

# La Palabra

National Hispanic Coalition of Federal Aviation Employees



*¡Feliz Navidad y  
Próspero Año Nuevo!*



Volume 3  
December 2016

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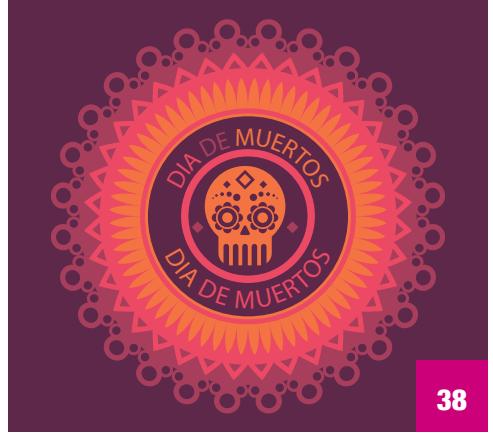
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#### **Mission**

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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#### **Design**

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# Message from the President

## Welcome my friends to the closing days of 2016, a year that has astonished us all in so many ways.

If you're a sports fan, no feat seems more remarkable than the Chicago Cubs winning the World Series Championship after a 108 year drought. Perseverance, hard work, determination, focus—we appreciate their success and achievement because those same values and traits are recognized and reflected in our Hispanic community. Don't forget patience, too! Just think, the last year the Cubs won the World Series, the Wright brothers were making their first historic flights before mesmerized crowds!

In politics, the odds were almost as long for the remarkable election victory by the Republican Party and President-elect Donald Trump. In both arenas, opposing sides went home feeling victorious or defeated. But let me suggest, we all take pride in a truly astonishing feat: a democratic election, a peaceful transition of power and a willingness on both sides to work together. We saw a democratic process that many countries can only dream about. Then, out of one of the most divisive election campaigns in our lifetime, came agreement at the highest levels of government and power to secure the best future possible for the country and for all Americans. As a non-partisan Coalition, we're committed to working with every administration and dedicated to the pursuit of diversity and inclusion. We congratulate the President-elect and look forward to bringing our hopes for change and progress to the new administration.

Before this year closes, I want to share with you some of the Coalition's achievements. Most significantly has been our contribution to the Office of Personnel Management (OPM) and Equal Employment Opportunity Commission (EEOC) in achieving a true leap forward towards better representation of Hispanics in Federal Government across the country. With NHCFAE representation on its subcommittee, the Hispanic Council on Federal Employment (HCFE), recommended to OPM and EEOC that Federal Agencies with at least 1000

full time equivalent employees be required to conduct a barrier analysis to identify the impediments within their organizations to improve representation of Hispanics and Latinos within their ranks and to determine how to remove those barriers. This recommendation has been accepted and will be enacted early next year.

Specifically, the surveys will ask agencies to identify triggers and potential barriers to Hispanic/Latino employment at the GS-12 through Senior Executive Service (SES) levels. Agencies will be required to explain their recruitment and outreach to these agencies and to analyze the progress of applicants through every phase of the hiring process. Not only will these surveys pinpoint the barriers to equal employment and advancement, they will specifically seek to develop solutions and showcase best practices. This process will give us greater transparency and clarity than ever before, and pave the way for Federal Agencies to set forth tangible plans for achieving employment equality. We look forward to seeing the survey results.

Parallel to this effort, the Coalition has continued to strengthen its relationship with the FAA as the agency strives to improve its diversity and inclusion. This relationship grows stronger every year as the FAA's commitment to this mission produces new levels of support. Among these is the partnership with the Air Traffic Organization Leadership Career Development Partnership (LCD), a partnership that helps pave the way for emerging leaders by offering training, mentoring and guidance. In October, we celebrated our fifth year anniversary and were proud to be part of the following accomplishments:

- The successful launch of the ATO Career Planning Program and the launch of the Career Planning Tool (which, through LCD promotion to their constituencies, led to over 15,000 career plans created since 2013);



- Recommendations that led to the creation of the ATO Succession Planning Program (and included LCD observation to ensure fair selection in the application process) —Two pilot pools have, or are, coming to a successful end, while a new pool is planned for end of 2016;
- Partnering with the National Employee Forum, the Offices of Civil Rights and Human Resources, and the EEO Action Committee to incorporate diversity and inclusion elements in the performance plans of all FAA managers;
- Recommendations on conducting barrier analyses for key ATO positions;
- The development of Easy Guides for Managers on conducting behavioral interviews; and
- An evaluation and gap analysis of employee development programs.

This year marked the 20th anniversary of the FAA National Employee's Forum, a key platform for cooperation between the FAA and Employee Associations. The purpose of the Forum is to ensure organizations like ours become an active and integral partner with senior management as a voice for equality. Our participation has helped the Forum serve as a catalyst for change as we joined with like-minded associations to advocate on behalf of employees, foster a climate of inclusion and assist management in meeting its goals to correct underrepresentation. We look forward to the next 20 years of co-operation!

This summer saw an outstanding National Training Conference in Garden City, New York. Our theme could not have been better chosen: Soaring to New Heights because the spirit of this highly successful conference elevated every single person who attended, from entry level staff members to senior executives.

With the success of that conference in mind, we look forward to our next conference from August 22-24, 2017, in Los Angeles. Human Resource Policy Manual (HRPM) Volume 12: Work Life Benefits (WLB) 12-6, effective November 1, 2016, has been changed to authorize up to 24 hours of excused absence for employees who attend the National Training Conference.

For all of us, this has been a year of growth, both personal and professional. So my friends, join with me in looking back at this past year with a sense of achievement and looking forward with hope and optimism.

¡Feliz Navidad y Próspero Año Nuevo!

Merry Christmas and Happy New Year!

A handwritten signature in black ink, appearing to read "David Dominguez".

David Dominguez  
President

# Editor's Message

Hola familia!

Felices fiestas, wishing you a blessed one with your love ones!

I am grateful for this wonderful and successful year that you have allowed me to be part of. This is the last volume of La Palabra for 2016. I have enjoyed all of the articles that have been shared throughout the year. My hope for 2017 is to get even more wonderful stories for our magazine; this is what makes La Palabra successful! Let's keep up the great work!

In this volume of La Palabra, I have combined articles and photos from our 2016 Conference in Garden City, New York. What a great conference! Great job Eastern/New England Chapter, another awesome conference in the books! Next up, Western-Pacific Chapter! Save the Date: August 22-24, 2017. Start planning your trip to sunny California! Here are some places you can visit for any conference update information: [www.nhcfae.org](http://www.nhcfae.org), [facebook.com/NHCFAE](https://facebook.com/NHCFAE) and by remembering to check your email.

You can also enjoy reading good articles of our summer ACE Camps and different events from around the regions, Hispanic Heritage Month events and lots more... like what is coming for elections 2017, want to be part of the National E-board? Read more about the open leadership leadership positions on page 20.

Lastly, I want to remind you to please send me your articles for our Volume 4 of La Palabra. The deadline will be Friday, March 10, 2017. You can e-mail them to me at [dopa@nhcfae.org](mailto:dopa@nhcfae.org).

Wishing you all good health, love, happiness and lots more beautiful blessings for 2017!

Abrazos,

Susie Diaz

Director of Public Affairs



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## Message from the Vice President

Hello everyone. I am excited to have been elected to the Vice-President position for the Coalition! I want to acknowledge that it was a close race. Ida and Susie were worthy candidates and I am honored to have run against them. My future plans are to put into effect the things I brought up during my election campaign. So, be on the look-out for future requests seeking volunteers for mentoring, resume feedback and mock interview panels. I will also look at ways to reduce Coalition expenditures so we can funnel those saved funds towards putting on a quality conference and increase membership attendance. Finally, I want the Coalition to be a relevant part of every employee's succession planning and identifying ways that members can utilize the benefits that the Coalition offers toward career enhancement. Thank you for your support!

Barbara Lindsay  
Vice President





## **2016 NHCFAE National Training Conference**

### ***“Soaring to New Heights”***

By: Roberto Villa, Technical Center Chapter RCD

**A**nother successful conference hosted by the Eastern/New England Region! Yet, one of our Coalition puzzle pieces was missing, our friend and colleague Cynthia Garcia. Cynthia, who worked at the FAA Academy in Oklahoma City, OK and resided in Moore, OK, has been missing since early June and her whereabouts are unknown. The Moore Police Department is investigating the case and because it is an open investigation, very little information is disbursed. I ask that each of you continue to keep Cynthia and her family in your prayers for her safe return.

This year's training conference was hosted in Garden City, Long Island, NY. The Conference Committee led by exiting RCD, Barbara Lindsay, did an excellent job to offer great hospitality to all our members, guests, VIP, etc. and keeping the schedule ON TIME every day! Of course, the excellent guidance of our Conference Chair, Edward Cardenas was outstanding, always with a bright smile; and our masters of ceremony were Ida Marrero, National NHCFAE VP, and Michael Valencia, Air Traffic Manager, Denver Airport Control Tower. This year, we were introduced to the NHCFAE mobile App (sponsored by Professional Aviation Safety Specialists [PASS]), which everyone could download and browse all of the conference information, meet the Executive Board, the RCDs, and conference speaker.

Our conference began with the welcoming from the Garden City Mayor, Mr. Nicholas P. Episcopia, and FAA Regional Administrator for the Eastern Region, Mr. Carmine Gallo. We also had the support and attendance of the FAA Administrator, Mr. Michael Huerta. Mr. Huerta reminded us to always ensure we meet FAA goals and standards and for these to remain world-wide. We provide a strong foundation for our nation's economy and that

we need to attract a strong team. These conferences are of great service and value, providing outreach and scholarships to the community. Because there are generational changes in the agency, we need to attract great candidates to make the FAA stronger, a good business and smart thinking to have a variety of views and backgrounds. Diversity is not just about race and ethnicity, but to have diverse ideas, opinions, and experiences is what makes us stronger. His message was clear: we have to embrace changes, work hard, and help the country move forward as one, regardless of any political affiliation or division.

Mr. Paul Fontaine, Acting Deputy Associate Administrator talked about “NextGen: A Sustainable Aviation Future”. The future of NAS is being built in stages:

- 2014–2016: Foundational Infrastructure
- 2016–2020: Expanded NextGen
- 2020–2025: Realize NextGen
- Beyond 2025: Leverage

He reiterated that NextGen is the largest modernization of ATC systems, because it enhances and improves the system for the users/passengers. Systems like Terminal Flight Data Manager (TFDM), Collaborative Air Traffic Management (CATM), Time-Base Flow Management (TBFM) and Terminal Sequencing and Spacing (TSAS), Communication Systems like Data Communications (Data Comm), NAS Voice Systems (NVS) and System Wide Information Network (SWIM).

Randy Park, Deputy Chief Operating Officer Air Traffic Organization had an open ATO discussion about the ATO hiring overview (expect to exceed goal of 1,443 for the 2152s position), projections for FY-17 of 1,700 controllers and 450 Tech Ops, and demographics statistics in the agency: White—76%; Black—9%; Hispanic—7.92%; and Asian—4%. Mr. Park promoted awareness through universities outreach and social media/networks; collective bargaining agreement: FAA/NATCA – 6 year agreement with nearly 15k employees, enhance the collaboration to modernize/improve NAS, training managers; and developing for success programs that are available, e.g., Individual Development Plan (IDP), MyATO Career and aspirational programs like Air Traffic Leadership Developmental Program (ATLDP), Tech Ops LDP (TOLDP), ATO Succession Planning Program (ATO-SPP), Program for Emerging Leaders (PEL), and Senior leadership development program (SLDP)

We were fortunate to have a Labor Management Round Table Discussion Andy Taylor (President, FAAMA) and Mike Perrone (National President, PASS). While we were missing Trish Gilbert, NATCA National Vice-President, who was unable to attend due to travel delays, the session elicited valuable information that was of interest to all the attendees.

Sunny Lee-Fanning, Director of the Office of Quality, Integration and Executive Services, AQS-1, briefed on AVS and current efforts. To address Diversity and Inclusion, they are hosting annual EEO trainings, increase hiring of people w/disabilities, monitored mandatory alternate dispute resolution/mediation policy, shared AVS vacancies with FAA employee associations weekly and increase recruit and outreach efforts to diverse audiences. Latest AVS demographics are: White—78%; Black—9%; Hispanic—7%; and Asian—4%. AVS Hiring activities for FY-16: Hires—293 (Hispanics—10 (8 males, 2 females) and projected remaining hires of 220 for a total of 513 hires for FY16. Plans for FY-17 to hire a total of 439.

Victor Patino, Accountability Board Consultant, gave an Accountability Board Briefing to accomplish a better understanding of the accountability board, which monitors management responses to sexual allegations and misconduct. Management has 2 working days to report an allegation and the process follows these phases: Phase 1—Notification; Phase

2—Fact-finding (15 days from day of allegation); Phase 3—Evaluation of facts; and Phase 4—Feedback.

We had a session with the Air Traffic Organizations, Executive Technical Representatives (ETRs) that discussed the role of the ETR's; labor/management relations; processing national issues and policy changes; and their connection to the field ETRs assigned to each director of operation

Karlos DelToro, Senior Federal Recruitment Advisor, Office of Personnel Management, presented “Finding and Applying for Jobs in the Federal Government”. USA Jobs is the government main employment portal. Some key points to take when applying on [www.usajobs.gov](http://www.usajobs.gov):

- Resume builder—Do not limit information
  - + Private sector—practice is to have no more than 1–2 pages
  - + Government—this practice does not work; it can be as much as 3–4 pages
  - + Not required to fill resume builder but recommended
- Saved documents to include
  - + Cover letters
  - + Transcripts
  - + SF-50s
  - + Performance appraisals
- Application is not complete until you finish it in the agency's system
  - + 5 steps/track progress
    - Select resume
    - Select documents
    - Review pack
    - Include personal info
    - Continue application with agency
  - USAJobs help center & additional resources
    - + Help Center button for more information
    - + HRU.gov—click the “Resource Center” tab
      - Learning modules and tools available



The session “Career Planning – Taking Charge of Your Career” was conducted by Gaynell Dudley (ATO Career Services Program Manager), Elayne Gomes-Battle (ATO Career Services Project Manager) and Kenneth Sessions (NextGen Management Services). Together, they encouraged everyone to identify career development resources, sharpen your skills, and become more engaged. Have a realistic action planning, write them down and use the Individual Development Plan (IDP). Always communicate with your manager and collaborate in completing a development plan to include training: formal or online (eLMS), mentoring and coaching, detail assignments and shadow assignments. Five (5) phases of the IDP process:

- Phase 1—Pre-planning: Preparation
- Phase 2—Employee/Supervisor Preparation
- Phase 3—Prepare IDP
- Phase 4—Implementation
- Phase 5—Evaluate outcomes of your IDP

Annie Andrews, Assistant Administrator for Human Resource Management and Mamie Mallory, Assistant Administrator for Civil Rights engaged with attendees on a Human Resources/Civil Rights Discussion.



And an overall favorite, the popular “Mock Interview” session came back this year. The panel included Claudio Manno,

Janette Ramos and David Spencer. Four candidates and NHCFAE members were pre-selected to participate of this mock interview, each “applying” for the following positions:

- Non-management Position—Gerald Acevedo (Eastern Region)
- Front line management Position—Mario Desimoni (Southern Region)
- Middle management Position—Jamie Feger (Capital Chapter)
- L-Band Position—David Gonzalez (Southwest Region)

All interviewees did outstanding putting themselves out there to do their best, getting feedback from the audience and getting great, constructive and positive criticism from the panelists on how to improve your answers. Some pointers when interviewing is for your answers to always include: Content, Challenge, Actions and Results.

Additionally, throughout the week concurrent training sessions were available for attendees to select from: Goal Mapping for Success; Leadership Development & Succession Planning Programs; Social Media and Harassment; Everything Your Ever Wanted to Know About Project Management; Toastmasters; and Thrift Saving Plan with Roth Option

As far as NHCFAE business with at least 5% of the membership present, the following things were discussed/accomplished: Budget Report, of which FY-17 budget was presented and passed by membership; the Constitution and Bylaws, that a total of 4 proposals were discussed and passed by membership; Scholarships Awards; the Elections Report that identified 176 total electronic votes! (first year doing electronic voting), of which there were no candidate for Director of Education; the Director of Resources ran unopposed so Erik Salazar will continue in this position; and the Vice-President position had three candidates, and the new VP will be Barbara Lindsay. David Dominguez appointed Ida Marrero to the position of DOE, and announced next year's open positions: President, DOA and DOPA positions. Both Great Lakes Chapter & Southwest Region proposed to host the 2018 conference, of which the membership voted Southwest Region to host the 2018 National training Conference! There were several awards distributed during the week for the dedication and support to the NHCFAE.

# National Award Recipients

*Edward Cardenas*



2016

*Member of the Year*

*Mamie Mallory*



2016

*Executive of the Year*

*Western Pacific*



2016

*Chapter of the Year*

# National Award Recipients



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Not Pictured:

**Darrell R. Roberts**  
Manager of the Year

**Don Espinosa**  
Thank You Award

**Barbara Lindsay**  
Thank You Award



## Soaring to New Heights 2016

By: Nat Perez, Western Pacific Chapter Member

This year's National Hispanic Coalition of Federal Aviation Employee's conference in Garden city New York was outstanding and has once again raised the bar. The conference was full of valuable training which directly impacts and helps develop our professionalism. The conference also provided the opportunity to interact with various members of the agency from high level leadership all the way to future intern employees. Along with those interactions, you receive first hand insight on the various lines of business available in the FAA and increase your understanding of how all lines come together to propel the agency forward on a daily basis. Overall, I am extremely grateful that I was able to take part in this conference and learn an array of beneficial information.

Training and learning new information is continuous in our line of work here in the FAA and the NHCFAE conference is packed with valuable training. Training varied from more personal subjects such as learning to manage a Thrift Savings Plan with a Roth Option, to a more organizational subject such as Active Shooter training. I took advantage and really enjoyed the Toastmasters session which introduced me to public speaking and presentation development; which I found extremely beneficial especially in an organization heavily influenced by clear and effective communication. The great advantage provided by the NHCFAE to its members in these conferences is that we are able to obtain training necessary to broaden and reinforce our professional growth. The training available allows members to be exposed to different information that otherwise may have not been encountered. I personally and professionally cannot say with certainty that I would have sat through a Toastmasters presentation but I can

say with certainty that because I attended the conference I was able to participate in this presentation in an inviting and encouraging environment. This is the environment presented by the NHCFAE, an environment where employees at all levels are encouraged to continue to grow professionally and become more valuable members to this agency.

The encouragement by the participants during this year's conference was impressive. Every member I ran into during this year's conference was full of energy and excited to participate in the training sessions, and that's an achievement in itself. Interacting with other members during training allows for the building of relationships along different lines of business. I myself as an Air Traffic Controller was able to interact and network with a Technical Operations employee from the Great Lakes region, a Management and Program Analyst from the Aeronautical Center which allowed all sides to gain a better un-

derstanding of our roles and how they impact each other. This was a great opportunity to ask questions and build professional relationships which unite the agency. Aside from the great training that was available, the insight into different lines of business in itself was just the icing on the cake as far as knowledge and professional understanding of our agency goes.

Without a doubt and aside from any unnecessary praise, the NHCFAE conference allows employees to be exposed to valuable resources for professional growth and increased diversity in the agency.

The conference, by means of training;

- Gives you the tools you need
- Shows you how to use them
- Provides access to complete and achieve your goals

The above is all available in the conference to the members that take advantage of the benefit of attending. The great thing about the

NHCFAE conference is that it allows its members to voice their ideas. The exchange of ideas and information may not be available on a daily basis in some lines of business where we work isolated from different career fields. The NHCFAE conference breaks these barriers and allows the open exchange of information, allowing diversity and promoting the professional growth and development of its members.

I myself will attempt to attend every conference in the future that I can possibly attend because there is always new information to learn and the conference provides. With that being said, I would like to thank the members from the New York area for putting together such a great conference. I would also like to thank the Western Pacific Chapter as well as the Capitol Chapter for their support. Congrats Western Pacific on a repeat Chapter of the Year Award! Hopefully we can bring the NHCFAE conference to San Francisco CA in 2019. See you in LA 2017!

## Conference 2016 in Garden City, NY

By: Michelle Del Aguila, Western-Pacific Member

My name is Michelle Del Aguila and I am a Resident Engineer from the Western-Pacific Region. I had the incredible opportunity to attend the NHCFAE Conference in Garden City, New York in July 2016. It was a great pleasure to meet with FAA colleagues and sponsors from different cities throughout the U.S. The presentations and networking events were top notch! I learned a great deal about the NHCFAE organization, the FAA and how to improve myself as an employee. It was an excellent networking opportunity and I am very much looking forward to next year's conference in Los Angeles! Thank you to all who made this conference a success!

## Conference 2016 Garden City, NY

By: Jonathan Eagle, Western-Pacific Member

It was another great NHCFAE conference, this time in beautiful Garden City, NY. I was able to catch up and network with familia I hadn't seen since last year. We had several presentations from the FAA including an address from Administrator Huerta. One of the most interesting things he mentioned in his address was the number of drones registered over the last 6 months exceeded the number of fixed wings registered. Drones are going to be a fixture in our skies in the future and although their inclusion wasn't covered much in the Nextgen briefing, Paul Fontaine did acknowledge that it would be in future plans. In other briefings, it was interesting to see just how interconnected we are as FAA employees but how little we communicate within our own agency. It seems like conferences like ours bring to light these issues and help us understand each other better. I especially enjoyed Karlos DelToro's briefing on Finding and Applying for Jobs on USAJOBS. I think it's assumed people know how to use the website and it would be really great if there was a CBI made by him. Most people wouldn't admit they don't understand the system and a CBI would help educate the work force. I can't wait until next year to see my familia again, this time in my backyard in LA.

## Overview of 2016 NY Conference and my experience.

By: Ofelia Medina, Western-Pacific Member

This year's National Hispanic Coalition Training Conference was held in Garden City (Long Island), New York. Since I have participated in training conferences over the years, I always wonder and ask myself what the training conference will have to offer and how will this conference top the last. This year gave me the opportunity to put my Toastmasters skills to use by introducing one of the sessions' speakers. I was also able to attend a Toastmasters session where I was able to participate by being the first to be called on to answer a Table Topics question. Table Topics is a random question you are asked and given two minutes to answer. It is always easier to do this type of activity within your own Toastmasters club but answering a question, which you have no time to prepare for, in front of a group of mostly strangers, is a bit more challenging. Although I felt the pressure, I welcomed the opportunity to practice. I have learned that it's in those uncomfortable moments that one learns and grows. The conference indeed has a lot to offer, from developing your interviewing skills, to learning about other Lines of Businesses, to networking, there is always so much to take away. The conference venue was such a beautiful hotel and the service was great. Now I wonder how our chapter, who will be hosting next year's conference, will be able to match this great conference, but I welcome the challenge knowing that in our organization there is a wealth of knowledge, experience and great leadership all around us. As a NHCFAE Familia that we are; I know that we will work together and organize a great conference for you all. Looking forward to seeing you in Los Angeles, CA in 2017!



## NHCFAE's 2016 Annual Training Conference

By: Paul Laudel, New England/Eastern Region member

A loud and enthusiastic "Buenos Dias" opened the NHCFAE's training conference this year. The words were spoken by Ida Marrero, Miami Radar SSC Manager and NHCFAE VP, who served as co-Master of Ceremony, along with Michael Valencia, Denver Airport Control Tower Manager. The beautiful, historic (1874), and renovated (2014), Garden City Hotel, was the venue.

An attractively presented breakfast bar greeted the conference attendees when they walked into the hotel side lobby. As people snacked, the room filled with a steadily rising level of chatter, with people greeting each other and many hugging, not having seen the friend or colleague in over a year.

There was a presentation of colors, the singing of our National Anthem, an invocation, and then the speeches started. First up was Barbara Lindsay, the Eastern/New England Chapter Director, with a welcome and explanation of the conference theme and logo. Next was Nicholas Espiscopia, the Mayor of Garden City. With much enthusiasm and vigor, he unleashed a rapid fire history of Garden City, telling the audience it was a Torre (loyalist) stronghold during the American Revolution; was the location of Mitchell Field, a geographic center of aviation during its swashbuckling pioneering days; was the site of the first ever air-mail delivery, traveling a total of two miles from Mineola to Garden City; and none other than the most famous aviator of all, Charles Lindberg, lodged at this very same Garden City Hotel! He mentioned that all this history is captured in the Cradle of Aviation Museum, which also just happens to be in Garden City. The Mayor asked that everyone in attendance enjoy the great shopping and fine restaurant in his town, and told everyone to have a wonderful stay.

David Dominguez, the NHCFAE President, came to the podium next. David began his remarks by encouraging attendees to vote. He

quickly added that the NHCFAE is apolitical and non-partisan. He said the organization's focus is to concentrate on value to make a better future for all. David then quoted Aristotle saying, "The whole is greater than the sum of the parts." Speaking about aviation, David highlighted the era of Unmanned Aircraft System (UAS). Saying they will do many dangerous jobs, help first responders, and save lives. He then introduced the Regional Chairpersons, the Coalition Leadership Team, and the Executive Board. David then invited Eastern Region Administrator (RA) Camine Gallo to the podium.

Mr. Gallo began his remarks talking about his roots as a native Long Islander, how he became a pilot, and then started with the FAA as an Air Traffic Controller at the NY TRACON, just a short distance away. He pointed out that the airspace the audience was sitting under is the busiest in the world. "Within any 24 hour period, one-third of all the aircraft in the National Airspace System will move through the New York Metro area." Gallo described his role as RA as one providing leadership and coordination on FAA initiatives, especially NextGen, with the Lines of Business, the industry, elected officials, and the public. He spoke of one recent symposium he gave a speech at the Delta Airlines held in the auditorium of the Regional Office. It focused on efficiencies and customer satisfaction, two things he saw parallels to the FAA.

Mr. Gallo remarks then turned to leadership. He spoke generally about good leaders needing to have competencies that go beyond technical

expertise and to maintain a focus on building relationships. He closed with a quote of John C. Maxwell's, "Leadership is not about titles, positions or flowcharts. It is about one life influencing another."

David Dominguez came back to state to thank Carmine and introduce the FAA Administrator Michael P. Huerta. Mr. Huerta opened by apologizing for missing last year conference, saying he always looks forward to it. He covered a broad array of topics, including NextGen, UAS, and Congress passing a temporary reauthorization bill. About NextGen, Mr. Huerta said, "It has set the foundation for us to handle the expected increase in air travel in years to come. It's bold, and it's visionary, and it has taken a lot of effort and support across the FAA and the Department of Transportation, as well as the industry, to transform our airspace in such a forward-thinking manner. "He then talked about Ellen Ochoa. She was NASA's first Hispanic female astronaut and now is the Director of the Johnson Space Center in Houston. Huerta said, "When I speak of diversity, I am thinking about more than just a race and gender. I am thinking about diversity of ideas and opinions and experience. Wilbur and Orville Wright- two non-scientist, I might add- succeeded because they challenged conventional wisdom. They need talented people from all across the spectrum because innovation is changing all the modes of transportation."

In closing, Mr. Huerta told the audience that, "Together, we will deliver on our commitments and fulfill our obligation to build and protect the world's safest and most efficient aerospace system."

Barbara Lindsay, Manager, Dallas/Fort Worth TRACON Service Operations Center, and the Eastern and New England NHCFAE Director, was excited over the success of the conference. She was so pleased

with the turnout of local chapter members, especially as volunteers, which were desperately needed since the chapter was in the role of host this year. They helped with registration, ordering and setting up registration packages, printing ID badges, securing the Color Guard and National Anthem singer, placing banners, obtaining local supplies and packaging up items afterward. Barbara also gave a special shout-out to Rachel Cruz, ATCS, N90, who served as Sergeant-at-Arms. She was a huge asset helping to keep everything running smoothly and the lengthy program on track. Barbara thought the training was excellent the speeches from VIPs extremely informative. "I am already looking forward to next year's Conference," she said.

Maritza Miranda, Staff Advisor, NY Terminal District, and new Eastern and New England NHCFAE Regional Director (RCD), was also enthused about this years' conference. Maritza thought it great that participants had the opportunity to engage with senior management, an opportunity that doesn't present itself too often, but directed most of her praise to the numerous training breakout sessions. Courses like Everything You Want to Know about Project Management, the New IQ, USAJOBS: Applying for jobs in Federal Government, Toastmasters, Thrift Saving Plan with ROTH Options, Active Shooter Response, Accountability Board, Career Planning, and Mock Interview Session/Panel made the time at the conference well spent. Maritza added, "It was a wonderful experience for new members and senior members to get reenergized and excited about their career/future in the FAA."

The theme for the conference was "Soaring to New Height." No doubt attendees are now fully fueled to do so.

## 2016 Election Results

By: David Gonzales, National Elections Chair

Familia, as you are aware 2016 NHCFAE National Elections for Vice President, Director of Resources and Director of Education were conducted and results were revealed at our training conference in New York. President David Dominguez had a vision to transition from traditional paper ballot voting to electronic voting. This election cycle, we were able to see his vision come to fruition. Electronic voting was a huge success. It is my pleasure to announce the results of the 2016 NHCFAE National Election for Vice President:

Barbara Lindsey with 70 votes or 39.8% of the vote.

Ida Marrero with 62 votes or 35.2% of the vote.

Susie Diaz with 44 votes or 25% of the vote.

National Director of Resources Erik Salazar ran unopposed, and there were no letters of candidacy submitted within the allotted timeframe for the Director of Education.

In total 176 electronic votes were cast which is more than past years, but there is still some work to be done considering we have 500+ members. Additionally, electronic voting saved our coalition approximately \$3000 and countless volunteer hours.

It is not too early to start preparing for next year's elections. Elections will be conducted for President, Director of Administration and Director of Public Affairs. Please ensure your contact information and email address is up to date so that we can ensure all members receive a ballot. You can submit your updated contact information to your RCD or you can email Mindy Moreno at [membership@nhcfae.org](mailto:membership@nhcfae.org)

Last but not least, I would like to take this opportunity to thank each and every one of the candidates who participated in this year's election process. Each candidate is very passionate about what we as a coalition stand for, they each bring value and are a great part of our familia.



# Succession Planning for the NHCFAE, Executive Board

By: David Dominguez, National President

Our Coalition has reached new heights of achievement this past year in advancing our mission of diversity and inclusion. Next year, Federal Agencies across the nation may provide greater focus, and commit more resources than ever before, to removing barriers to employment and advancement for Hispanic men and women. Coalition leaders have been instrumental in achieving that goal.

Everyone in the NHCFAE leadership considers it an honor to work for the advancement of equal employment opportunities for Hispanic men and women in the FAA, and throughout federal government. As we look to 2017, our future is bright and we're excited at the prospect of fresh leadership to continue the good work. We encourage those who want to help lead this successful mission to consider positions opening soon in the Coalition's leadership—National President, National Director of Public Affairs and National Director of Administration.

These positions are essential to the future of the Coalition and critical to our engagement with the FAA leadership, with Congress and with field employees.

**The National President** is the public face of the Coalition. He or She has the authority to deal with top government officials, to make decisions and to negotiate on behalf of the organization. The President must provide leadership, while remaining accountable to members and the Executive Committee.

**The National Director of Public Affairs** has the duty to maintain the Coalition's engagement with members and the broader public. He or She will be responsible for the website and the quarterly newsletter, foster ties with the FAA Office of Communication in Washington DC, assist in PR duties for the National Training Conference, be a liaison between all RCD's and support the National President.

**The National Director of Administration** is a hands-on role, responsible for safe-keeping member information and ensuring the Coalition is compliant with NHCFAE Official Documents and FAA regulations. He or She will be the steward who keeps the Coalition on track, recording minutes, election results and ensuring all documentation is in order.

All of these roles are critical to our mission—please consider joining our leadership!



Miss  
You



# We Miss Cynthia Garcia! Prayers, Faith and a Little Hope for her safe return home!

By: MMAC Chapter Members

Our hearts are sinking. Cynthia Garcia has not come back into our lives. But we are still hoping every day that she will. We have and will continue to pray for her, we have laid awake unable to sleep, we have been nauseous, we have been worried, we have been concerned, we have been scared, and we have struggled with our imaginations. We have given money to a GoFundMe account for a private investigator. We have held flickering lights at candlelight vigils, we have cried, we have forwarded emails, we have shared Facebook posts, we go to meetings, we hold hands, and we have contacted the family. We hope and we pray. We have talked about her at our dinner tables and tried to explain to our children, even though we do not understand. We have struggled with our imaginations. We have held each other, we have been held. We have created posters and put them up. We have spoken to reporters, we have looked for her everywhere we go. We have talked to everyone we know. And she is still missing. We have assisted the Police. And our hearts sink lower every day. Our hopes dimming. Our tears brimming. And we cannot make sense of it. It makes no sense that she is not here. And we wish we could do more, but we don't know what to do. NHCFAE has stepped up to the plate and is paying her MAPS dues (an organization that pays the families of deceased employees). We miss her terribly, across the community, NHCFAE and the FAA. And we feel deeply for her familia. And there are no words to express how sad we are. We are hoping for her return every day. We are hopeful. We have not and will not give up our hope that she will safely return to us. We, as her friends and as NHCFAE will continue to hope for her return.



# Not Stepping Up, Was Not an Option

FocusFAA

**O**n September 11, 2001, Aviation Safety Inspector Jose W. Marrero left his Manhattan apartment and drove to his office at John F. Kennedy International Airport. As an inspector in FAAs New York International Field Office, he was looking forward to an uneventful day at the office. During a regular morning meeting, a co-worker entered and said he had just heard that an airplane had hit one of the twin towers.

Someone quickly turned on the office TV and within minutes they saw an aircraft fly into the World Trade Center. “Was this a replay,” they wondered. “It must have been,” they thought. Then the TV went blank. The New York City television networks’ antennas had been mounted on the North tower, when the building was attacked.

Marrero, who is fluent in Spanish, and is first generation from Puerto Rico, switched to the Spanish channel based in New Jersey, Telemundo. He translated the reports for his colleagues. In disbelief, with both towers engulfed in flames, it was then clear what had happened, but how and why? Soon thereafter the Eastern Region closed its offices to ensure the safety of its employees.

Before leaving the office, the South tower had collapsed. On his way home, the North tower fell. The Jose W Marrero during a less stressful time. police had closed the bridges and tunnels into

Manhattan. Not sure how he would get home, he took a chance and followed the emergency vehicles, and when questioned, was allowed to continue into Manhattan via

the Queens Midtown Tunnel. Once safely home, he walked to the twin towers site, which took about 25 minutes.

Walking south, he passed many people walking north covered in soot and grey dust, trying to get out of the area. Jose recounted, “I couldn’t see much of my surroundings because of the dust. There was six to ten inches of soot on cars, building, sidewalks, and streets, with paper blowing everywhere. It looked like everything in the area had been annihilated.”

Getting closer to the site, he found a training certificate that was laying in the debris, and thought that a family member of the victim might want it, but decided not to as Jose felt it would be disturbing “Hallowed Grounds.” When he arrived at the twin towers site, he saw a “mangled mess of steel beams and rubble.” Some responders were there, with a few emergency vehicles driving by, which kicked up tons of dust.

Jose then returned to his neighborhood and checked on his mother and other family members. Finding that everyone was safe, he and his sister, Linda, walked crosstown to St.



Vincent's hospital to see if they could help in any way. They found the emergency staff waiting outside for survivors, but none came. He described the scene: "There were no cars on the street, just people. Some like zombies, as they could not fathom what had just occurred."

Later that evening Jose and his brother-in-law, a retired police officer, went back downtown to provide help in the search for survivors. By this time, volunteers were showing up in masses at the twin towers site. Jose along with his brother-in-law grabbed a bucket and started to work on one of the many bucket brigades to remove debris by hand and look for possible survivors.

They also volunteered to go into the subway station to help recovery efforts there. "The station was pitch black and all we had were flashlights." He and the other volunteers worked on removing the rubble from there. "Every once in a while, someone would yell 'quiet' to listen for some type of response or noise from possible survivors. We would tap on the pipes and listen for anyone to respond." Rescue dogs also joined the search at the site.

The first night, volunteers did not have adequate safety equipment. But, as Jose indicated, "We were not concerned about our health. We covered our noses and mouths with our shirts or with the dust masks that were being handed out. We just wanted to help." Hardware stores and other retailers, however, began donating proper breathing masks, boots, gloves, and other equipment. Others offered food and other supplies. A stand down area was set up as a place to rest, providing massages to the weary workers. Red Cross volunteers examined and washed the volunteers' eyes of dust and grime that was in the air and unavoidable.

With many of the roads still closed going in and out of Manhattan, Jose could not get to work for most of the

week, so he requested annual leave and continued working at the twin towers site. He spent most of the week volunteering at night to move debris and sleeping during the day.

Jose also offered his services at the temporary FBI command center, which was set up in a parking garage on west 41 st street. There, he met with a FAA security inspector and a representative from FAA Headquarters and was provided a security ID aptly labeled "TWINBOM" (which he keeps framed at his home). He served as a liaison between the FBI, FAA security, and Flight Standards, providing responses to questions about certificates held by the hijackers. When he finally returned to his office, he agreed to go to the Fresh Kills landfill site in Staten Island, as a FAA volunteer to help sift through the debris being brought in by barges and trucks. He worked shifts there for a few weeks along with other FAA volunteer inspectors. He described the scene at the landfill as "extremely eerie." Working in hazmat suits, volunteers saw burned hulks of fire trucks, cars, and other equipment. While looking through materials being sent along conveyer belts, he saw money, wallets, aircraft wheels, photos, personal documents, a panel from the side of the American Airlines 8767, parts and 2 aircraft engine remains. It was, he explained, generally "hard to decipher what was on the conveyor belts because things were so pulverized."

When asked why he volunteered so much of his time during the crisis, Jose, being a true New Yorker, born and raised in Manhattan, explained that it is his city, his home, and not stepping up, was not an option.



**Miami**  
Airport Traffic Control Tower  
**1941–2016**



## Celebrating 75th Anniversary—Miami Airport Traffic Control Tower

By: Ida Marrero, Former National Vice President

On May 19, 2016, the Miami Airport Traffic Control Tower (MIA ATCT) celebrated its 75th anniversary. Since May 1941, the Miami ATCT has existed and has gone through many changes over the years; however, since its inception, it has maintained continuous operation.

Our celebration had over 200 attendees from all lines of business, as well as, dignitaries such as the Deputy Mayor of Miami; Chief of Staff from Congresswoman Ileana Ros-Lehtinen; members of Congressman Diaz-Balart's office; and the Director of Miami-Dade Aviation Department. To honor the festivities, current employees placed many items used today to direct air traffic in a specially created time capsule. On Miami ATCT's 100th anniversary, the time capsule will be opened to reflect how far we have come in the air traffic organization.

The Masters of Ceremony for this gala included one of NHCFAE's long-time members, Juan Fuentes, Miami ATCT Air Traffic Manager, as well as, Darrell D. Roberts, Technical Operations Manager, South Florida Group. There were several speakers, which included Professional Women Controller National President (and NHCFAE member) Patti Wilson, who spoke about the shortage of women controllers and the need to fill more positions.

As the National Vice-President, I was honored to represent the NHC at this event. I highlighted our organization's mission and the important initiatives of our President, David Dominguez, who is advocating career placement and advancement through support, education and alliances. I also spoke about our partnerships with DOT, the Office of Personnel Management (OPM), and other employee associations so we can move forward to build a future that establishes the FAA as the premier federal government workplace in the country.



## CONGRATULATIONS!

By: Susie Diaz, National Director of Public Affairs

On September 12, 2016 AWP Western-Pacific Region held their 2016 Regional Administrator's Award. On this award ceremony two of our Western-Pacific Chapter members received awards.

Congratulations Cyndy Bradfisch, for her outstanding award on Administrative Excellence. Cyndy, is Administrative Office for Engineering Services for ATO. Cyndy superbly partner with hiring managers to devise and implement a comprehensive strategy to fill engineering (802 series) staffing positions within a strict six month time window. She conducted market and OPM research and created efficiencies of the hiring cycle by educating management. Her comprehensive efforts and long hours garnered full attained of the hiring goals. She coordinated, collaborated and setup activities at College/University career fairs for engineering graduates. For her effort this resulted in the hiring more than 30 diverse background engineering students into FAA positions.

Congratulations Faviola Garcia, for her Team Excellence award, Faviola is a Program Manager for ARC AWP Special Program Team. Faviola, along with two of her colleges Steve May and Keith Lusk have provided guidance and leadership on several activities that have led to noteworthy environmental accomplishments. In many instances, the team successfully managed stakeholder expectations and steered conversations to educate them in FAA processes, while on the same issue, simultaneously garnered support from FAA LOB's. The team was instrumental in providing horizontal integration to the Regional and HQ Lines of Business, and was successful in gaining their support and collaboration to implement these projects: Los Angeles Helicopter Offshore Routes, Community Outreach and Voluntary Agreements.

## **MMAC Chapter participated in Diversity Day Event “Valuing Diversity with Diversity Day”**

By: John Espinosa, MMAC RCD

In the interest of deepening our understanding about one another, the Aeronautical Center featured Diversity Day on September 1, 2016 in the Headquarters Auditorium. Members from several special emphasis groups and the Diversity Council collaborated to put together this special program. Center employees were encouraged to bring any item on a school supply list to be donated to Moore Central Junior High School. The event was kicked off by Gloria Hall (AJV-512) and Joseph Smith (AQS-500) on piano, performing “What a Wonderful World.” Tony Delavega (AJW-14) emceed the event and Michelle Coppedge, Aeronautical Center Director encouraged everyone to, “get to know each other and try to learn what makes people tick. Children understand diversity completely. They find a playmate and want to play. As adult employees, we should embrace that same curiosity with one another and take the time to get to know each other without differences getting in the way.” Coppedge welcomed Dr. J. David Macey as the keynote speaker. Macey is the Assistant Vice President for Global and Cultural Competencies at the University of Central Oklahoma. Dr. Macey urged employees to “step across boundaries and have difficult discussions with those we might typically view as adversaries, bridging the gap to meet those that are part of ‘them’, not ‘us’. Brenda Smith-Keene, Special Emphasis Program Manager (WCR11-MCI) read a poem and performed interpretive dance.

When the program concluded, participants met in the foyer at Blue Sky Café, as employee groups and organization members staffed informational tables. Employees that visited the booths were eligible to win prizes. Special thanks to Aramark for providing cultural foods for all types of appetites. The event emphasizes how much everyone benefits in achieving our agency's mission when everyone is included.





Aviation Career Education Academy Program

## ACE CAMP: Technical Center

By: Roberto Villa, Technical Center Regional Chapter Director

The FAA Technical Partnership and Exchange Team at the William J. Hughes Technical Center and the Naval Air Station Aviation Museum located at the Cape May Airport in NJ, have been partners since 2010 which has provided a robust Aviation Career Education (ACE) Academy for middle school and high school students. The 3-day long camp offers an opportunity for students to get a panoramic view of general/commercial/military aviation. This summer of 2016 the NHCFAE William J. Hughes Technical Center Chapter sponsored 16 year-old high school student, Brianna Giantomenico from Lower Cape May, NJ to be part of this camp.

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

This year's ACE Academy was full of activities that were put together showing the students a variety of exciting careers in the aviation industry. The NHCFAE Technical Center Chapter has a great alliance with fellow FAA employee, Carleen A. Genna who works with Bruce Fournier, Chief Operating Officer of the Naval Air Station Aviation Museum to put the ACE Camp together every summer.



Pictured: Roberto Villa, Brianna Giantomenico, Bruce Fournier



# ACE

Aviation Career Education Academy Program

## Project Safee

By: Edward Cardenas, Southern Regional Chapter Director

National Hispanic Coalition of Federal Aviation Employees (NHCFAE) for the 5th consecutive year sponsored Safee Flight held in Opa Locka, Florida. This was an event visited by over 3,000 students over two days. Our goal was to foster aviation and educate students on the different position available within the FAA.

NHCFAE Southern Region sponsored two students, these students where given the opportunity to fly a Cessna 172. Abigail Blackshire of Sunrise, Florida and Avianna Solorio of Ft. Lauderdale, Florida participated in this exciting experience. This was an excellent opportunity for these students to experience flight for the first time.

Safee Flight is a non for profit organization whose goal is to introduce youth and the community in South Florida to Aviation. FAA Technical Operations Manager Darrell Roberts is at the helm of this great organization that is constantly on the move crowing and evolving. Safee Flight has summer camps, discovery flights and STEM education, to name a few. Safee Flgith has seen a drastic increase in participation from local schools and communities. Safee

Flight was created to allow kids an opportunity to experience aviation first hand. Constant participation and support of Safee Flight is one way the NHCFAE is giving back to the community.





Aviation Career Education Academy Program

## ACE Camp: Compton CA

By: Ofelia Medina, Western Pacific Member

The Aviation Career Education (ACE) Academy Camp is an academy led by the National Black Coalition of Federal Aviation Employees (NBCFAE) and the Organization for Black Aerospace Professionals (OBAP). This year, Western-Pacific National Hispanic Coalition Federal Aviation Employees (NHCFAE) joined with NBCFAE and OBAP for the annual ACE Academy Camp based out of the Compton Airport in Compton, CA. 15 students had the opportunity to participate in a hands-on educational program that introduces middle and high school students to the aviation industry through career exploration experiences. NHCFAE members Elizabeth Medina-Torres, Susie Diaz and Ofelia Medina were some of the members that volunteered for the ACE Academy.

The intent of the ACE Academy is to reach out to youth and expose them to careers in aviation by giving them an up close and personal experience with industries that they would not be able to connect to otherwise. Students get a brief overview of what the industries in aviation are and what types of jobs they

can aspire to if it meets their interests. Volunteers also share their personal experiences the students to help them understand that dedication and drive can take you very far. Students are encouraged to study hard in the area of math and science by explaining to them how valuable those subjects are. Students get to ask volunteer questions about the different careers, such as what courses to take, how long the degree programs are, and what schools to apply for. Students are encouraged to think outside the box, and to dream big for themselves.

This experience is also a great opportunity for volunteers as well. Volunteers also get the opportunity to network and share with other team members and share with each other their experiences in the industry. As always, it is a great collaboration between the different organizations and an eye opening experience for the students. Students leave the academy with invaluable information and an appreciation for careers in Aviation.





Aviation Career Education Academy Program

## A History-Making Aviation ‘Adventure’

By: Susie Diaz, National Director of Public Affairs

A group of California middle and high school students recently met a history-making pilot, toured an aeronautical museum, and rode in a cockpit as part of a week designed to introduce them to aviation careers.

The field trips and events were scheduled as part of the Aviation Career Education (ACE) Academy, held July 17 to July 22, at Compton/Woodley Airport in Compton. The National Hispanic Coalition of Federal Aviation Employees (NHCFAE), the National Black Coalition of Federal Aviation Employees (NBCFAE), and the Organization of Black Aerospace Professionals (OBAP) co-sponsored the academy and provided a team of volunteers.

At the academy's kick-off, FAA volunteers welcomed 15 Los Angeles area students, from ages 13 to 17, at the Compton airport, with help from Tomorrow's Aeronautical Museum. Students gathered in a bungalow where they were introduced to each other, given a brief background, expectations, and an overview for the week. Western-Pacific Regional Administrator Glen Martin welcomed students and gave them an overview of the FAA's mission, technologies, and career opportunities.

"We know there are a lot of creative minds with great ideas out there," Martin said. "We want those people to join us in finding solutions and to safely integrate them into the airspace system."

Among the day's highlights was the historic landing at the airport of Isaiah Cooper, a 16-year-old Compton native who became the youngest African American to complete a continental flight across the U.S. He departed on his record-breaking flight on July 5 and landed after his two-week, 8,000-mile flight on July 18. Students also met members of the U.S. Navy's

"Wolf Pack," the nickname given to members of the Helicopter Maritime Strike Squadron (HSM) 75.

The academy was part of a national FAA summer camp program that inspires the interest of students in careers and opportunities associated with science, technology, engineering, and mathematics (STEM). During the week, the students traveled alongside FAA volunteers to several off-site activities, including visits to the California Science Center in Los Angeles, the JetBlue

Airways facility at Long Beach Airport and Long Beach Tower, and to the United Airlines facility at Los Angeles International Airport (LAX).

For their graduation day, a pilot gave students a first-hand look at flying inside a Cessna plane. The week succeeded in piquing the interest of participants, said ACE Academy planning committee member Susie Diaz, a drafting coordinator in the Western-Pacific Regional Office.

"Being one of the leaders of this program always brings me joy to have learned that these students took something new and exciting with them," Diaz said. "Every year is a new adventure."





## WESTERN-PACIFIC CELEBRATES HISPANIC HERITAGE MONTH

By: Dolores Leyva, Western-Pacific Regional Chapter Director

John Donne once said “No man is an island, entire of itself; every man is a piece of the continent, a part of the main”. Reflecting on this statement, this year the Western-Pacific Chapter decided to forego the official ceremony type celebration and simply invite employees, both members and non-members, to join in a potluck style celebrating our community. Participants were invited to “just talk” while enjoying a sampling of foods and pastries from various countries. We opened the event by inviting the discussion about the contributions of Hispanic American to society. To help guide the conversation, we displayed posters that included a photograph and biography of individuals in the fields of government, science, medicine, literature, sports, film, and television. The collection would not have been complete without a poster honoring former FAA Administrator Elwood Richard Quesada.

The food sampling included foods from Mexico, Peru, Chile, and Argentina. We enjoyed saltado de pollo, pork en chile verde, arroz y frijoles, empanadas de pollo y rez, alfajores. We also enjoyed tasty pastries such as flan, palitos de membrillo, and ojitos de mermelada de durazno. The celebration had a great turnout where participants enjoyed good music, food, and most of all getting to know one another.

## CELEBRATING HISPANIC HERITAGE MONTH IN VAN NUYS, CA TOWER

By: Johnathan Eagle, Western Pacific Member

This past Sunday Van Nuys Tower (VNY) held our own HHM celebration. VNY tower is one of the most ethnically diverse towers in the FAA and we were glad that not only our members joined in our celebration but non-members as well. Dishes provided were tamales, enchiladas, arroz con frijoles, ceviche, and churros. I hope our NHCFAE membership knows how difficult it was to coordinate an event not only with the current ATC staffing numbers being what they are but our own issues being displaced in a temporary tower for the time being. I'd like to thank our member Chris Bellmas and Monique Flores for their continued participation and our region chapter president Dolores Leyva for allocating funds for our members to the north. I hope everyone in the coalition was able to celebrate our heritage in some way.

Abrazos



## SOUTHWEST REGION HHM 2016

By: Lydia Gomez-Martinez, Southwest Regional Chapter Director

On September 22, 2016, SW Regional Chapter held a Financial Seminar sponsor by First Command the seminar was held at the Regional Office and was open to all members. The Seminar covered retirement, TSP, Roth, and Traditional Roth plans. It was very informative for FERS employees. Aaron Dunda and Charlotte Hillegas did a great job informing our members about the pros and cons of all plans that are offered to us and what we need to do to plan for a better retirement.

On October 13, 2016, I opened up the Hispanic Heritage Month Closing Ceremony by welcoming all members and guest. Misty Pena, National Director of Administration, assisted me as the Master of Ceremonies. We were fortunate to have Mario Macias sing the National Anthem, which was followed with introductions by the Acting Regional Administrator Lurio Lu who spoke very highly on the SW Regional Chapters accomplishment. Misty introduced our Key Note Speaker Lina Ortiz, a retired FAA employee and past DFW Chapter Director for the SW Region. Barbara Lindsay, National Vice-President, provided closing remarks and thanked everyone for attending. Our event continued with Mario Macias singing and we closed our event with a group of 24 Mariachi's, all students from JP Elder Middle School in Fort Worth, TX, who provided us with traditional Mariachi music.

On the evening of Oct 13, 2016, we continued our closing of HHM with a meet and greet for our members and visitors. We were fortunate to have a visit from our National President David Dominguez, who was able to fly in for the event and meet and talk with our members. We had a great turn out and a great time. During HHM, the Southwest Chapter recruited 5 new members. Great Job Southwest Region. A huge thank you to Misty Pena, Rose Dailey, Priscilla Buschamm, Ralph Escobedo, Mindy Moreno, and Leslie Baker for helping me organizes all these events! I look forward to our upcoming events!



# HISPANIC HERITAGE MONTH CEREMONY AT FAA HEADQUARTERS

By: Carlos Rivera, Capital Regional Chapter Director

Saludos desde la ciudad capital! October started with a very well received Hispanic Heritage Month opening ceremony. We hope members were able to join us for this event's broadcast. We had outstanding support from Deputy Secretary of Transportation Víctor Méndez, FAA Administrator Michael Huerta, United States Postal Service International Postal Relations Manager PhD, Jimmy Ortíz and Deputy Associate Administrator for Airports, Benito De León.

We had an impressive Washington, D.C. Color Guard presentation of Colors and anthem rendition by Mr. Tim Brooks from Flight Standards. Our NHCFAE President, David Domínguez, opened the ceremony, introduced speakers and emphasized the theme for Hispanic Heritage Month, "Hispanic Americans: Embracing, Enriching, and Enabling America".

Secretary Méndez gave welcoming remarks and an inspiring message about our Latino leaders and how they can move America forward. Administrator Huerta's speech mentioned José M. Hernández, an engineer and astronaut, and his persistence to reach his goals considering his humble beginnings. Mr. Huerta also reminded us about the ultimate sacrifices of Hispanic military service members.

Dr. Ortíz made some good-humored anecdotes of his past experiences while tasked to engage with USPS foreign affairs with Spanish-speaking countries and provided thought provoking comments on career progression and perseverance. Benito De Leon provided closing remarks with an emotive message to the audience as he reflected upon his career as he approaches retirement, highlighted the value of taking calculated career risks and expressed thanks to those have helped him along his career.

On a personal note, as we enter fall and come closer to the New Year, let us reflect on our accomplishments as an organization and brainstorm about how we can make improvements to our processes, what technology we can leverage to communicate and improve our cohesiveness, and how we can implement change. Now that our NHCFAE elections are over, we have very energetic and motivated NHCFAE leaders ready to march forward with initiatives that will make our activities of high impact and value to our members. Sometimes it's the smallest change that makes the most impact to our modus operandi.

We would like to thank our leadership, our distinguished guests and our hard-working volunteers for making this an excellent event.



# HOW EASTERN / NEW ENGLAND CELEBRATES HISPANIC HERITAGE MONTH

By: Ivette Salazar, EA Member

On October 20, 2016, the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) held a Tapas event in celebration of National Hispanic Heritage Month.

The Regional Administrator Carmine Gallo kicked off the event with prepared remarks on Hispanic Heritage Month and praised the efforts of the Hispanic Coalition for hosting the event.

Human Resource Specialist, Acting Regional Chapter Director, Ivette Salazar, followed by speaking on the mission of the Hispanic Coalition, embracing the culture behind Hispanic Heritage Month and focused on the DOT/FAA's major hiring efforts as we enter a new era of modernization. She also addressed the objectives, visions and benefits that are available to NHCFAE members.

Aviation Safety Inspector, Boston AEG, Speaker, Jose Marrero, spoke on his Puerto Rican heritage and engaged the audience with his childhood and adolescent experiences, which led to his love of aviation. He addressed the FAA's co-op program that afforded him the opportunity to join the FAA in 1988 and his personal experiences on his voluntary work at ground zero on 911 in NYC.

Executive Team Lead, Airports Division, Diogenes Ramos, supplemented on Mr. Marrero's experiences with some of his own, emphasizing with a few words of passion for heritage and what "Familia" is all about.

The attendees were then treated to a buffet of delicious tapas and beverages from various Latin countries. On the menu were ceviche, arroz con gandules (rice with pigeon peas), pernil (roasted pork), rice and beans, empanadas, guacamole and plantain chips. The event continued with Latin "Salsa" music for all to enjoy and let loose for a bit. Some even took advantage of the free salsa dance lessons!

Employees were able to network with each other, see the beautiful Hispanic cultural displays, and view a slide show which revealed flags of Spanish speaking countries along with biographies of various prominent Hispanics who have made a mark in our society, both in our history and present day.

I would like to add a very special appreciation to everyone who helped make the NHCFAE Hispanic Heritage Event a Great Celebration!!!!

This NHCFAE National Hispanic Heritage event was well attended and all were in agreement that it was a HUGE SUCCESS!!



## Autopista Americas Recruitment Event

By: Edward Cardenas, Southern Region Chapter Director

The National Hispanic Coalition in collaboration with Civil Rights participated in a unique opportunity earlier this year, Autopista Americas this is an organization that has a partnership with higher education institutions and corporations. The event was for three days and we visited numerous Universities like, University de Puerto Rico Ponce, Bayamon, Mayaguez and Rio Piedras Campuses. We also visited Universidad Interamericana de Puerto Rico in Ponce and Bayamon. The objective of this visit was to go out and set some roots with the universities, to create a pipeline and let them know that the FAA is an excellent career choice and that there are several vacancies announcements. This was an excellent opportunity to meet with university leaders and advise them that they had someone they can reach out to with the FAA. I also took this opportunity and explained to the Universities who the National Hispanic Coalition is and that there was an energetic San Juan Chapter that wants to help. There are many things the San Juan Chapter can participate in when it comes to the Universities; there is mentorship, career fairs, and tours of the different facilities. This would be a great way for the National Hispanic Coalition to give back to the community.

The second objective of my visit to the Island was to meet with the members of the San Juan Chapter. I want to say it was a very productive visit. Daniel Melendez stepped up and took the position of Area Chapter Director. I had the pleasure of having one on one time with member Edward Tirado, Manager NAV/COMM SSC. Edward brought to my attention some areas we can work on and what we can do to energize the chapter. The ideas of mentorship, career planning, field days and tours all came from the San Juan Chapter and I and Regional Chapter Director will be there to support and assist in any way possible.

After over 450 miles driven across this little Island I want to say we have gone to great strides in energizing a San Juan Chapter and set some important ties with the local Universities.





National Alliance on Mental Illness

## NAMI Walk 2016 in Southwest Region

By: Lydia Gomez-Martinez, Southwest Regional Chapter Director

On Saturday, October 1, 2016, the SW Chapter participated in the NAMI Walk (National Alliance of Mental Illness). The NAMI Walk took place at Trinity Park in Fort Worth, TX. This is the third consecutive year we (NHCFAE SW Chapter) donated/contributed to this good cause. All who participated had an enjoyable morning walk. Several hundred participated and attended, including singers, speaker's dancers and several volunteers. NAMI collected almost \$90,000.00 this year for the City of Fort Worth. Thanks to our Chapter for supporting this great organization, and our members who came out to walk! We would like to give a Big Thank You to Ralph Escobedo who is very near and dear to the NHCFAE and the NAMI organization for always taking care of our members with T-Shirts and snacks, and organizing this event every year. Thank you Ralph for all you do!



# Día de Los Muertos

By: Susie Diaz, Director of Public Affairs

Dia De Los Muertos known as Day of the Dead / All Saint's Day is a Mexican holiday celebrated throughout Mexico, in particular the Central and South regions, and by people of Mexican ancestry living in other places, especially the United States. It is acknowledged internationally in many other cultures. The multi-day holiday focuses on gatherings of family and friends to pray for and remember friends and family members who have died, and help support their spiritual journey.

Traditions connected with the holiday include building private altars called "ofrendas", honoring the deceased using "Calaveras", "Aztec marigolds", and the favorite foods and beverages of the departed, and visiting graves with these as gifts. Visitors also leave possessions of the deceased at the graves.

Originally, the Day of the Dead as such was not celebrated in northern Mexico, where it was unknown until the 20th century because its indigenous people had different traditions. The people and the church rejected it as a day related to syncretizing pagan elements with Catholic Christianity. They held the traditional All Saint Day in the same way as other Christians in the world. The Mexican Day of the Dead celebration is similar to other societies' observances of a time to honor the dead. The Spanish tradition, for instance, includes festivals and parades, as well as gatherings of families at cemeteries to pray for their deceased loved ones at the end of the day.

For a second year on November 2, 2016 Western-Pacific Chapter, held an event during lunch time to accommodate the day of the dead. We invited all employees to participate for some fun face painting and for some sweet treats, while the chapter members mingle to get to know each other and to also inform employees about future events and membership benefits.

# Introducing our New Members from Alaska

My name is Joseph M. Montalvo. I was born in Manhattan, New York. I am married to Theresa and we have two sons, Matthew and Mark. My education: AS, Aviation Maintenance Technology, Part 65 Certificate at Embry-Riddle Aeronautical University Worldwide Campus, AAS, Aviation Maintenance Technology and a BS, Professional Aeronautics with a double minor in Safety & Management. I graduated Cum Laude Embry-Riddle Aeronautical University Worldwide Campus.

I served twenty four years in the military with the U.S. Air Force in the Aircraft Maintenance Field, as an aircraft mechanic, section chief, squadron programs manager, flight line expediter, production superintendent, and base foreign object damage/dropped object prevention program manager.

I first fell in love with aviation at the age of nine; my uncle took me up for a ride in his Cessna 172 over the shoreline of Puerto Rico and allowed me to hold onto the control yoke as we flew along. It was only for an instant but to me it felt like an enjoyable eternity. I knew that aviation was going to be in my future. As I grew older, I did everything I could to learn about planes. How they were built, how they fly and at such great distances. It wasn't always easy. During my youthful years there wasn't such a thing as computers, or smart phones. I did my learning the old fashion way, by reading books from the local library, and watching television programs on the subject of flight. I interviewed and was accepted to Aviation High School. It is a vocational high school that teaches students about the aviation industry and aircraft technologies. I was fortunate as an inner city Hispanic kid to be accepted and be able to continue my professional growth in a field I love so much. I then decided to serve my country; and what better way than in the United States Air Force. So twenty four years and a few aviation degrees and certifications later, I step out into the civilian world. So here I am, an Aviation Safety Technician within FAA Flight Standards. The next stepping stone in my aviation career.

As a new member of the Flight Standards Team, and of Hispanic heritage, I believed that aligning myself with positive role models, and personnel with similar backgrounds and ambitions would help me progress within the industry. Due to this fact, I decided that joining the National Hispanic Coalition for Federal Aviation Employees would help me achieve my goals; as well as allow me to contribute back to the organization and my fellow Hispanic community.



Joseph M. Montalvo



John Harvath

My name is John Harvath. I was born and raised in Alaska. I still enjoy the outdoors and exploring Alaska. My family enjoyed and depended on aviation so I was surrounded in aviation at the start. I worked for Western Airlines and Delta Airlines before coming to the FAA.

I coached kids hockey from "Minnie Mites" thru junior high school hockey, both competitive and house league levels for 24 years.

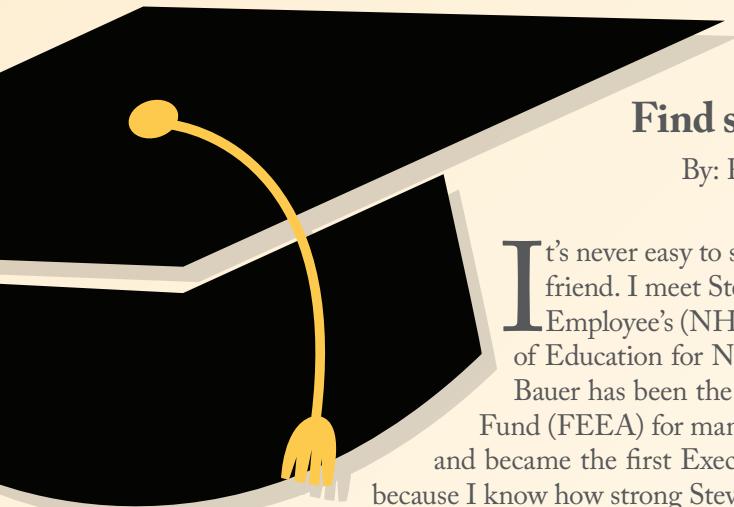
I recently married a wonderful lady and great friend. I joined NHCFAE to broaden my horizons. I attended my first training conference in New York this year. I enjoyed the networking and getting to know people in the various lines of business.

## Membership Updates

### By: Mindy Moreno, Membership Chair

#### April 2016 – September 2016

Name	Region	Position	Recruited By
Daniel Melendez-Figueroa	SO	Air Traffic Control Specialist	Randall Resto
John H. Mixon	WA	Operations Research Analyst	Carlos Rivera
Anthony Fathabadi	WA	Program Specialist	Carlos Rivera
Anthony Saavedra	SO	Aviation Safety Inspector	Ricardo Villamil
Miguel Anaya III	EA	National Traffic Management Officer	Brendan Villegas
Adriana McCrindle	EA		Jose Marrero
Steven A. Minor	WA	Management Assistant	Carlos Rivera
Patrick Pardo	EA		Ellie Hernandez
Esteban Herrera	AC	Computer Specialist	Veronica Salazar
Joseph Montalvo	AL	Aviation Safety Technician	Maria Smith
Nicole Carlson	EA	Management & Program Assistant	Martiza Miranda
Victoria L. Fuentes	EA	Investigator Specialist	Ivette Salazar & Susie Diaz
Leslye D. Sims	CE	Lead HR Specialist	
Renee Anderson	WA	Supervisory Management Analyst	Raquel Ysasi-Huerta
Yvette Ellison	EA	Supervisory Personnel Security Specialist	Ivette Salazar
Samia Vincenty	EA	Personnel Security Specialist	
Mario Pelati-Gonzalez	SO	ATSS	Daniel Melendez



## Find something you have a Passion for he said...

By: Raquel Ysasi-Huerta, NHCFAE Corporate Chairperson

**I**t's never easy to say goodbye to someone who has not only become a colleague but also a friend. I meet Steve Bauer at one of the National Hispanic Coalition of Federal Aviation Employee's (NHCFAE) Conferences years ago. But it wasn't until I became the Director of Education for NHCFAE that I really get to know Steve. As many of you know Steve Bauer has been the driving force behind the Federal Employees Education and Assistance Fund (FEEA) for many years. I recently learned that he was a founding member back in 1986 and became the first Executive Director for FEEA in 1989. Which doesn't surprise me one bit, because I know how strong Steve's commitment is to Federal Employees and their families.

Previously, the NHCFAE had one scholarship program, the René Matos scholarship, which was open to everyone. Including members of NHCFAE members and their dependents, unfortunately like many scholarships their families' income would affect their ability to qualify for the scholarship. So with the help of Steve Bauer, the NHCFAE/FEEA Scholarship was created. It was created for members and dependents this scholarship unlike many others didn't take into consideration the families' income. It is based on merit, academics and community service, and the winners are selected by Steve and his team at FEEA. Because of this we have been able to provide at least three \$1000.00 scholarships each year to members or their dependents for the last 10 years or so. But if you ever had a chance to spend some time with Steve you would know that things such as this were his passion.

While working in Albuquerque, New Mexico, I invited Steve along with others to share information about their organizations to the employees to help raise awareness and funds for CFC. It was during this event that I learned that Steve has been a Federal Employee; he understood what federal employees had to deal with especially in time of need. Steve shared many stories with the group, like when Hurricane Andrew hit Florida in August of 1992, it destroyed over 730,000 houses and building leaving people without power, which meant that no one could go to the bank to withdraw money to buy the base necessities. So Steve shared how he boarded a plane from Denver to Homestead, FL. Carrying thousands of dollars in cash inside his suit coat pocket. So that he could hand out cash to Military and Federal employees to help them get through this situation. But of all the stories I heard Steve tell that week, the one that stuck with me most was the story of the children who had lost a parent in the Oklahoma City bombing that took place on April 19, 1995. Steve shared how each child was granted a 4 year scholarship to any academic university and at the conference last summer he shared that the last child that would be graduating from college this year.

Steve would tell the groups, when you are trying to decide who to donate funds to, find something you have a passion for. Having a passion to help Federal employees, in their time of need, and he proven this over and over again. I personally have contacted Steve when I learned of a Federal Employee who need financial help, whether it was due to their home being robbed, or a house fire or they had to take time off of work to care for a family member. Steve was always there, he would ask me to send him the name of the individual and he would reach out to them to see if and how he could help.

So this year when you hear me challenge you to help raise funds for our NHCFAE/FEEA scholarship. It's because like Steve once told me find something you have a passion for, and for me this scholarship program is one of the things I have a passion for.

I will truly miss seeing Steve at the NHCFAE annual conferences, in the future, but I will continue to help raise funds for the NHCFAE/FEEA Scholarship Program. I may even suggest we rename it the NHCFAE –Steve Bauer scholarship program.

I would like to extend a gracious Thank You to Steve from myself and the entire NHCFAE familia. Steve you will surely be missed but not forgot.

As we said farewell to Steve, we look forward to working with the new director of FEEA, Joyce Warner.

Thanks for the many memories Steve...Love you





## We are FAAmily: Brendan and Kristan Villegas

Brendan and Kristan Villegas share their own story about balancing their careers as air traffic control professionals at Indianapolis Center life at home:

A typical day at the Villegas household probably would look like a three ring circus to most outsiders: three small children, ages 6, 4, and 2 - running around as if they just won the energy lottery for kids; one angst- ridden teen boy that has perfected the combined loud sigh and eye roll; and two parents, Brendan and Kristan, working either together or alone (depending on the day) to get them ready. There aren't two days in the week where the schedule is the same for anyone in the house, but they have all grown accustomed to the non-schedule.

Brendan is a front line manager at Indy ARTCC and I am his wife, Kristan, an air traffic controller. We are celebrating our 8th year of marriage this year. We are often asked if it is a stressful job working as air traffic controllers and managing a bigger family. Our answer is always YES! Well, at least that is what we tell people that don't know better. We really think it is fun and exciting. Our four children add to the mix as well. We juggle the schedules at work and at home together; always shar-

ing in the responsibilities. The kids are active in school and sports and Brendan volunteers as a coach for the kids in soccer. Brendan also acts as the Great Lakes RCD for the National Hispanic Coalition of Federal Aviation Employees.

We both work the typical counterclockwise rapidly rotating schedule. This is a fancy way of saying we work 40 hours a week



starting with night shifts then ending with day shifts. It can add to the stress. Often we have to arrange our appointments around our hours and with only one day off together per week, that is a finite amount of time in which to fit our goals. We have tried successfully for the past several years to match our schedules up as much as possible to have quality time together as a family. We each have sacrificed better schedules to ensure that family time is a priority. Having that quality time allows both of us to then concentrate on work when necessary.

Staying in Indy was important to me because of family. We knew early on that we wanted kids and a strong support system was going to be critical to making the schedules all work while the kids were young. We have my mother to watch the kids when we work overlapping shifts. My children call us both mom. I rationalize that to simplify their lives and truly we act and sound completely alike in their eyes. If not for our strong support team, we would be much more stressed. We are constantly on the go and rarely get time to sit down and loaf around. That constant push to get things done rolls over into our work lives as well. I volunteer often to act as a cadre for essential training at my facility. I enjoy staying just as busy at work as I am at home.

Our children attend a school 40 minutes away from our home. Either Brendan or I drive to and from the school twice a day at a minimum. Our children know exactly when to ask us to stop for food so that the only option is Dunkin Donuts. Our teen is homeschooled through a virtual school. When that started Brendan and I knew we would be taking on a new challenge of being his teacher as well, but did not hesitate. We knew that we were already busy, but if it was going to be necessary, we would make it work. Side note...being a teacher is much more stressful than air traffic! Anyone that has a teen at home can imagine the fun I have trying to help my son learn algebra. Besides the bags under my eyes from time to time, it is working out great for everyone!

For the Villegas family, the key to everyone's happiness is giving and understanding. We work tirelessly to ensure everything runs effortlessly. On occasion I may show up to work with a messy bun that I thought was not messy or food on my shirt that the 2 year old stealthily placed without my knowl-

edge, but I believe that is my way of entertaining my coworkers. Sometimes they just pity me and I get an extra break in the day. So for me....winning!

When the whole family is together we enjoy watching movies, playing shuffleboard or just sitting around the fire pit and making s'mores. When the family runs smoothly, the work runs smoothly. Our children and extended family all have an appreciation for the stressful job that Brendan and I do when we go to work. I am a second generation controller. I followed in my uncle's footsteps. My family already was aware of what I was getting into before I began.

Brendan and I both would say that our lives are full and we may even be blissfully unaware of what a normal life is like for others with banker hours. My career is a vital part of my stability. I get to go to work everyday and work a multi-layered puzzle that would make others cringe. Brendan and I both enjoy the challenges of work and home for all the obvious reasons and some of the not so obvious reasons. The two worlds are in complete opposition in every way possible but somehow we have managed to make them seamlessly come together.





# MyFAA



## We are FAAmily: Christina & Michael Filipowski

Michael and Christina Filipowski share their own story about how they met at the Phoenix TRACON:

It was April 2009, and I was working as an air traffic assistant at Phoenix TRACON. I had recently graduated from a CTI program and was anxiously waiting to be selected as an air traffic controller. As I was working flight data, the training manager brought over 2 newly hired controllers because he was giving them a tour of the facility. He introduced them as Mike and Mark. Over the next few weeks I got to know them, except nobody knew which one was Mike and which one was Mark.

Everyone just called them M&M. One of them was called Fabio because he had long hair compared to most of the short military cuts that most male controllers had. One day Fabio passed me a note with his phone number and asked me to call him. Afraid of being too bold, I decided to text him instead. On our first date, I still wasn't completely sure if he was Mike or Mark, I only knew him as Fabio. So, I asked him what he liked to be called and from then on he was Michael. After that we started talking frequently, went out on a few dates, and then officially started dating. We decided to keep our relationship a

secret because 1.) I was trying to get hired with the FAA 2.) He was still in training at a busy level II facility and 3.) You know how controllers are...

So we secretly dated for about 9 months until I finally got a job offer. Being an air traffic controller Michael knew that I needed to take the job and go wherever the FAA sent me, even if that meant to Casper, Wyoming. After Oklahoma City training, I moved to Casper. Michael and I dated long distance for 2 and 1/2 years while I was in Wyoming. Every month we would take turns flying from Phoenix or to Casper so we could see each other. We were both on different days off and with rotating shifts and the time difference we would talk to each other through Facetime as much as we could.

After I got certified in Casper, I had a year release date for Deer Valley Air Traffic Control Tower in Phoenix, Arizona. I couldn't wait to get back home! In March 2012, I came back to Arizona for one of our monthly visits. During this trip we planned to go to the Grand Canyon for a hike. While we were at the Grand Canyon, Michael proposed and of course I said yes! After getting to Deer Valley and focusing on training for year. We planned our wedding and got married March 1, 2014. Mark, the other half of M&M was the best man at our wedding. Michael and I have been together for over 6 years now. I believe that everything happens for a reason and that everything works out just the way that it is supposed to.





# DEVELOPING OUR FUTURE

## Managing Child Care/After-school Care Costs

Whether you've had a child in day care before or are just starting the process as a working parent, you're surely aware of the substantial costs of child care. Another parenting challenge is arranging reliable care for older children in the afternoon hours between school dismissal and your arrival at home. Regardless of your situation, there are a number of money-saving tactics you can consider.

- Shop around for day care. You can start the process of selecting a day care center by asking other parents about their levels of satisfaction with a specific center, how much they're paying, and whether they'd recommend it. Visit facilities in-person. An even better way to arrange skilled, qualified day care is to tap into your FAA WorkLife Solutions program, through which work-life specialists do the legwork for you in identifying pre-screened local care options.
- Utilize on-site day care if available. Depending on your FAA work location, on-site day care may be a great option for caring for your child. On-site care is often more affordable

than community-based care, and you'll enjoy the peace of mind of having your child nearby. The FAA offers onsite Child Care through the National Child Development Program. There are locations nationwide providing nationally accredited child development care. Quality child care enhances the family and strengthens the workforce. The National Child Development Program Manager is Martina Shipman email at [Martina.Shipman@faa.gov](mailto:Martina.Shipman@faa.gov)

- Request a sibling discount. If applicable to your situation, ask day care centers if they offer sibling discounts. Although they may not volunteer the information, many centers offer reduced rates for a second and third child. Ask about it during your initial vetting process.
- Take advantage of flexible spending and/or tax credit. Consider setting up a flexible spending account (FSA) to set aside money (up to \$5,000 tax-free) for child care. Or, tap into the child care tax credit that enables you to itemize up to \$3,000 in expenses per child per year, with a \$6,000

annual family cap. Be aware that if you use both an FSA and tax credit, the FSA money is applied to the tax credit cap first, reducing the amount you can itemize for tax credit.

- Adjust your schedule(s). If you (or a partner) have some work schedule flexibility, you can trim the amount of time a child spends in day care—and save money. For example, you or your partner might check with a supervisor about alternative work schedules such as telecommuting on certain days or starting the workday earlier and leaving earlier.
- Consider in-home day care. In-home caregiving options are often less expensive than facility-based centers, although they don't typically offer as many amenities. When selecting a home-based caregiver, check their state licensure, accreditation, qualifications and references.
- Share resources with other parents. For example, if a working friend is also seeking day care services, consider hiring one qualified nanny to watch both sets of children—and share the cost.
- Get the family involved. If you're fortunate enough to have family nearby, ask if they are willing to help with child care. While a grandparent doesn't need to be your child's sole caregiver, you may be able to reduce day care hours if family members can provide part-time caregiving help.
- Hire a nanny for after school. If your concern is after-school care, review local caregiving databases to find an after-school nanny. These caregivers typically pick children up from school and take care of them at your home, as well as provide other services you may need.
- Employ a trusted teen babysitter. Many teenagers appreciate an opportunity to earn money on a regular basis close to home. Find out if there are teens in your neighborhood that would be willing to supervise your child after school for a fee.
- Consider other community options. Most public schools offer subsidized and structured care programs where children can stay each afternoon. Also, community or private after-school programs (e.g., through the YMCA) may offer after-school care including transportation from school to the centers. You could also check with a local church, as many offer after-school care programs for an affordable rate.
- Child Care Subsidy

FAA realizes that the cost of child care strains many household budgets. The Child Care Subsidy program administered by ASI Works, Inc, is for FAA employees who have children under the age of 13, or whose children are disabled and under the age of 18. To qualify for the program, an employee's household income must not exceed \$72,000. To find out more information about the eligibility requirements and to obtain an application, visit [childcaresubsidymatters.com](http://childcaresubsidymatters.com) For questions on the FAA CCSP Program, contact [Martina.Shipman@faa.gov](mailto:Martina.Shipman@faa.gov)

Accessible 24/7, your FAA WorkLife Solutions Program offers many resources and services to help you and your family. Options available through the program include concierge services to help with everyday events needing your time and attention, child and elder care options, legal and financial services, in-person counseling, and much more. Call your program at 1-800-234-1327, TTY Users: 1-800-456-4006, or log on to [www.MagellanHealth.com/Member](http://www.MagellanHealth.com/Member) to begin accessing these services today.

Sources: [Care.com](http://Care.com), [MoneyCrashers.com](http://MoneyCrashers.com), [SheKnows.com](http://SheKnows.com), [U.S. News & World Report](http://U.S. News & World Report).



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