Specialist	Joseph Leicht
Jennifer Cordova	ASW	CPC- ATC	Kristina Harris/Christina Filipowski
Rahat Ali	AWA	General Engineer	Carlos Rivera
Jamie Feger	AWA	Air Traffic Control Specialist	Carlos Rivera
Lolita Worthy	AWA	Management & Program Analyst	Carlos Rivera/Rhonda Frazier
Lisa Mitchell Galoci	AWA	Program Analyst	Carlos Rivera
Emanuel Cruz	AWA	Management & Program Analyst	Carlos Rivera
Peter Eckenrod	AWA	Air Traffic Control Specialist	
Patricia Wilson	AWP	Supervisory Air Traffic Control Specialist	
Monique Flores	AWP		Jonathan Eagle
Christopher Bellmas	AWP	Air Traffic Control Specialist	Jonathan Eagle
Victor Morales	AWP	Front Line Manager	Brendan Villegas
Dina Earl (Associate Member)	AWP		Brendan Villegas
George Renteria	AWP	Electronics Engineer	Cyndy Bradfish
Salomon Caicedo	AWP	Air Traffic Control Specialist	Dolores Leyva
Luz Cuevas	AWP	Air Traffic Control Specialist	Jonathan Eagle
Armando Sandoval, JR	AWP	Air Traffic Control Specialist	Jonathan Eagle
Michelle Del Aguila	AWP	Civil Engineer	Cynthia Bradfish
Jose Lopez Gudino	AWP	Airway Transportation System Specialist	Randall Resto
Joseph Leicht	AWP	Air Traffic Control Specialist	John Turke
Alfredo Orsini III	AWP	Front Line Manager	Jonathan Eagle
Miguel Zepeda	AWP	Air Traffic Control Specialist	Henry Munoz

It is with great pleasure that I announcement of the selection of Steven Villanueva as the new permanent Director, Flight Services. Steve was named Acting Director in November of 2015.

As Director Steve is responsible for defining the strategic vision and delivery of flight services in the lower 49 states and Puerto Rico through a performance-based contract with Lockheed Martin Flight Services, one of the Government's largest A-76 outsourced programs. He is responsible for the FAA's in-house delivery of all flight services across the State of Alaska/ he is responsible for US NOTAM policy and requirements and for the integrity of the US NOTAM database as administered by the US NOTAM office. He provides oversight for flight services and US NOTAM performance, costs and customer satisfaction within the National Airspace System (NAS).



Steve is responsible for providing efficiencies and value for Flight Service stakeholders through the initiative called Flight Service NAS Efficient Streamlined Services by: expanding the use of existing and developing technologies for functions that support the FAA's critical safety mission; redesigning processes to optimize service delivery; and eliminating redundancies and underutilized activities.

During his 26-year career with the FAA and three years with Lockheed Martin Flight Services, he has served in several management positions, including Deputy Director, Flight Services; Flight Service Senior Advisor for Special Projects; Flight Service, Manager of Safety and Operations; and Lansing, MI AFSS Front Line Manger.

In his position as Senior Advisor, Steve was responsible for leading a team comprised of Federal and contract employees in the development of Flight Services future program requirements in support of the FAA Administrator's Strategic Initiatives. As Manager of Safety and Operations, he was responsible for providing leadership, guidance, and assistance for delivery of flight services to increase safety and operational effectiveness. Also, he was responsible for establishing operational policy and ensuring safety management system compliance.

Steve worked at Chicago ARTCC and Huron, SD AFSS as an air traffic controller specialist and in multiple staff positions. He attended both the University of Illinois and Huron University, where he received his Bachelor of Science degree in Applied Management.

Please join me in welcoming Steve to the team!

Thanks,

Dan Smiley

Vice President, System Operations



dancing with the stars

By: Marina Garcia O'Sullivan, Central Region member

“It was a ‘Bucket List’ thing!”, says Marina Garcia O’Sullivan explaining why she got involved with this project in Kansas City. “Anyone who knows me, knows I love to dance!” She had attended this event before, but what she didn’t realize was how much this “little project” would take over her life, her thoughts, her energy but also, her heart.

Cristo Rey Kansas City is a predominately Hispanic-serving, urban high school located in the heart of the city. It was founded by The Sisters of Charity of Leavenworth (SCLs) 10 years ago. Marina is very familiar with the SCLs who taught her in high school and college. Her aunt, Sister Ann Victoria was a SCL for over 50 years.

The crowning fundraiser for the students of Cristo Rey is a “Dancing With The Kansas City Stars” dance competition gala. Funds raised at this annual event are the sole funding source for the education of 400 students who come from economically-challenged families. The unique business model of Cristo Rey is that its’ students work in businesses within the community while returning to classes later into the evening and for a longer school year. The students are vetted carefully for their desire and commitment to work hard for four years. The reward is an opportunity to attend college! 100% of Cristo Rey seniors receive college offers! Without Cristo Rey, these students potentially might not even graduate high school.

Marina was interviewed and given the goal and expectation to raise about \$30,000 in order to be considered one of eight “Stars” for this significant and highly sought-after competition. Dance ability is second to fundraising ability. Marina accepted the challenge in October, 2015, and the fundraiser was March 5th, 2016—only five months to raise significant funds, draft letters, inundate social media, assemble a team of campaign managers and helpers, provide promotional materials, sort through costumes/dresses, shoes, hair-dos, and embellishments, orchestrate mini-fundraisers, prep for interviews, photo Ops, mini-dance performances, television, radio all while

learning a challenging new dance. Marina was hoping her assigned Professional dance partner, Rafael Labrado, would choose The Argentine Tango for this competition--something she was familiar with, but he chose a Samba/Mambo-fusion with an impossibly fast tempo! "The audience will jump to their feet with this music and exciting Latin rhythm, trust me!", he said.

The short months flew by punctuated with holiday parties, family gatherings, and hours of time at her computer firing out messages to friends, family and the Facebook world. Hours on the dance floor gave her an appreciation for the dedication and discipline of professional ballroom dancers and performers. She anguished over the fear that she would not be able to grasp this dance in time.

On March 5th, to a distinguished crowd of over 1,000 guests in black-tie attire, Marina and her partner, Rafael, performed the dance of their lives together. "Truly, as cliché as it sounds, I could feel "The Love" as I walked onto the stage. I was fueled by the electricity of the audience, their rally cries of support, my own 150 "fans" comprised of family and friends cheering me on. Marina and Rafael were awarded The Judge's Award for the best dance performance and audience reaction. "10-10-10" and "H-O-T" cards raised by the judges, and the roar of the audience on their feet, just as Rafael had predicted. In a flash it was over. Only memories remain of the challenge taken on by "the senior-most" candidate in the competition. Proudly, Marina--with the help of generous family and friends-- raised \$70,000 for the students of Cristo Rey! And most rewarding is the permanent connection forged with several young Latina students of Cristo Rey where she serves as a Mentor. "Through music, dance, laughter, and cultural connection, my desire is to be a beneficial presence in the lives of my Loved Ones."

When Marina is not on the dance floor, she works in Kansas City as International Program Manager for The Small Airplane Directorate for Aircraft Certification. Marina has been a member of the NHCFAE since 1992, served as Hispanic Program Manager, Regional Chapter Director, and National Vice-President for then-NHCFAE President Sadie Alvarado. "My Hispanic roots have influenced my best life experiences. That's what made this experience such a Win-Win: Hispanic-Dance-SCLs-enthusiastic young people—A perfect opportunity in perfect alignment!"



We the People *of the United States, in order to form insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure and our Posterity, do hereby constitute and establish this Constitution for the United States of America.*

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 oppAs the Chairperson for the Constitution and By Laws, it is my job to prepare the inputs for amendments to the Constitution and/or Bylaws. These amendments were primarily the result of recommendations from the Parliamentarian's observations of our Constitution and Bylaws at our 2015 Membership meeting. In addition, Brendan Villegas identified a discrepancy that we will try and correct with this year's amendments.

Brendan is an example of the fact that these Constitution and Bylaws belong to all of us, and any member "in Good Standing" can recommend changes to the Constitution and Bylaws if they identify something that they feel needs to be changed. Each of us can help improve our Constitution and Bylaws and make them better serve the NHCFEA. Here are this year's proposed amendments for the membership to vote on:

Amendment 1

ByLaws Article 6A Section 10

from: SECTION 10: All meetings shall have an agenda, and business shall be conducted in the following sequence:

1. Call to Order
2. Officer's Reports
3. Treasurer's Report
4. Secretary's Report
5. Information for the Good of the Organization
6. Old Business
7. New Business
8. Adjournment

to: SECTION 10: All meetings shall have an agenda, and business shall be conducted in the following sequence:

1. Call to Order
2. Credentials Report
3. Review of Agenda
4. Reports of Officers
 - a. Report of the President
 - b. Report of National Director of Resources
 - c. Other Officers' Reports
5. New Business
6. Information for the Good of the Organization
7. Adjournment

Rationale

This was a recommended change from our Parliamentarian last year to better align our agenda to Robert's Rules of Order. It is not the same Robert's Rules, but it is closer and matches what we have always done. For example we have always done a credentials report, this has been where we establish a Quorum for our meeting. Our "Old Business" is contained in the meeting minutes and shouldn't require us to review it unless it might become pertinent to this year's meeting, and nothing would keep a member from asking for a review of a specific portion if needed for "New Business".

Amendment 2

ByLaws Article 7A Section 2 & 3

from: SECTION 2: Amendment proposals will be consolidated by the Constitution and Bylaws Committee and reviewed by the Executive Board. The proposed amendment will then be distributed to the membership no later than 45 days prior to the general membership meeting.

SECTION 3: For a proposed amendment to carry it must be enacted by a yes vote by at least 2/3 of the voting membership, provided at least 5% of the membership is voting. Voting on the question shall be conducted in accordance with Roberts Rules of Order and these Bylaws.

to: SECTION 2: Amendment proposals will be consolidated by the Constitution and Bylaws Committee and reviewed by the Executive Board. The amendments process must follow the Constitution Articles X and Article XI. The proposed amendment will then be distributed to the membership no later than 45 days prior to the general membership meeting.

SECTION 3: For a proposed amendment to carry it must be enacted by a yes vote by at least 2/3 of the voting membership, provided at least 5% of the membership is voting. Voting on the question shall be conducted in accordance with Roberts Rules of Order and these Bylaws.

Rationale

This was a recommended change from our Parliamentary last year that the last part of Section 2 and all of Section 3 should be removed from the Bylaws since it was already addressed in our Constitution, and repeating it in the Bylaws could cause an opportunity for it to contradict the Constitution. Here is what Constitutional Articles 10 and 11 states:

CONSTITUTION ARTICLE X AMENDMENTS

SECTION 1: This Constitution may be amended, replaced, or repealed, in whole or in part, by a 2/3 vote at a regular or special meeting wherein at least forty-five (45) days written notice is mailed to all members of this organization.

SECTION 2: Such modifications shall be in accordance with this organization's Bylaws.

SECTION 3: When entertaining proposed amendments to this Constitution a 2/3 vote of the members present shall carry any such proposal.

SECTION 4: Proper quorum must be physically present before any amendment of this Constitution may be entertained.

SECTION 5: The Constitution of this organization shall be binding on all its members.

CONSTITUTION ARTICLE XI ByLaws

SECTION 1: The Bylaws of this organization shall be in conformance with this National Constitution. The Bylaws may be amended, replaced, or repealed, in whole or in part, by a 2/3 vote at a regular or special meeting wherein at least forty-five (45) days written notice is mailed to all members of this Organization.

SECTION 2: When entertaining proposed amendments to the Bylaws a 2/3 vote of the members present shall carry any such proposal.

SECTION 3: Proper quorum must be physically present before any amendment to this organization's Bylaws can be entertained.

SECTION 4: The Bylaws of this organization shall be binding on all persons to whom particular articles apply.

*a more perfect Union, establish Justice,
in the Blessings of Liberty to ourselves*

Amendment 3

ByLaws Article 10A Section 3

from: SECTION 3: Candidates for National Offices must be a member in a good standing for one year prior to being nominated to run for National Office.

to: SECTION 3: Candidates for Executive Board Offices must be a member in a good standing for one year prior to being nominated to run for the Executive Board.

Rationale

This was identified by Brendan Villegas who pointed out that Constitutional Article VIII Section 1 identifies that Regional/Center Directors (RCD) are National Officers. The NHCFAE has had several RCDs who took over their positions with less than one year as a member and it is an excellent opportunity to bring in new ideas to the organization. They have also helped us keep some of our Regions and Centers active in NHCFAE affairs. It was the intention of the Executive Board at the time that Article 10A Section 3 was added to the Bylaws that it be applied to only the Executive Board positions, not the Executive Committee.

Amendment 4

ByLaws Article 10A Section 6

from: SECTION 6: Elections and special elections for national officers shall be held by secret ballot. The ballot will have the official coalition seal to verify an authentic ballot. The ballot shall contain the names of the candidates running for office.

Write in nominations or votes are PROHIBITED.

In the event any office is unopposed, the election process shall concur with Robert's Rules.

to: SECTION 6: Elections and special elections for national officers shall be held by secret ballot, unless there is only one qualified candidate for any specific office, then voting will not be required for that office, and that qualified candidate will be declared the incumbent. The ballot will have the official coalition seal to verify an authentic ballot. The ballot shall contain the names of the candidates running for office.

Write in nominations or votes are PROHIBITED.

In the event any office is unopposed, the election process shall concur with Robert's Rules.

Rationale

This was a recommended change from our Parliamentarian last year. According to the Parliamentarian, when the first sentence in Section 6 states: "Elections and special elections for national officers shall be held by secret ballot." This means we must hold an election regardless if there is only one candidate for each position. For example, last year there was only one candidate for the positions, technically we should have mailed out ballots to all members with the single candidates and had the membership vote on the candidate. Keep in mind our Bylaws do not allow for write in candidates, so this would have been a tremendous waste of NHCFAE funds. Now our language in Section 6 will allow us to simply declare an incumbent to office if there is only one candidate, and save the coalition money.

New York City Visitors Guide

New York City!!! The ultimate all you can eat buffet of things to do and new experiences to have. With so many things to do in such a short amount of time, where does one begin? Hopefully this guide will offer a starting point for you to help plan and maximize your time in the Concrete Jungle!

Hint: TKTS is available to get less expensive tickets for Broadway shows, be prepared to stand in line. You can also stop by that theater's box office during the day and ask if they have any tickets available they could do a better price on. No harm in asking.

Places to See:

1. Statue of Liberty
2. Empire State Building
3. Chrysler Building
4. One World Trade Center
5. Brooklyn Bridge
6. Rockefeller Center
7. The High Line
8. Grand Central Terminal
9. Radio City Music Hall
10. Times Square
11. Ellis Island
12. Brooklyn Botanical Garden
13. Roosevelt Island
14. Chinatown
15. St. Patrick's Cathedral
16. Madison Square Garden
17. St. Paul's Cathedral
18. Prospect Park
19. The Cloisters
20. New York Botanical Garden
21. Little Italy
22. Metropolitan Museum ("The MET")
23. Central Park
24. The LOVE sculpture (Theater District-at W 55th St)
25. The HOPE sculpture (7th Ave & 53rd St)
26. The Financial District/NY Stock Exchange

Fine Dining:

1. Club A Steakhouse
2. Peter Lugas
3. Balthazar
4. Don Coqui
5. Le Bernardin
6. Sofrito
7. Daniel
8. Eleven Madison Park
9. Del Posto
10. Gotham Bar & Grill
11. Junior's Cheesecake

Things to Do:

1. Bronx Zoo
2. Central Park
3. Coney Island
4. Boat/Bus Tour of NYC
5. American Museum of Natural History
6. The Metropolitan Museum of Art
7. See a Broadway Play
8. Top of the Rock Observation Deck
9. Shopping along 5th Avenue
10. Intrepid Sea, Air & Space Museum
11. Madam Tussads
12. Ripley's Believe it or Not
13. Apollo Theater
14. National September 11 Memorial
15. Solomon R. Guggenheim Museum
16. Yankee Stadium
17. Citi Field (Mets are playing the Cardinals and Rockies that week)
18. Macy's
19. South Street Seaport
20. Penn Station
21. Belmont Park (home of the Preakness)

Casual, Food Trucks & Street Food:

1. Kimchi Taco Truck (Korean BBQ)*
2. Wafels & Dinges Food Truck (Belgian Waffles)*
3. Uncle Gussy's Food Truck (Greek Gyros and Platters)
4. The Halal Guys (Gyros and Platters)
5. Korilla Truck (Korean/Mexican Infusion)
6. Arepa Guacuco (Venezuelan Arepas)
7. New Park Pizza (by JFK Airport)
8. Blue Collar
9. Pork Slope
10. Papaya King Food Truck
11. Nutz 4 Nutz

*These places have a food truck and a fixed restaurant for you to sit and eat at.

How to get around:

1. UBER
2. Train
3. Subway
4. NYC Yellow Taxi
5. Double Decker tour buses

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