



[www.nhcfae.org](http://www.nhcfae.org)

## Destination: Seattle, Washington

by Janie Trevino and Junior Zavala, Conference Co-chairs

Please mark your calendar and start planning to attend our National Training Conference scheduled for the week of July 25 - 29, 2005. This is the best time of the year in the "Great Pacific Northwest"! The conference will be held at the Grand Hyatt Hotel located in beautiful downtown Seattle, Washington. The Grand Hyatt Hotel is also located near many popular landmarks such as Pike Place Market, the Seattle Space Needle and our famous Waterfront.



We also would like to extend a big "Thank you" for those of you who took the time to fill out and return the surveys. As a result of the survey we are currently developing an agenda of the best motivational speakers, lectures, panel discussions and workshops to enhance your conference experience. This is an opportunity for our members to network, share ideas and develop or enhance skills. As you well know, the FAA is currently undergoing tremendous change. This conference can provide you with a better understanding of our organization and help you establish a foundation that can be used for "Success" in our new environment.

More information including online hotel reservations can be obtained by accessing our website [www.nhcfae.org](http://www.nhcfae.org) and then follow the conference link. To contact the conference committee please call (320) 341-9737.

Hasta Luego!!

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**Janie Trevino, Ron Lozano, Magda Batista, Junior Zavala & Shirley Hingada Check out the scenery around Seattle!**

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Due to circumstances beyond our control we have experienced some difficulties with getting out the La Palabra in a timely manner. No one has been more frustrated than those of us who work hard to put the publication together.



The software bought by the Coalition a couple years ago has proven difficult to say the least but we are making some tough decisions to solve that problem. Additionally, a change in the position of Public Affairs Directors in mid term has been a challenge but as your new DOPA I am working diligently to get us ahead of the curve. The organization appreciates your patience in this matter and your continued support.

La Palabra is always looking to highlight the accomplishments and recognize the efforts that are put forth by our members all across the country. Please submit articles about chapter outreaches, retirements and upcoming events to [dopa@nhcfae.org](mailto:dopa@nhcfae.org). All submissions will be considered and edited for content, in the interest of space.

*Kristina*

**I Stand Corrected** 

In the last edition of La Palabra, the following people were incorrectly identified as members of the Northwest Mountain Regional Chapter: Mark Alvarado, Gabriel Becerra, Brenda Hernandez and Erwin Omar Flores. They all belong to the Mike Monroney Aeronautical Center’s Chapter.

22 – 23: 4 05

24 – 25: 4 05

26:

26 – 28:

2 – 5:

15 – 15



# Letter From The President

Dear Members:

Saludos!

Hope this issue finds each of you in good health.

The last several months have been very busy. Ron Lozano and I have visited the Northwest Mountain, Alaska, and Capital Regional Chapters, and San Juan Area Chapter, of the Southern Region. At all regions we visited with several members of management and renewed our commitment to help the agency to meet our respective goals. We discussed many topics including the A-76 Study of the AFSSs, MD 715, the ATO Workforce Hiring Plan, our Airman Database Project, and our Annual Training Conference.

We visited Seattle, Washington on February 9 – 12, 2005. While there, we visited the Grand Hyatt Hotel, the location of this year’s training conference. I will say that Junior Zavala, Janie Treviño, Bernie Games, Shirley Hingada, and the rest of the Conference Committee have chosen a wonderful sight for this conference and I hope that you will join us this year as we participate in an outstanding training program with the theme being “Success Has No Boundaries.” Janie Trevino has proven to be a great supporter of the Coalition and the conference. I want to thank her personally for her hospitality during our visit. She has done some outstanding work for the conference and provides the conference committee with exceptional support. Way to go, Janie!



Ron Lozano, Shirley Hingada, Magda Batista visit Doug Murphy in Seattle, WA

We visited Alaska right after Washington State, February 14, and I hope that you realize how committed Ron and I are to the mission and goals of the organization. We were there on Valentine’s Day, away from our loved ones, and in the middle of winter! Anchorage was simply beautiful and the visit was one of the most productive of our recent visits.

We held the 2<sup>nd</sup> Quarter Executive Committee Meeting during the fourth week of February at the Mike Monroney Aeronautical Center (MMAC) and it was the best Executive meeting I have presided over or attended. We welcomed several new committee members from across the country including Gabriel Mahns, Interim RCD Alaska; Faviola García, Deputy RCD Western Pacific; Richard Falcón, RCD Southern; Bernice Benítez, RCD Technical Center; Kristina Gonzales, Director of Public Affairs; and Ron Lozano, Vice President as a returning committee member. The agenda included Organizational Business, Professional Training, and MMAC tours of the Logistics Center and the Academy. The professional training included a briefing from Sherry Reese on the Air Traffic Collegiate Initiative Program, and the ATO Hiring Workforce Plan; and from Joyce Davis, who briefed the group on Management Directive 715, Equal Employment Opportunity. This training provided a foundation for some of our current initiatives.



Let’s Ride! Gabriel Mahns, Kristina Gonzales, Kelvin Kercado, Richard Falcon, Faviola Garcia, and Bernice Benitez get ready to tour the MMAC Logistics Center in Style.

I would like to take this opportunity to thank Barbara Silva, Teresa Metcalf, and Warren Burgess for the tour of the Logistics Center, and Henry Larson, for the tour of the Academy. However, let me say that the meeting would not have been as successful without Don Espinosa, MMAC RCD. He acted as host, and organized the entire week’s schedule, including a chapter mixer. Wow, what an RCD! Many thanks, Don!

The second quarter National Employee Forum was held on March 8<sup>th</sup> and 9<sup>th</sup> in Washington, DC. Briefings included specifics on the AFSS contract award, MD-715 Equal Employment Opportunity, and the Agency’s settlement of the Ryan Case, a reverse discrimination case settled last summer.

While in Washington DC for the Employee Forum I took the opportunity to attend a meeting of the Capital Chapter. The Capital Chapter remains the most enthusiastic of our chapters with most of the active members being recent HACU graduates. That means they are young and have lots of energy and spirit. They also have good ideas and are very active.

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President's Letter continued from previous page

They are an excellent example to the Agency of why we should continue to support the Hispanic Serving Institutions Program.

We visited the San Juan area on March 17 – 22, 2005. And what can I say? A Puerto Rican always loves going back to the Island! After visiting with the Dean of the School of Aeronautics, one of the CTI schools, as well as several students at Inter American University, we had a chance to visit with members and non-members at the San Juan Tower, CERAP, and FSDO. While visiting the Inter American University we got a nice treat, an aerial tour of the Bayamón Campus in two of their new Piper Archers. I even had an opportunity to fly for a bit. Not to worry though, adhering to National Security, Ron and I flew in separate planes. Poor Maria thought we were going to crash! What a rare and special experience. Thanks to Sam Sepúlveda, Chief Pilot for arranging the tours and to our pilots Jonathan Velázquez and Misael Díaz. We also attended Bolo Pérez's retirement party. He has been a long-time supporter of the organization and has personally supported me throughout my term. He will be missed. After the completion of our business Steve, my fiancé, and I took a couple of days of vacation on the beach. We are beach bums and love the sun. Of course with him, food is always a challenge but thank goodness there was plenty of fried chicken available at Church's! Thank you so much to Maria Franqui and her son Frank for driving us around the entire time. We really appreciated it; especially in Puerto Rico where they have their own driving laws. Maria even had time to host a dinner for our families and us after putting in a full day's work. She is truly one of the most dedicated members of the Executive Board and an example to follow.

The NHCFAE has been working hard on several initiatives. Thanks to Kristina Gonzales, we have finally updated our website [www.NHCFAE.org](http://www.NHCFAE.org), and sent out the winter edition of La Palabra. We hope that you have had a chance to see and enjoy both information venues. The website will get updated the second week of every month and you can send suggestions to Kristina at [dopa@nhcfae.org](mailto:dopa@nhcfae.org) by the first Friday of every month. She is dedicated to quality, which I hope you have seen in the last La Palabra and the new website. Thanks Kristina for a job well done!

We are in the process of revising some of our current documents for consistency purposes. We have decided to publish an Executive Board Standard Operating Procedure (SOP) and to convert the Member Guide into a more in depth document describing the duties and responsibilities of each member of the Executive Committee. We hope to better define the position descriptions and clarify the details of each responsibility. The Executive Board SOP has been in the works for many months and will be ready for the July meeting. I want to thank all the current members of the Executive Board who have provided the details on their positions and especially Maria Franqui and Sadie P. Alvarado who have been drafting the document for us.

One of our biggest current initiatives is our work to diversify the candidate pool for the ATO hiring initiative. If you don't already know, the Agency is looking to hire approximately 15,000 Air Traffic Controllers in the next ten years. The Coalition would like to diversify the pool of candidates attending the Academy. We have met with Agency officials, HSI (Hispanic Serving Institutions) CTI officials, and CTI students in order to strategize our efforts. We would like to help the HSI CTI schools improve their historic 7% Hispanic student population. And we would also like to influence the Agency to participate in targeted recruiting by hosting the AT-SAT in cities with a high Hispanic population. These plans are very detailed and will require resources. We are looking for individuals who are interested in helping us integrate Hispanics into the agency. This will be the largest hiring initiative in our history including the effort undertaken to replace the striking PATCO employees fired by then President Ronald Reagan. We need members to volunteer their time and experience to this effort. The work will include visits to the HSI CTI schools; recruitment briefings to high school students, community groups, and others; and will also involve the preparation of all materials and resources needed for this recruitment effort. If you have any ideas or would like to participate in this effort, please send an email to [president@nhcfae.org](mailto:president@nhcfae.org).



The Executive Committee receive briefings on the AT CTI Program and the ATO Workforce Plan from Sherry Reesse of the MMAC

The second largest initiative is an effort, which we refer to as the Airman Database. This project has been around since 2002, when Junior Zavala was president. The idea is to recruit qualified Hispanic candidates from a National Database of all licensed airmen for the purpose of employment in Flight Standards. It has taken several years in order to create a filter of Hispanic surnames and then run it against the most current information available. We have just recently mailed our first

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# National News

## 2005 National Elections

By Marina O'Sullivan, Elections Chairperson

This year the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) is holding elections for National President, National Director of Administration and Director of Public Affairs per the National Bylaws, Article 10A, Section 2. The Elections Committee members are Marina O'Sullivan (ACE) and Don Espinosa (AAC).

The duties and responsibilities of the national officers are listed in Article 1A. Elections will be held at the 2005 National Training Conference in Seattle, WA. Prospective candidates shall submit a letter to the Elections Chairperson announcing their candidacy along with a personal biography. Letters were due by April 27, 2005 which is 90 days prior to the Elections Meeting. Letters were sent to the Elections Chairperson at [marina.g.osullivan@faa.gov](mailto:marina.g.osullivan@faa.gov). If additional information is needed, contact a committee member or your Regional/Center Director. You can get a copy of the Constitution and By-Laws at <http://www.nhcfae.org>.

### Voting Process

(Per Bylaws Article 10A, Elections and Voting)

**Voting by Mail:** Signed ballot should be returned via the sealed envelope provided by the Elections Committee and shall be POSTMARKED by Saturday, July 16, 2005, 10 days prior to the election on July 26, 2005.

**Voting in Person:** Members in good standing may vote in person during the election on July 26, 2005.

**Voting by Proxy:** Members in good standing may give written authorization to a Regional/Center Director (RCD) or Area Representative (AR) to vote in their place. If you choose to vote by proxy, please sign the form provided and return it with your ballot to your delegate prior to the election, July 26, 2005.

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## National Membership Drive

by Roger Trevino, Membership Committee Chairperson

When Adolfo Zavala took over as President in 1998, I volunteered to maintain the membership database thinking that it would be easier for just one person to make all the contacts necessary to keep the database current.

Over a period of time nobody noticed and all was well, then all of a sudden the governing body decided to establish the position of Director of Membership and create duties, ugh. I was moved to the position of Membership Committee Chairperson. In any case, it is now 2005, and I have asked the current President Magda Batista to relieve me of my duties since no one was willing to step up and take it over. The Executive Board granted my request. I thank all of you for your support in the past and for your continued support of this wonderful and powerful organization. My hat is off to all the current and past officers.  
Thanks.

Over the past seven years our membership has gone from 490 members to 619 members after the 2003 conference in San Antonio. Today, June 25, 2005 we have a grand total of 582 members. During the month of March, 2005, when people usually exit this organization, we lost 54 members. I am glad to say that over the period of January through June, during our recruitment drive, we have recruited enough members to recover from that exodus. So I am proud to announce the winners of the 2005 Recruitment Drive:

### New Membership Prize Drawings

Chapter Grand Prize Drawing  
Western Pacific Chapter

1<sup>st</sup> Place: 1 winner — \$100.00  
**Peter Acevedo - ASO**

3<sup>rd</sup> Place: 4 winners — \$25.00 each  
**Antonio Vasquez - AWP**

Star Recruiter  
Victor Yvellez - AWP

2<sup>nd</sup> Place: 2 winners — \$50.00 each  
**Robert Whitworth - ASO**  
**Manuel Lopez - ANM**

**Paul Hernandez - ASO**  
**Leslie Trejo - AWP**  
**Anita Tenorio - ASW**



## Jose R. Joga Letter of Intent & Biography

### Magda:

A very warm “Saludos” to you and the members of Hispanic Coalition’s executive board, executive committee and the many members of our great organization. The following letter is to confirm my intent to run for the office of the National President of the National Hispanic Coalition this August 2006 in Seattle Washington.

After reflecting on the state of my career and obtaining support from my immediate supervisor, line of business in the Eastern Terminal Service Unit, I find myself ready and willing to meet the call of leadership within the Hispanic Coalition.

I strongly believe that I can further the goals of the NHCFAE and am looking forward to continuing our strong tradition of helping fellow Hispanics and enabling leadership within the organization.

I am hopeful that our campaign will gather positive support from coalition members as we add to the already rich heritage of the NHCFAE. Please feel free to include this letter and my resume for La Palabra.

Thank you, Jose R. Joga

Jose Joga has been a member of the NHC since 1989 and has been an Air Traffic Controller since 1981. He has worked in the Eastern and Southern regions of the FAA and is the current Manager, of Wilkes-Barre Tower in northeastern Pennsylvania. Jose also serves as an adjunct instructor in the Air Traffic Control program at the Vaughn College (formerly The College of Aeronautics) in Queens, New York.

Jose is married and has three children. His oldest son Joey is studying Political Science at Bloomsburg University, Amado is studying Air Traffic Control at the Community College at Beaver County and daughter Josette is a junior in high school hoping to pursue an education in music.

Jose recently gained regional experience in the Resource Management Branch and on the Quality Assurance Staff where he served as Team Lead. This experience provided Jose with knowledge in the areas of hiring and selections, safety, and labor management relations. This experience will be of benefit at the executive level.

He has served the coalition previously as a national officer, regional director in the Eastern region and as a conference chairperson (twice). Jose has been a member in good standing of the NHCFAE since 1989 and worked very closely with the late Rene Matos, past president of the coalition and namesake of our scholarship fund. Jose was also a special assistant to Junior Zavala, NHCFAE president, 1998-2003.

Jose has been recognized by the NHCFAE as the National Officer of the Year Award (1990) and a Presidential Award (2000). His proudest accomplishment was helping to develop La Palabra into a professional and timely publication for the NHC. “La Palabra is a direct reflection of our organization and thus we must ensure that we publish all that is good about the NHC. La Palabra is not just a newsletter; it is how we sell our organization and ourselves. When you join a group you want to know that the money you are spending is going to a worthy cause.”

Jose believes that the NHC must strategically plan how to increase diversity and create strategies that can yield tangible results. It is imperative that we find a way to gain ground in the diversity arena. We must also develop our membership and provide leadership and educational opportunities to prepare our members for higher-level positions. “Working for the coalition is the hardest work I have ever done and has also been the most rewarding experience I have ever gained while working for zero dollars!”



## Ron R. Lozano Letter of Intent & Biography

Ms. O’Sullivan:

It’s with great anticipation that I announce my candidacy for President of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). It seems like only yesterday I was accepting a nomination for the Vice President position. In fact, it has now been six months since taking on that role. In that time I’ve been actively engaged with the President and many members of the Executive Board and Committee dealing with the day-to-day activity of the coalition. Together we’ve traveled across the country revitalizing regional and area chapters, addressing individual concerns, and meeting with management and members on a variety of issues.

My FAA career has afforded me opportunities as a controller, support specialist, regional staff specialist and operations supervisor at the Albuquerque, Houston and Fort Worth ARTCC Centers and the Southwest Regional Headquarters. I earned a Bachelor of Business Administration degree at Southwest Texas State University in central Texas at the age of 20 after graduating from Premont High School in deep, south Texas. I’m a native south-Texan, married with two sons. I am a hunter, a private pilot, a 3<sup>rd</sup> Degree Knight in the Knights of Columbus and volunteer with Cub Scouts and little league baseball.

As a coalition member for over 10 years, I’ve played both the role of active participant and observer as my career and personal demands have permitted. In addition to my position as National Vice President, I’ve also served the coalition as D/FW Area Chapter Director from 1999 to 2001 and Southwest Regional Chapter Director from 2001 to 2002. With the current president and the three presidents before her, I’ve represented the coalition at every level; from social gatherings, to Accountability Board workgroup representative, to meeting with Regional Division Managers, Assistant and Associate Administrators, and with the last two FAA Administrators. I believe in the coalition and what it stands for, especially where related to offering a forum for members to maximize their potential and attain their goals.

Make no mistake; this is a critical time in the FAA. With the development of the ATO; the A-76 decision imposed on our Flight Service Stations; our outreach to prospective Aviation Safety Inspectors; and the beginning of a huge controller and technician hiring effort, the coalition is looking square in the face of many challenges. I look forward to working with you in facing those challenges, capitalizing on opportunity, and furthering the well-established success of the National Hispanic Coalition of Federal Aviation Employees.

Atentamente,

A handwritten signature in black ink, appearing to read "R. Lozano".

Ron R. Lozano





## Kristina Gonzales Letter of Intent & Biography

Hello, my name is Kristina Gonzales and I am submitting this letter with the intention of running for Office of Director of Public Affairs for the NHCFAE.

I am currently in the position as Director of Public Affairs, finishing off the term that was vacated late last year. Since the resignation of the previous Director of Public Affairs, I have been working arduously and diligently to get myself acquainted with the job, duties and fellow Executive Board and Executive

Committee members alike.

It wasn't an easy decision to accept the position of Director of Public Affairs because of the many other organizations in which I take part. It was my honor to have accepted the position, knowing that it would take a lot of hard work and knowing that the rewards were not always direct.

The Executive Board members accepted me with open arms and were confident that I would be able to complete the remainder of term. I had a lot of catching up to do and getting up to pace with my fellow Executive Board members wasn't easy, but everyone was patient and kind in getting me acclimated to the job's demands and expectations.

I am still learning the ropes, but I have gained so much positive experience in such a short amount of time. It seems only natural that I run for this position again in order to continue to enhance my abilities, skills and expertise in this office.

I am a Management and Program Analyst, at FAA Headquarters, for the National Wireless Telecommunications program. I have been here in D.C. for a little over a year and a half, since moving from Tucson, Arizona.

It is with great pleasure that I submit this letter to the Elections Committee for review and acceptance as run for the Office of Director of Public Affairs. I will continue to put forth my best efforts to the mission and goals of the NHCFAE!

*Kristina*



  
 CHECK OUT:  
[WWW.NHCFAE.ORG](http://WWW.NHCFAE.ORG)  
 ~FEATURES INCLUDE~  
 EXECUTIVE COMMITTEE DIRECTORY  
 OFFICIAL ORGANIZATION DOCUMENTS  
 SCHOLARSHIP INFORMATION  
 CONFERENCE REGISTRATION INFORMATION  
 THE LATEST ORGANIZATION INFORMATION  
 CAREER OPPORTUNITIES  
 AND MORE!



**Faviola Garcia, Magda Batista, and Sandy Lane are sportin' thier NHCFAE hats**



# Regional News

## Job Shadow Day at the Technical Center

by Bernice Benitez, Technical Center RCD



Technical Center members expose area students to careers in the FAA

The National Hispanic Coalition of Federal Aviation Employees (NHCFAE) Technical Center Chapter held its annual Job Shadow activity on February 2, 2005. This activities brought into attendance 34 visitors of which thirty were students in a mix of High School Sophomores and Juniors, with diverse career interests such as Computer Engineering, Web Design, Photography, Mathematics, and Telecommunications. The remaining 4 visitors were instructors.

This activity began with a briefing of the job performed by the employees the students were going to shadow. A breakfast consisting of donuts, coffee, and juices was also provided.

Later in the morning, the students were taken on tours of all the Center’s facilities and then received their job shadow assignments. Meanwhile, the visiting instructors were escorted by a Technical Center Employee who took them on a tour of our facilities. All visitors reconvened at noon in an area set aside for them in the Cafeteria where we provided them with lunch, courtesy of one of our Technical Center Associations.

When lunchtime was over, the visitors were taken to the Auditorium at Building 300 where they were shown a film which explained the work that is done at the Technical Center and its place in the field of aviation. The Human Resources division conducted a presentation where the students were informed of employment opportunities available for High School and College Students.

The success of this activity is owed in great part to the support of FAA Management and the Employees who took care of the visiting students, as well as to several members of the NHCFAE’s Technical Center Chapter who took pains in the preparation and actual celebration of same. The members who deserve special recognition for all the support they gave me are Deanne Adams, Jose Perez, Magda Batista, Jose E. Benitez, Manuel Gonzalez, John Paul Schilling, Anthony Rodriguez, Bernice Merly, and Giovanni Alcantara.

Bolivar T. Perez’s journey with the FAA commenced when he was selected as a Developmental Air Traffic Controller on May of 1969, to work in ATL Center. He has over 36 years of experience working for the FAA. He came to Miami in August of 1999, from San Juan, where he was the first Hispanic/Puerto Rican to be Air Traffic Manager of the CERAP for almost 5 years. As such, he managed a unique Hub with a Combined Enroute/Approach Control Facility (CERAP), 4 Towers (two of them contract) and an Automated International Flight Service Station (AIFSS). This facility carried over 250 employees and 4 different Unions. He has over 16 years of experience in FAA Management in the SJU CERAP and in the Miami ARTCC. His last position in the agency before retiring was Operations Manager in the Miami Center.



The Batista-Carvers, Maria Franqui, and the Lozano’s say good luck to friend and colleague Bolo Perez!

His extra curricular activities, includes Chairman of the FAA Credit Union’s Supervisory Committee for over 3 years; Secretary of the Board of Directors for JetStream Federal Credit Union; CIA Christian Church Welcome Committee and Evangelistic

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# Hello Southern Region

Dear Members:

I would like to take this opportunity to introduce myself. I am Richard Falcon, and I am the new Southern Region’s RCD, replacing Mr. Bolo Perez, who recently retired from the FAA. I would like to express my recognition and appreciation to Bolo for a job well done in supporting and representing the Coalition with diligence.

I have been employed with the FAA since 1996 that is the year I graduated from Embry-Riddle Aeronautical University, with a Master of Aeronautical Science degree. I have spent my whole FAA career in the Southern Region (ASO) Flight Standards. I began in Miami FSDO as an aviation safety inspector/Principle Operations Inspector (POI), then I went to the Miami International Field Office as a (POI), and currently I am a supervisory aviation safety inspector at the Fort Lauderdale FSDO. I have been a member of the NHCFAE since 1999, and serving as the Miami Area Chapter Director since January 2003. I will be in close contact with the San Juan, Atlanta, and Miami Area Chapter Directors and will disseminate up-to-date information from the National Executive Board.

My main focus will be to enhance Hispanic opportunities through professional development programs that develop and recognize the talents, skills and experience of Hispanic Employees and Applicants. I would also like to increase outreach, so that through early development and mentorship we can increase future Hispanic representation in professional jobs.

Please contact me, and provide your input and participation in view of making our prestigious Coalition a better organization for everyone.

THANK YOU all for your support,  
Richard A. Falcon, “Con Orgullo en Nuestra Hispanidad”



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## THE PRESIDENT & THE VICE-PRESIDENT VISIT THE NORTHWEST

by Shirley Hingada, ANM Acting RCD

On February 10 and February 11, 2005, Magda Batista, National President and Ron Lozano, National Vice President, visited the Northwest Mountain Region. Shirley Hingada, Acting Regional Chapter Director for Northwest Mountain Region, Magda & Ron met with the following: Regional Management Team, ANM Regional Administrator, Doug Murphy; Manager of Civil Rights, Dennis McCain; Manager of Human Resources, Marianne Crane; Manager of Western Area Enroute & Oceanic, Raul Trevino; Manager of Logistics Division, Therese Baty; Manager of Western Service Area, Ed May; Manager of Technical Services, Vianne Fowler; Manager of Seattle ARTCC, Doug Engelke; and last but not the least, Manager of Pacific Northwest SMO, George Baty.

The topics discussed were the Air Traffic Organization (ATO) re-organization, Automated Flight Service Station (AFSS) A-76 Study, Management Directive 715 on Equal Employment Opportunity, & of course the 27<sup>th</sup> Annual Training Conference in Seattle. Magda & Ron also had a chance to meet with the membership and attend a Conference Committee Meeting. They toured the Grand Hyatt Hotel in downtown Seattle where this year’s conference will be held.

Magda & Ron’s visit was a success. The Regional Management Team, Lines of Business’, and members were appreciative of their time and efforts. We hope to see them again in the near future.



Gabriel Mahns, AAL RCD

On February 26th, 2005 Norma Lucero coordinated the “We Are Anchorage” Project a media campaign being sponsored by the Mayor’s Office and the Standing Committee on the Promotion of Tolerance and Diversity, where she serves as the Chair for the Media Task Force. The children that attended the event ranged in ages from 2 - 12 and represented countries from the Middle East, Europe, South America and Asia, to name a few. The campaign will target television, print and public radio with the message highlighting the rich diverse cultures of our city, “We Are Anchorage.”

After taking a much needed break from his duties as the RCD for Northwest Mountain, **Bernie Games** continued working as the Real Estate Specialist for ANM. He was only able to put in partial days because of the treatments he had to undergo and battling with the fatigue that ensued. Bernie has many concerns, and whether or not he has enough sick leave shouldn't be one of them. Please help if you can! If you can donate leave, please visit [www.faa.gov](http://www.faa.gov) and search for the On-line Voluntary Leave Transfer Program website and select ANM region.



**Raquel Ysasi-Huerta** also underwent surgery earlier this year. She is also listed on the OVL Program website under **AGL**.

Thank you all for your generosity! If you or someone you know is also in need of leave for medical reasons and are currently on the OVL list, contact your RCD and they will pass it along to the Executive Committee.

**Marina G. O'Sullivan**, another Coalition member is in need of your generous donations – but it's not for her. Marina's son-in-law Don Carlos Morgan is a FT permanent employee

with GSA in Kansas City in the Office of Public Affairs; he has been officially approved for the Donated Leave Program. Due to his health condition, he has on-going and severe migraines that prohibit him from working and driving. Unfortunately, the only specialist for this type of condition is located in Springfield, Missouri, which is about 4 hours away. Generally, he is absent 8-12 hours per week. He is unable to drive the half-hour commute to the office. His only recourse is to take shot for the pain and wait for it to subside, which may take 4 hours or all day.

There is no cure as of yet but triggers include certain foods, light, weather pattern changes. Your help is greatly appreciated! The form that is used for this purpose is OPM 630-B dated June 2001 - available on-line.

You fill in the top section and for #10 (leave recipient's name, agency, agency address, organization enter:

**Don Carlos Morgan, General Services Administration, 1500 E. Bannister Rd, Kansas City, Missouri 64151 - Branch 6PBB**

You then take it to your authorizing official in HR to complete the rest.

## The Fresquez Angel

*An Update on Jeremiah Fresquez*

On Feb. 18, 2005 Jeremiah turned 6 months old and had his second open-heart surgery. Dr. Reddy, might start the first step of the Norwood procedure(s), however, he would not be certain until he is operating. This would mean two more surgeries for Jeremiah by the age of 5. We waited in the waiting room for 3 hours. Finally, we received a page indicating that the surgery was successful, and the surgeon would come and brief us.

Dr. Reddy indicated that he performed two procedures on Jeremiah's heart; the first was closing two holes, the ASD (Atrial Septal Defect) and the VSD (Ventricular Septal Defect) in his heart. This immediately reduced the blood pressure in his lungs. Dr. Reddy indicated that he did not start the Norwood procedure(s) due to scar tissue on his mitral valve, which made it difficult for blood to flow. He removed the tissue and the circulation increased drastically. Jeremiah's mitral valve is small but no further surgeries are foreseen. Only if the mitral valve does not grow with him, will he need a mitral valve replacement when he is older. God willing this was his last surgery.



Now eight months old, Jeremiah is a lively and energetic little boy with plenty of personality.

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## Greetings from Tikrit, Iraq

I'm here in Saddam's home town. It is really different here. Right now I am leading the advance team into country. Once our main body gets here I will revert back to the Battalion Executive Officer. So far my travels have taken me out to Camp Roberts, CA, Ft Campbell, KT, and Ft Bragg NC where we trained and trained and trained on live fire convoy, building clearing - (sort of CQB stuff) and advanced weapons training. They have given us all of the nice high speed equipment and training to survive on the battlefield which is a nice change from the earlier years of the war. I then went through Qatar and on to Iraq (Camp Anaconda - then Forward Operating Base (FOB) Spiecher - then on to FOB Danger in Tikrit. And yes believe it or not, that is really the name of the place. Here we have some destroyed palaces and other buildings that we try to call home. The living conditions are much improved. We now have running water and shower facilities - although sometimes you have to wear your helmet to get there - at least they are there. Outside of the mortars and IED's things aren't that bad. This is the Sunni triangle and they don't like us too much here - but that's OK because we don't like them too much either :-). The chow is actually pretty good and they have weights so we can work out - believe me - you need it in order to carry around the 50 - 75 pounds of gear daily. The weather - HOT HOT HOT. Kind of like putting your head under a blow dryer and leaving it there for a year :-). I'm with a really good unit - a lot of younger soldiers but up to the task. Anyway I miss all of you guys and look forward to getting home. Here is my address:

Major Roberto Ortiz  
445 CA BN  
FOB Danger  
APO AE 09308



### ***SUPPORT OUR TROOPS***

*Please remember to pray  
for the troops that are  
overseas and the troops  
that are preparing to be  
deployed.*



Friends and colleagues:

It is a beautiful Friday in Washington today. A great time for change. Today, as many of you know, is my last day in the FAA as I change jobs to go to the Air Traffic Management section of the International Civil Aviation Organization (ICAO) in Montreal, Canada.

As of Monday, March 7th I will be reachable at [dgardilic@icao.int](mailto:dgardilic@icao.int), if there is anything I can do for you from there.

I regret that I cannot say good-bye personally but given the situation I thought this email was the best compromise. I feel fortunate and privileged to have known and worked with you over the past 13 and a half (!) years in Washington. It has been a great run. We'll be seeing you around...

Regards, Drazen

Fellow Hispanic Coalition members,

I left the great Southwest Region in 2001 looking for challenge and adventure. I became Deputy Director to a new organization which combined the requirements and terminal acquisition organizations in Washington DC with the support organizations at the Tech Center to form the Terminal Business Unit (ATB). This organization served the Agency as a prototype model for the future ATO, and indeed, the FAA. Pursuant to the implementation of ATO, I became a Transition Executive to the ATO-T serving under Bruce Johnson.

I was in Washington DC for approximately 3 years when I was selected by the Secretary of Transportation to be on his 3-person team to the newly formed DOT office, US Embassy, Baghdad, Iraq. I was assigned to a 1-year position in OST as the Senior Transportation Officer for Aviation arriving in June 2004. I am the senior FAA official in Iraq and responsible for the FAA TDY program. I work in the “Palace” (US Embassy) at the Green Zone in Baghdad.

I also live in the Green Zone. My days consist of 12-14 hour days 7 days a week. In addition, I am required to perform official travel throughout Iraq for meetings and site visits at the major airports. Aside from the exhausting hours and spontaneous time-critical emergencies and the constant security threat, I love the challenge and feel like we are indeed making a difference in terms of rebuilding the aviation infrastructure and the Civil Aviation Authority of the future.

The Iraqi officials I work with are highly educated, speak English well, and appreciate our continued technical and moral support. Thus far, I have been fortunate not to be directly involved in the multitude of attacks you read about in the papers, although; some have been close to home. I have lost friends and fellow workers: Iraqi, US, and coalition members. The mood here is professional and disciplined i.e., safety is first, protect yourself and don’t take chances.

The elections were a great success! It raised our spirits and gave us a renewed sense of purpose but more importantly, raised the spirits and confidence of the Iraqi people. We are busy planning for the new government and hope that the support back home continues during these historic days and for years to come; to make Iraq the beacon for democracy for the rest of the Middle East.

My email is [costillam@state.gov](mailto:costillam@state.gov) if you wish to drop me a line. Thanks and God Bless America.



Marcos Costilla pictured here at an undisclosed location with Black Hawk pilots

## A Visit to D’Ippolito Middle School

by Bernice Benitez and Jose Perez

Several members of the NHCFAE’s Technical Center Chapter visited the D’Ippolito Middle School in Vineland, N.J. as representatives for the FAA’s William J. Hughes Technical Center. The visit was part of the Center’s Community Outreach Program to participate in Career Day Activities that were held on April 29, 2005.

Jose Benitez opened up the presentation by providing historical data on the creation of the FAA and its responsibilities to the general public as well as the programs of the agency and the Technical Center. Hiram Vazquez then spoke of the need for engineers in the agency and how young people should consider pursuing a career in engineering.



**Bernice Merly, DeAnne Adams, Bernice Benitez, Manuel Gonzalez, & Hiram Vazquez speak to students at D’Ippolito Middle School**

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Spring 2005



## Buena Lección

submitted by Armida X. Villanueva, ASW

Esta es la historia de un muchachito que tenía muy mal carácter. Su padre le dio una bolsa de clavos y le dijo que cada vez que perdiera la paciencia, debería clavar un clavo detrás de la puerta. El primer día, el muchacho clavó 37 clavos en la puerta. Las semanas que siguieron, a medida que él aprendía a controlar su genio, clavaba cada vez menos clavos detrás de la puerta.

Descubrió que era más fácil controlar su genio que clavar clavos detrás de la puerta. Llegó el día en que pudo controlar su carácter durante todo el día. Después de informar a su padre, este le sugirió que retirara un clavo cada día que lograra controlar su carácter. Los días pasaron y el joven pudo anunciar a su padre que no quedaban más clavos para retirar de la puerta. Su padre lo tomó de la mano y lo llevó hasta la puerta. Le dijo: “has trabajado duro, hijo mío, pero mira todos esos hoyos en la puerta. Nunca más sera la misma. Cada vez que tú pierdes la paciencia, dejas cicatrices exactamente como las que aquí ves.” Tú puedes insultar a alguien y retirar lo dicho, pero del modo como se

lo digas lo devastará, y la cicatriz perdurará para siempre. Una ofensa verbal es tan dañina como una ofensa física.

Los amigos son en verdad una joya

rara. Ellos te hacen reír y te animan a que tengas éxito. Ellos te prestan todo, comparten palabras de elogio y siempre quieren abrirnos sus corazones.

TU ERES MI AMIGO Y PARA MI ES UN HONOR.

Por favor perdóname si alguna vez deje una cicatriz en tu puerta, y gracias por ser mi amigo.

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**Fresquez Angel continued from page 11**

What a relief! We all prayed, thanked God and then thanked Dr. Reddy. Dr. Reddy is a world-renowned surgeon and has operated on a baby boy that was 13 weeks premature and is the world's smallest infant to survive open-heart surgery. God has Blessed Dr. Reddy with the knowledge and ability to operate on such fragile organs and on such delicate babies.

The recovery process for Jeremiah was difficult. Jeremiah had the breathing tube, the feeding tube and at one point over 14 IV's administering medications, verifying his blood pressure, oxygen level etc. Both of his lungs were full of fluid and collapsing. He was on morphine and fought it. He would try moving, which would move the breathing tube and affect his lungs that were already struggling not to collapse. His arms were strapped because he pulled out two of the IV's and his feeding tube. The second night after his surgery, he had an arrhythmia. Arrhythmias (or dysrhythmias) are problems that affect the electrical system of the heart muscle, producing abnormal heart rhythms. The nurses and doctors immediately responded and got him back on track.

On the second day after his surgery, he finally had his first bottle. We were so happy for him! Jeremiah, however, would not look at anyone of his relatives. But he would smile for the nurses and doctors.

He was finally fed through a feeding tube. On the third day they removed the breathing tube. Jeremiah did not use a pacifier after he was 3 months old; however, the sucking seemed to calm him so his parents allowed him to use one.

Finally the day came for me to leave. The day he was also to be released from ICU. When I went to say bye to him, there were only 2 IVs left. As usual, I checked the oxygen level in his blood and then checked how much oxygen he is on. When I looked at Jeremiah, he was off his oxygen, he was breathing on his own for the first time in his life. And his oxygen level was great. God answers prayers!

It has been two months since his surgery. Jeremiah has returned to NM and is still without oxygen, and his oxygen level is 99% oxygen in his blood, which is great, especially for the altitude in NM. He has also been tested on his cognitive, motor, and intellectual skills to measure how far he is from other 7 month olds. He is right on track, rolling around, talking gibberish. He is perfect!

I would like to thank everyone for their prayers, kind words, and support. Mr. & Mrs. Vega showed me their church bulletin with a prayer request for Jeremiah. It is so touching knowing that people, when you are most vulnerable, are your pillars of strength. I believe that God brings people in your life for a reason. I am blessed with such loving, unselfish and charitable friends. To those that contributed monetarily, I can never repay you for your generosity, Thank You. I believe in miracles and I believe that God answers prayers. We could not have done this without your love, support and specially, your prayers! I am so grateful and will forever be indebted to you. Thanks so much!

President’s Letter continued from page 4

outreach flyer to a percentage of candidates from the filtered list in order to assess whether or not they would be interested in employment with the government. If they are interested and are qualified, this would be the first step in getting them included in the rolls for open positions located in Oklahoma City. We eagerly await our first responses. This effort was undertaken with the full support of Peggy Gilligan, Deputy Associate Administrator for Regulation and Certification. Many thanks to the following members who have contributed to this project thus far, including José Pérez-Torres, Shirley Hingada, Marina O’Sullivan, Sadie P. Alvarado, Brunhilda Sanders-Lane, Norma Lucero, and others.

On another note I would inform everyone that the positions that are open for elections this year are the President, Director of Administration, and Director of Public Affairs. The nominations, including a letter of intent, were due on Wednesday, April 27<sup>th</sup>. There were three letters of intent submitted for two positions. You can read these letters starting on page 5 of this issue or they are published at [www.nhcfae.org](http://www.nhcfae.org). Please remember that the elections take place at the conference during the General Membership meeting being held on Tuesday, July 26, 2005. If you are unable to attend the conference there are details on alternative ways to vote also on page 5 of this issue. Also, there are several regions around the country that are holding local elections so please read your emails.

At this time, I want to thank those of you who came to the rescue of the organization a little more than a year ago by assisting me in the leadership of this organization. Roger Treviño, Sadie Perez Alvarado, Maria Franqui, and Myrna Rivera were instrumental in ensuring that the organization continued to run efficiently and effectively. More recently I have had the opportunity to work with Ron Lozano, Vice President and candidate for President. During the last six months Ron and I have worked together conducting the business of the organization. During this time I have gotten to know him, his wife Adriana, and his two sons Dante and Dimitri. They are a wonderful family who care about each other and others. Ron believes in the mission of the Coalition and has worked hard on our issues not only these past seven months as Vice President but in the past while holding several other positions in the Coalition. The agency is in a time of enormous change and the Coalition has to meet the upcoming challenges that will result from this change. I believe that Ron understands these challenges and is committed to facing them head on. For that reason I believe that he is the best candidate for the job.

I would like to take this opportunity to say that this has been the best experience I have had in the agency. I have been exposed to people and situations that have challenged me and allowed me to grow as a person and employee. I believe whole-heartedly in the mission of the Coalition and it has been my great pleasure to serve you, our community, and the agency. I highly recommend getting involved in the organization both locally and nationally. Please consider serving your fellow members and get involved.

Hasta la próxima.

Adelante!

Good-Bye continued from page 9

ministry since March 2003, Home Group Leader CIA Christian Church; and was NHCFAE’s RCD to the Southern Region for a little over a year until his retirement, December 31, 2004.

His pride and joy is his wife of 38+ years, Millie, his three kids and his six grandchildren. We wish them well.

Technical Center continued from page 13

Bernice Merly contributed by sharing her own experiences in the field of Electrical Engineering. Manuel Gonzalez and Jose Perez also shared their experiences as Computer Programmers for the Agency.

Bernice Benitez, our Chapter’s Director, interjected that the FAA has employment possibilities for fields of study other than Engineering and Computer Programming and cited the diversity of positions that may be available in the agency ranging from Business, Law, Human Resources, Accounting to trade occupations such as electricians, carpenters, and metal workers. Bernice also mentioned the opportunities for continuing education that the FAA offered. DeAnne Adams had prepared several handouts and distributed them among the three groups of students to whom we spoke.

Our thanks go to the people who made this possible; the volunteers mentioned above and their respective managers who allowed them the time to participate in this endeavor.

**Looking for an FAA Employee, go to <http://find.faa.gov/>**



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## **Federal Employee Program**

[www.fepblue.org](http://www.fepblue.org)



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