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WINTER 2011

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la Palabra

A Publication of the National Hispanic Coalition of Federal Aviation Employees
Winter 2011

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.

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- > Vice-President, Don Espinosa
- > Special Assistant, Celsa Rodriguez
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THE FIRST YEAR

Strategic Plan in Action

Greetings!

As my first year as President comes to an end, I am encouraged by your enthusiasm and positive feedback on how we are doing. The Executive Board and I look forward to your participation as we embark on next year's agenda.

One of the major items that we accomplished this year is the creation of the first ever NHCFAE Strategic Plan. This required all of the Regional Chapter Directors (RCD) to develop individual business plans to align with National's Top Strategic Initiatives. We began the implementation progress this past year with the help of a professional strategic planning firm, Kampen Consultants. This strategic plan will align organizational goals from the regional levels to national. It gives the Regions/Centers clear expectations of what their primary focus should be by having a clear line of sight to National's Top Strategic Initiatives. We established six top initiatives that we will focus our efforts on this coming year. For details about the plan, please visit our website and read more about our Strategic Top Initiatives.

In the meantime, over the past couple of years, we have been concerned with the loss of members which was primarily due to FAA reorganization. We have struggled over how to increase our membership and exceed previous membership numbers. This challenge paralleled that of the agency's own struggles with hiring Hispanics. A major goal as your President was to stop this trend. When I took office in 2009, our membership was in the mid 500's. Today, I am thrilled to report that we have grown to 590 members as of the publication of this issue! We recruited many new members since our conference in July. Our goal is 700+ members by close of FY2011, a goal that is now very attainable!

There are several reasons why we are increasing membership even though agency numbers do not reflect a growth in Hispanic employees—which is something I aggressively and continually address with our top FAA leadership. First of all, I applaud the efforts of the hard-working RCD's and national officers who tirelessly continue to attract members with great enthusiasm. Each region has its own goal to reach based on size. Additionally, we are focusing on our internal communication and have made significant improvement in our structure. Everyone is more accountable and we are raising the bar on expectations. In fact, this is another top strategic initiative-- to improve internal communication.

We are reaching out with pride to prospective members. Our determination and professionalism are being noticed. From the results of our surveys last year, we heard loud and clear that you want to know what is happening within our organization. We promise to do an outstanding job of keeping you as informed and involved as you desire. The information is available to you anytime through our website or through any one on the Executive Committee. If you have thoughts and ideas for improvement in this area, please contact your RCD or me directly, as this is very important to me.

I hope you enjoy your winter edition of La Palabra. The theme for this issue is education. As a board, we discuss ways in which to offer you more opportunities to raise your level of knowledge and work experience, both professionally and personally, through effective, meaningful training and self-improvement efforts, as well as other opportunities.

Our most popular and widely used venue is our annual national training conference. Therefore, mark your calendars now to be in Washington, D.C.



on the first week of August, 2011 for our exciting national conference...more to follow.

We have other training and development opportunities that are not as obvious as the annual training conference. Our organization has various committees working on initiatives, projects and programs that can help you develop in those areas that you desire. By volunteering for these particular committees it will offer opportunities for training and developing personal skills in organization, communication, leadership, writing, speaking, and communications.

We hope that you will take advantage of these opportunities afforded to you through your membership. If you have a particular interest, please communicate it to me or anyone on the Executive Committee. We'd love to hear from you.

Oh, and one more thing, please share this issue of La Palabra with a prospective member. It's a great reflection of YOUR, dynamic NHCFAE!

My best to all of you for a blessed holiday season.

Warm regards,

Sadie P. Alvarado
President, NHCFAE



While at work today, I looked over three previous editions of *la Palabra*. I was amazed at how fast you learn from your mistakes. I always tell people that I hope every edition is better than the last, and I hope that each edition makes you more proud of the growth of our Coalition. Not only are we experiencing growth in our membership, we are growing our reputation as leaders; growing in skills, talents, and influence. Feel the weight, thickness, and impact of this magazine: *La Palabra* is growing too.

On the cover you see the Coalition's first Board of Directors. My Special Assistant, Cynthia Garcia, interviewed David P. Medina, shown with sombrero, NHCFAE's first Vice President, and later President. His story gives you a glimpse of the Coalition's founding; the simple beginnings of what we are today. It certainly was a rough beginning, with many challenges, like a \$300 budget for their first conference in Dallas. It was our budget that caused me to start publishing and editing this magazine myself- our budget couldn't handle paying the professional. You and I suffered

together through some pretty amateur work, but you stuck with me and offered to help. This 32 page edition is my favorite one yet, thanks to all the members who contributed stories and articles, to Cynthia, the proofreaders, advertisers, interviewers, and dedicated Region/Center Directors and Chapter Directors. This edition was exciting to make because you worked as hard as I did, volunteering your time and talent. Thank you. I am sure that when NHCFAE first reached 100 members, they were celebrating. Now with nearly 600 members, it is easy to look back and smile at the seemingly small accomplishment. I hope that this is what we are experiencing with *La Palabra*, and that this edition is only the seed of more magnificent publication.

Do you think history is fun? I hope you enjoy reading about the Hispanic Heritage Month celebrations in our Regions and Chapters, and decide to get more involved this September, when we, the NHCFAE members, have opportunities to celebrate who we are and how Hispanics in the FAA make a positive impact. Learn about the history of this Coalition from David P. Medina, still a

loyal FAA employee, and find out about the history of Manny Vega, a fascinating man and a valued mentor for many in the Capital Region. Dive into our history a bit deeper by browsing our Constitution and Bylaws, documents that need your input to make current. I hope these stories help you embrace history a little more.

In addition to history, this edition features lots of education and outreach. Now is the time to gather your tuition receipts and transcripts from 2010 and apply for Member Tuition Reimbursement, a great member benefit. Tell your kids, family, and friends about the Rene Matos Memorial Scholarship and Danny Gutierrez Memorial Engineering Scholarship Programs, with \$1000 to \$1500 awards. And your dependent spouses and kids are eligible for the FEEA Scholarship- with no financial need criteria. Look at the scholarship page for two other opportunities with application periods now open. Our new Director of Education is spearheading a formal Mentor Program that you should get involved with. Are you doing enough? If you want more Hispanics in the FAA, then help them be competitive. Do you want to be promoted? Or do you want to see more Hispanics promoted? Choices matter. Here are words of advice; the Coalition gives you opportunities, now the rest is up to you.

"If only I knew then what I know now," is a phrase I love to hear. Appropriate to the season, "Yesterday is history, tomorrow a mystery, today is a gift, that's why it's called the present." I enjoy wandering through the pages of times past. I am inspired by those with fragile dreams, who passionately persevere until they realize their dream. Then, watch it change the world. When you say someone has experience, it means that they have learned to do things right. Don't be afraid of making mistakes- they make you better. Pursue your dreams, take a chance, get involved, and make a difference. I want to hear from you in the Spring edition. Deadline- March 1.

Victoria "Tori" Rogers,
Editor in Chief and
NHCFAE Director of Public Affairs
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NHCFAE GROWS WITH SW'S MEDINA AT HELM

The Miami Hilton Airport Marina was the site last month of the National Hispanic Coalition of FAA Employees' annual 3-day meeting with more than 350 FAA employee members attending. This was a "first" for a meeting of this magnitude. Participants benefited from a full program designed to update them on international, national, and regional policy related to Hispanics and career development within the FAA.

The key-note address was presented by DOT Deputy Secretary **Jim Burnley** during the annual banquet, hosted by the FAA Southern Region. The full agenda, highlighted by Burnley's address, was considered a real success by all who attended. Preparations are already underway for next year's conference, scheduled to be held in Chicago.

This year, Southwest Region has played an important role in the coalition activities, being ably led by National Coalition President **David Medina**, ATCS, Dallas Love Field Tower; National Treasurer **Pat Didur**, Secretary, DFW AFS; and Southwest Regional Vice-president **Carlos Gonzalez**, Local Coordinator/FSS Manager, El Paso. Other National officers



NHCFAE President Dave Medina (Love Field ATCT, Dallas) presents DOT Deputy Secretary Jim Burnley with sombrero.

include Santiago Gonzales, National Vice-president ATCS Jacksonville Center; and National Secretary, Maria Gonzales, ATCS, Miami IFSS. Congratulations for a job well done and good luck.



Get ready to experience our Nation's Capital!

Washington, DC, will host the NHCFAE
Annual Training Conference in August 2011



August 1-5, 2011
at the Gaylord National Hotel and Convention Center
on the Potomac River

National Hispanic Coalition of Federal Aviation Employees

HISPANIC HERITAGE MONTH CELEBRATION AT HEADQUARTERS

By *Yadira Lacot*



The Capital Chapter celebrated Hispanic Heritage Month by highlighting heritage and diversity through guest speakers: FAA Deputy Administrator, Michael Huerta; NASA Astronaut José Hernández; and Bolivian folkloric dance groups.



Many NHCFAE members attended the event, including Kimberly Castillo, Christian Garcia, Jaqueline Pino (shown upper left), Yadira Lacot (left), Sadie Alvarado (shown presenting awards to Hernandez and Huerta), Carmelo Borges (shown with Castillo), Leonixa Salcedo and Pedro Lopez (right), Kristina Harris, Fanny Rivera, and Michelle Benítez.



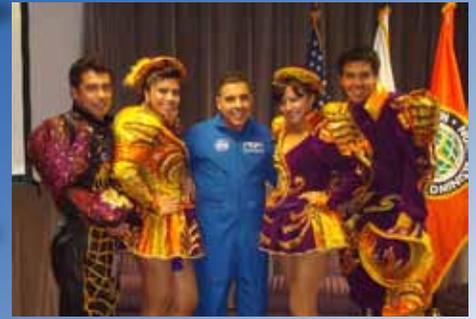
José Hernández, a NASA engineer of Mexican descent, was assigned to the crew of last year's Space Shuttle mission STS-128. He spoke about his humble upbringing in California and how his parents stressed the importance of education. During his speech, he emphasized how valuable and powerful preserving our heritage is, and explained the influence other Hispanics had on his decision to become an Astronaut. In addition, an impressive video of his space mission was shown, as Hernández made sure to record every single moment of his unique experience in space.



Carmelo Borges, Director of Capital Chapter, spoke about the importance of celebrating Hispanic Heritage Month and how Hispanics have provided a positive contribution to the well-being of America. "Civilian government workers such as Justice Sonia Sotomayor, Secretary of Labor Hilda Solis and Astronaut Jose Hernández are excellent examples of what Hispanics have represented through their hard work and dedication to this country."



Sadie Alvarado, NHCFAE president, stressed the importance of a diverse workforce and the opportunity celebrations like Hispanic Heritage Month offer to showcase Hispanic successes, talents and values.





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THE TECHNICAL CENTER HISPANIC HERITAGE MONTH CELEBRATION

By Omar Merced
William J. Hughes Technical Center RCD



This year the NHCFAE Technical Center Chapter and the Office of Civil Rights worked together to organize and hold the annual Hispanic Heritage Month celebration. The main purpose of this celebration was to create awareness of the contributions or achievements many Hispanics from a wide range of nationalities have made to our country from its inception until today.

The activities provided a venue for local employees to expand their cultural as well as professional knowledge through educational movies, music, dance performances, food and **dessert sampling**, as well as a training class. The activities demonstrated different aspects of the Hispanic culture and the impact diversity can make to any workforce.

This year's training class gave employees the opportunity to learn and work together beyond any race or cultural differences. Bruce Corsino from the FAA Office of Communications taught *The Power of Plain Language*. The attendees learned how to benefit the safety of the flying public by communicating more effectively with each other.

Our Chapter thanks the Technical Center Director, Dr. Wilson Felder for supporting cultural celebrations. We also thank Ms. Cheryl Wilkes, Manager of the Technical Center Office of Civil Rights, for her help with funding the activities. Thanks to the ATO Office of Communications presenting Mr. Bruce Corsino's interactive training, teaching us *The Power of Plain Language* and its importance in achieving the FAA's mission. In addition we thank Ms. Barbara Capaldi for performing the different Hispanic culture dances and for conducting the Latin dance classes for the Technical Center community.

As the local Regional/Center Director for the NHCFAE, I think that Hispanic Heritage Month events should always create a balance between cultural and professional development activities. I can say that this year the local chapter worked hard to create that balance, and to overcome different challenges that appeared along the way. I thank the members for their hard work and dedication to making this a successful celebration.

Photographs above L to R: Dr. Wilson Felder, Cheryl Wilkes, and Omar Merced; Barbara Capaldi with her assistant. Bottom L to R: food & dessert line, John Wiley Manager, Technical Strategies and Integration; Hilda Dimeo, Barbara Capaldi's assistant, Omar Merced, Barbara Capaldi, Jose Perez.

Flan de Queso, a Puerto Rican dessert

Custard Ingredients

- * 1 (14 oz) can sweetened condensed milk
- * 1 (12 oz) can evaporated milk
- * 5 eggs
- * 1 tsp cinnamon
- * 8 oz cream cheese, softened

Caramel Ingredients

- * 1 cup caster sugar
- * 1/4 cup water



Method for Making Flan de Queso

1. Prepare your bain marie by taking a roasting tin and filling it with enough water so that it will come half way up the flan tin (or an 8-9 inch metal cake pan). Sit the empty flan tin inside as you fill if you're unsure. Place in the oven and preheat to 350°F.
2. Custard: blend all of the ingredients, preferably in a food processor, until smooth. Set aside.
3. Caramel: place the sugar and water in a small, heavy-based saucepan and mix thoroughly so that all the sugar is moistened. Place over medium heat, and resist the urge to stir as the sugar slowly dissolves and begins to simmer. Once simmering, keep a close eye on the developing caramel. It will suddenly begin to turn golden and develop from there very quickly. As soon as it reaches a dark caramel brown, remove it instantly and pour into your flan tin, swirling it around to thinly coat the base and sides before it hardens.
4. Now carefully remove your pre-heated water bath from the oven. Pour the custard mixture into the caramel lined tin, and place gently into the water so that it comes about half way up the sides. Add some hot water from the tap if it needs a little extra.
5. Place back in the oven and bake for 45 minutes. It should jiggle like jelly when it's done, and a skewer will come out clean.
6. Let cool on a rack, then refrigerate for 4 hours or overnight. To serve, place serving plate atop tin and invert, letting caramel drain. Serve with whipped cream and Sangria, if desired.





EGDAR CRUZ PLAYS ACOUSTIC

Hispanic Heritage Month at MMAC

By Erik Salazar, MMAC RCD

On October 6, the MMAC Chapter cosponsored a benefit concert with the Transportation Safety Institute featuring world-renowned Hispanic guitarist Edgar Cruz in celebration of Hispanic Heritage Month. The event was held in the MMAC Headquarters auditorium and was open to the entire MMAC campus. Tickets were \$5 and all proceeds were donated to CFC. Well over 150 people were in attendance. Chapter members were also given free tickets to invite potential members and guests of the Coalition. Member **Stella Mollman**, professional photographer, was able to meet Cruz after the show.



Each year Edgar performs over 200 concerts and has played throughout America, Europe and South America. He has been named Oklahoma's Top Performing Artist and/or Acoustic Guitarist for over ten years by the Oklahoma Gazette. Edgar entertained the audience with an incredible live repertoire of "The Greatest Hits of the Guitar" with Malaguena, Bohemian Rhapsody, Hotel California, Latin favorites and classical medleys. Audience participation, clapping, singing, dancing, snapping, "Oles" and "Yee-Haws" were all encouraged! Audience members were able to enjoy many different styles of Latin music. You can find out more about Edgar, and hear his music, at his website: www.edgarcruz.com.

NORTHWEST MOUNTAIN REGION

By Norma Campos, RCD



Hola amigos y amigas!

First I'd like to start by thanking all the members in my chapter! Without them I would definitely not have been able to accomplish all we have done this year. I would also like to thank all of our Management for the support they have provided in each of our events. My boss, Mark Reeves, Western Service Area Director- Terminal Operations, Ron Beckerdite, Western Service Center Director, Kathryn Vernon, Northwest Mountain Regional Administrator, Kelly Boodell, Civil Rights Director, and of course all the employees who volunteered! Thank you all!

For this La Palabra edition we are highlighting our awesome Hispanic Heritage Luncheon Close Out that was well attended by a group of about 60 employees. We had two great speakers from the City of Renton Mayor's Office who provided educational information on Emergency Disaster Preparedness/Awareness and also shared the various ways they reach out to our Communities.

We also had the privilege and honor to host a booth for the Combined Federal Campaign Taste of Halloween yearly event where we helped raise a total of \$1,238.00 and had a surprise visit from Administrator, Randy Babbitt.



Congratulations to Linda McCray, the former Northwest Mountain RCD, who with her husband, Brody, welcomed their first baby on November 10. They named their son Darwin Orion McCray. The family lives in Denver, where Darwin has already been enjoying the magnificent scenery.



CAREER DEVELOPMENT DAY

By Louisa Ocasio, Deputy Director of North Florida Chapter

On October 20th the NHCFAE North Florida (NFL) Chapter conducted an Individual Development Plan Training event at Jacksonville Center and had an overwhelming response. A good cross section of individuals attended, from the different lines of businesses in North Florida. Our facilitator, Ms. Steighner did a wonderful job with the presentation, which covered Individual Development Plans (IDP) from start to "finish" including the use of Electronic Learning Management System (eLMS). The event was a huge success. Stay tuned for more in 2011.

The NHCFAE NFL Board would like to recognize Mr. Andres Encarnación (Manager, Orlando SSC) and Mike Narvaez (Orlando Technical Operations) who traveled the furthest to attend the event. We'd also like to thank Mr. Rick Miller (ZJX ATM) for providing his support, the ZJX training department for their assistance, Mr. Pepe Garcia (ZJX AATM) and Mrs. Deborah Johannes (JAX ATM) for their opening remarks, and all those who in one way or another helped this event be a huge success.

GREAT LAKES REPORTING OUT AND REACHING OUT!

By Lorena Salcedo, Great Lakes RCD



The Great Lakes Region has experienced tremendous growth during the past year, especially in Chicago. The motivation of our new members has inspired and encouraged me to revamp this Region- not an easy undertaking, but one I believe we can accomplish if we stick together. I strongly encourage all of the Great Lakes Region members to step up and help within your areas. We need you to talk about what NHCFAE is all about. I am looking for motivated and committed members, dedicated to our vision and mission, to get involved in the outreach and leadership activities.

Outside of the NHCFAE world there are students reaching out looking for opportunities such as careers, scholarships, and internships. We need to be able to provide resources and fulfill our mission statement of "advocating career placement and advancement through support, education and alliances." Who have you told about our educational benefits recently? Who is going to reach out in the Great Lakes Region, if not us? Are you with me? Do you see fantastic opportunities like I do? Then come with me!

You are talented and have so much to offer. You bring great ideas to the table, but do you ever act upon them? Commitment is the key to success. If you are in a leadership role and you know that you haven't done your part, I encourage you to re-evaluate your commitment not only for your own sake, but for the rest of the membership. If you would like to be part of the leadership team in Great Lakes Region, let me know- be ready to turn big ideas into action!

Congratulations to the following Great Lakes members for striving high and achieving these promotions:

Maria Acevedo
Flight Standards, Deputy Assistant Division Manager

Lizbeth Tellez
ORD Air Traffic Controller Specialist

Lorena Salcedo
Flight Standards, Planning Management
Program Analyst



If you have a success story, please share it with us. We are very proud of your accomplishments.

Please welcome our new members, both from Chicago Midway Air Traffic Control Tower.

Jose Alvarez is an Air Traffic Control Specialist, and **Jose Arreola** works in Technical Operations. Bienvenidos!



Merry Christmas and Happy New Year!!!

CAPITAL CHAPTER UPDATE

By Carmelo Borges, Capital Chapter RCD



In the autumn edition of La Palabra I mentioned that our plans for Hispanic Heritage month had change to Plan B. I am proud to announce that it was the best thing that could have happened. On October 5th, over 120 Headquarters employees and visitors, including the Deputy Administrator Mr. Michael Huerta, and NHCFAE President Ms. Sadie Alvarado, packed the Betsy Coleman conference room to attend our Hispanic Heritage month event featuring NASA Astronaut José L. Hernández. Jose shared his life experiences from his childhood in Mexico, through achieving his dream of becoming an astronaut and crew member of last year's Space Shuttle mission STS-128. He spoke about the importance of education, "With a good education, anything is possible," he said. His remarks were followed by folklore dances from South America performed by Sambas Caporales, Morenada de Bolivia Central, and Tinkus Wapury's Tiataco. We concluded with a fabulous feast from Cuba de Ayer Restaurant.

On behalf of the Capital Chapter, we give special thanks to the ATO Diversity Office Ms. Sandra Sanchez, The Accountability Board Mrs. Maria Fernandez-Greczmiel, and the Office of Civil Rights Ms. Fanny Rivera. Without the help of these organizations this event would not have been possible. Also, I want to express my biggest gratitude to the organizing committee and all those members and non-members who extended their help to us in executing this successful event.

As outlined on our Strategic Plan as our #1 objective, we are delighted to announce that two new members joined our chapter, Ms. Rosemary Katchmar from AHP-400 and Mr. Julio Gandara from AOV-110. Rosemary is the FAA's Program Manager for the Worklife Program and Julio is an Air Traffic Safety Inspector. Also, both of them are members of the 2011 Training Conference committee. To Rosemary and Julio; a warm welcome and thanks.

We said farewell to a great contributor to the Coalition, Ms. Ventris C. Gibson. The Assistant Administrator for Human Resource Management retired on December 1st after over 30 years of federal service. I had the honor of working closely with Ms. Gibson as her budget officer and I can assure you that she is not only a great boss but a great person. We wish her the best of luck and our Chapter thanks her very much for her years of support. She will be missed.

A friendly reminder, the NHCFAE 2011 Training Conference will be in the Gaylord National Hotel & Convention Center from August 1-5, 2011. During the last few months, the different conference committees have been very busy working the details regarding training, speakers, and entertainment. Kimberly and Jacqueline have been holding monthly meetings and the conference is taking shape.

As we celebrate the Navidades, I want to wish everyone Happy Holidays and a Prosperous New Year 2011. Que Dios me los bendiga a todos!

WORDS OF ADVICE

An interview with Ventriss Gibson

By Victoria Rogers

Ventriss C. Gibson was appointed as the Federal Aviation Administration's (FAA) Assistant Administrator for Human Resources Management on November 30, 2003. Her role was to advise and assist the Administrator in directing, coordinating, communicating and ensuring the quality of FAA human resources plans, programs and initiatives that ensure the safety and efficiency of the national airspace system.

Gibson has been a strong and outspoken supporter of NHCFAE, and was awarded the Presidential Award at the 2010 NHCFAE National Training Conference in San Diego. She has been a favorite speaker at our conferences, motivating members with her contagious determination and conviction. Shortly after the 2010 Conference, Gibson announced her plans to retire on December 1. She agreed to answer a few questions for the members and leaders of NHCFAE, giving us her final words of wisdom and advice.



1. How does the Assistant Administrator for Human Resource Management affect the lives of our members?

The Assistant Administrator provides executive leadership over human resources management services, programs, policies, procedures and practices that impact all FAA employees. HR programs and services include employee benefits, work life, recruitment and placement, labor management relations, employee relations, executive resources, HR automation and enterprise architecture, learning and development, human capital planning, performance management, compensation, workers compensation, employee health and safety, organizational assessments, and employee assistance.

2. Describe the values that guide your decisions.

AHR has four core values that I embrace and live by, both professionally and personally – they are: Respect, Integrity, Teamwork and Excellence.

3. What lessons have you learned during your career that you would like others to learn from?

First, always do your best, as most know, I live by “good, better, best; never let it rest until your good is better and your bet-

ter is best.” Second, never be afraid to try new things – we must be flexible, willing to learn and willing to try, and lastly, touch a heart before asking for a hand.

4. In your experience, what impedes the progress of diversity in the FAA, particularly for Hispanics?

I believe the lack of a Hispanic Employment Plan that focuses specifically on improving Hispanic representation within the agency, but most important, holds leaders, selecting officials and others accountable for action, not only commitment. Even EEOC's Hispanic Employment working group noted that agencies needed to focus on utilizing intern programs, creating mentoring programs, create full-time Hispanic Employment Program Managers outside of the headquarters level to further address Hispanic employment initiatives and programs, and coordinate recruitment efforts for mission-critical occupations including science, technology, engineering and mathematics across the Federal sector. These are all actions items that FAA could utilize to achieve success.

5. Describe the qualities and characteristics of a promotable employee, and give an example of your mentorship.

A promotable employee is one who knows that we are public servants and

we work for the American people. Thus, being citizen centric is important. Next, doing the job that he or she is currently in to the best of his or her ability, always displaying due diligence, professionalism and teamwork (there is no “I” in team), and knowing what she or he would like to do in the future.

6. What is your advice to the members of NHCFAE?

I would suggest supporting the NHCFAE as much as you can and bring meaningful issues to the NHCFAE's leadership attention. Be the best you can be at what you do, mentor others, and respect and support each other.

7. What is your advice to the leadership of NHCFAE?

Lead with fairness, integrity, and trust. Remember the words of Dr. Martin Luther King, Jr., “Injustice anywhere is a threat to justice everywhere.” Know that you represent people who have placed their hope, faith and trust in you to make a difference in their professional work lives. Make that difference!

Thank you Ms. Gibson. You have been an inspirational leader and a faithful friend of NHCFAE. We wish you good health and much happiness in your retirement.

THE FOUNDERS OF NHCFAE

Interview with David P. Medina

by Cynthia Garcia, Special Assistant to DOPA



HAVE YOU EVER WONDERED how the Coalition started? Who was involved? What was the motivation of starting a Hispanic Coalition at the FAA? Well you will find the answers in this interview with David P. Medina. He is one of the cofounders of the Coalition and the very first vice-president. Let's see what David has to tell us about the beginnings of the NHCFAE.

Who/when/where /why did it all started? Was it due to issues/situations you were experiencing?

It all started in 1978, when Al Labila, Dave Gonzales, Carlos Gonzales and Jim Santana, all Hispanic Air Traffic Control managers, were at a conference and came back with the message of Hispanics needing a voice to look at issues regarding Hispanic representation. My manager at that time was Al Labila: he talked to me about this and we started brainstorming on what we can do to set something up regarding Hispanic representation. At the same time, not knowing, Carlos Gonzales in El Paso, TX, was doing the same thing. I visited Carlos and found out he had gotten further than we had. He had a group together from El Paso and Albuquerque, so we joined hands. The group gathered and had its first meeting in Albuquerque and we all voted for Carlos Gonzales to be the President and me to be Vice President. The meeting went well and after that we started to recruit, get people on board, and [collect] dues. The key players who supported us during the time we were organizing the Coalition and were on board with us were Hispanic Program Managers, Henry Perez in Southwest Region, Elida Cardenas from Central, Clam Monge from Southern Region, Al Mendez from Washington, Raul Ratcliff from New York, and Art Fergoso from Northwest Mountain Region. With that network across the country and support- [that] is how we came out.

Who did you reach out to for guidance?

We reached out to the National Black Coalition since they were already established. Our thought was- why reinvent the wheel when it's already there?

How did the NHCFAE become an employee association and national organization?

In 1984, I became president: at that time we had some dues but it was like pulling teeth because you had the basic questions such as "what's in it for me?" -and at the same time we were trying to promote a voice for Hispanics. During that year, we were trying to expand to the Southern Region because they had an operation, the south Florida EEO Council plus the population there was Cubans and Puerto Ricans. So we joined forces, we had a combined national coalition and south Florida EEO conference and we were able to bring in the Deputy Administrator. This conference was a turning point because we started to get a lot of members from the Southern Region and we started to work as an organization. Then, Al Mendez and Wanda Reina in HQ worked on a letter to get approval as an employee association in the FAA, and got it through. After having this joint conference members were competing for the next city to have the conference at. The next conference was held in New York and the next president was Richy Gomez from Eastern Region. Under Mr. Gomez's administration we got dues approved- which was a big thing.



What is your opinion about the Coalition now versus when it started?

I personally feel fortunate to be part of it. We made the Coalition a creditable voice that was representing Hispanics. I give credit to the Hispanic Program Managers who went out there and supported our efforts, not just morale, but in setting meetings for us, and finding different avenues for us to promote the Coalition. One great thing about organizing this Coalition was bringing all the different Hispanic backgrounds together into one big organization nationwide. We also increased the opportunity for officers and members to get exposure. I give big credit to Carlos Gonzales for taking a big step into forming this Coalition. Just think about it, back then we didn't have email so it was through word of mouth, writing letters, and a lot of phone calls made on how we started to promote the Coalition. It was hard, however we felt good about where we were going. Now it is time for the young ones to come in and support the Coalition. It's amazing to watch you all come in and grow.

"We had a lot of people stepped up to the plate and made it go national."

What impact has the NHCFAE done for Hispanics at the agency?

One thing we found out in establishing the Coalition is that we were able to discover talent in another avenue and promote it. Consequently, a lot of our Coalition members got promoted. We also trained members how to be officers, be office administrators, run meetings, marketing, and we couldn't have done it without this Coalition. I remember a group of us met with the Deputy Administrator who was in office at that time; it was me, Santiago Garcia from Miami, and four other members, and we talked about Hispanic representation and about the special emphasis programs that we were all a result of. We emphasized to the Deputy Administrator that these programs work!

"We had to get volunteers to help out, sometimes it worked, sometimes it didn't, we struggled a lot!"

What advice would you give to those that would like to be part of the Executive Board?

I would say that in peoples' career and even in the Coalition, if you volunteer to do something, my advice is to do the best you can for growth and contributions and not because you have to do it. Because if you have to do it, you are not going to do as well. In leadership, you do it and don't expect anything in return. I am a big believer in having your credentials and qualifications to do the job, such as demonstrating performance, leadership skills, following up, and being good talkers. Trying to get the Coalition established seemed easy, but it wasn't. I was an air traffic controller at that time, then I became a supervisor and at the same time I was having kids. I tried not to spend time away from the family, but there was a reason for all this. I did it because I wanted to, and I had the cooperation of my wife. Enjoy what you're doing and do it because you want to, do the best you can, produce and have interpersonal skills. I think that's what moved the Coalition; Carlos had that, I had it, Richy Gomez and Rene Matos too. A phrase that I was told when I got hired in 1973 was, "Okay David, we got you in, we gave you the opportunity, now the rest is up to you." That phrase stuck with me over the years. That's why I was committed to the Hispanic Coalition.

"La Palabra is amazing! You know what our newsletter was back then? I'd go home, get on my typewriter and type a newsletter, make copies and mail it to everyone."

CONCLUSION: In order for Mr. Medina to travel, meet with the co-founders and get the Coalition going, he took advantage of the air traffic controller's Familiarization Training Program, or "jump seat program," which allowed air traffic controllers to travel in the cockpits of airlines. Throughout the interview, he mentions how supportive Hispanic Program Managers were in getting established as the National Hispanic Coalition of Federal Aviation Employees, and I thanked him for not giving up and believing that Hispanic representation matters at the FAA. Now ask yourself, what are you doing to keep the Coalition going? You are in the Coalition: You are given the opportunity to be part of it. The rest is up to you.

CONSTITUTION AND BYLAWS UPDATE

By Erik Salazar, C&B Chair

Have you read the NHCFAE Constitution and Bylaws recently? If not, we encourage you to visit the "Documents" section of the NHCFAE website and read them today! These documents spell out the objectives of the Coalition, membership, duties of the officers, dues collections, elections and much more. We are taking suggestions and proposed changes from all members to update the C&B to make them clearer and easier to understand, and removing items that are irrelevant or outdated. As the Coalition changes, it's important that we keep our C&BL current. We also want to ensure that our Member Guide and Standard Operating Procedures are in line with our C&B. Members will vote on proposed changes at the 2011 general membership meeting before our annual conference. Please reply to the e-mail you received from me with your suggestions! We appreciate your feedback.

MIAMI CHAPTER REPORT

By Yami Gonzalez-Iribarren

Thanks to Todd Preble, Alan Raffo, Rich Ramos & Yami Gonzalez-Iribarren, for volunteering in the Miami Dade College Career Day during October and November.

We are also proud to announce that, so far, we helped raise nearly \$1000 for next year's scholarship fund.

As a new trend, we delivered this year's toy donations to His House for Children, in the Miami Gardens area for the Christmas season. His House for Children has provided exceptional residential care, foster care, adoption and counseling services to abused, neglected and drug exposed children from newborn to 18 years of age. They also helped orphaned children from Haiti.



On a final note, we are planning an exciting itinerary for the 2012 conference, hosted right here in Miami, Florida.

PROFESSIONAL AND TEAM EXCELLENCE

By Faviola Garcia

On September 10, Ms. Faviola Garcia, Management & Program Analyst in the Western-Pacific Region, Micronesia Technical Assistance Program, was recognized in FAA Headquarters by the Assistant Administrator for Regions and Center Operations, Ms. Paula Lewis, ARC-1. She received a prestigious award recognizing her in the category of "Professional Excellence". Ms. Garcia was cited for having, "...gone above and beyond the call of duty with a cooperative spirit, leadership, professionalism, and "can-do" attitude that has provided team members the confidence and trust needed to accomplish each highly technical task at hand. Her ability to successfully coordinate these ongoing complex projects, involving dozens of specialists and foreign government officials across vast stretches of the Pacific, is to be highly commended." Various dignitaries were on hand to present the awards, including our Deputy Administrator, Michael Huerta.



Left to right Mike Cirillo, Bill Withycombe, Lirio Liu, Iliana Flores, Faviola Garcia, Michael Huerta, Paula Lewis, and David Dominguez.

Following this recognition, on November 16, Ms. Garcia was also recognized at the Western-Pacific Region in Los Angeles, by Mr. Bill Withycombe, Regional Administrator, for her work as part of the Supplementary Aviation Weather Reporting Station (SAWRS) relocation team that was nominated in the category of Team Excellence. The team was cited for recognizing "...the critical role SAWRS stations play in aviation safety and began working on a plan to upgrade all the stations at the international airports in Micronesia." The SAWRS Team is pictured below.

On behalf of the NHCFAE, congratulations!

Left to right: Barry Brayer, Manager, Special Programs Staff, Faviola Garcia, Program Analyst, Mark McClardy, NHCFAE Member and AWP Airports Division Manager (accepting for Ron Simpson, HNL ADO Manager and Gordon Wong, HNL ADO Inspector) and Jim Motley, ATO Tech Ops, (accepting on behalf of Frank Mesa, Guam ATO Tech Ops).



A WOMAN CHANGING THE WORLD

by Jose Salazar

On November 20th, I attended an awards banquet for a celebration of women who have inspired or made significant changes within our local communities. This award venue was presented by the Regional Hispanic Chamber of Commerce whose office is located in Long Beach, CA.

As an advocate in recognizing and assisting Hispanics within the Federal Aviation Administration (FAA) through the National Hispanic Coalition of Federal Aviation Employees, (NHCFAE), Ms. Faviola Garcia is no stranger to this exceptional and insightful enterprise. She presently occupies the Corporate Chair as a volunteer in this organization. Ms. Garcia was recognized as one of nine selected women who had dedicated time in making a difference for people. Through her diligence and professionalism she was nominated and honored for the "Mujer Cambiando El Mundo" Award translated to "Woman Changing the World" Award for 2010.

She currently works within the Western-Pacific Region, Special Programs Office as a Management and Program Analyst for the Micronesia Technical Assistance Program, involved with inter-



national travel. The office directly manages aviation technical assistance programs throughout various airports in Micronesia, located in the South Pacific Sector of the our Regional Geographic area.

Being of Mexican ancestry, Ms. Garcia's family comes from Jalisco, Mexico but, was born in Gardena, CA as the first generation in this country. Ms. Garcia's family raised her with the dignity and determination that still inspires her today. It was through the "hard work" of seeing her family struggle through the various challenges and sacrifices in their lives that Ms. Garcia persevered and succeeded in gaining the knowledge of being an inspiration to others, as well as a leader, which helps her today in her current position at the FAA. Through her many accomplishments and achievements she truly recognizes and knows what "La Familia" or "The Family" really means and will undoubtedly share this understanding with her own family. Let us please recognize Ms. Faviola Garcia in achieving this prestigious award.

For additional information on the Hispanic Chamber of Commerce or the award, please visit www.regionalhispaniccc.org.

CHOICES MATTER

By Dr. Nina Barker, MMAC Chapter member

As I walked into work this morning, I took off my gloves, scarf, and coat. That got me thinking...it's going to get colder and we may have an ice storm or a snow storm, or both within the next few weeks. I don't know how long it takes someone to become accustomed to this weather or if I ever will. On the bright side, I have an excuse to have cute winter accessories. Then I started thinking some more about how I ended up working in Oklahoma City for the FAA when my master plan was to work for Disney World.

My education brought me to Oklahoma. I attended the University of Miami where I obtained my bachelor's and master's degrees in Industrial Engineering. I was originally going to be a math and physics major but my friends and advisors helped change my mind. It was good to be open minded with my major because it helped save money with my tuition (interestingly, I had turned down a full-ride to New York University because it was based on me majoring in physics and engineering and I was so sure I did not want to be an engineer-FYI, it's highly recommended not to turn down a full scholarship). My undergraduate studies had a focus on manufacturing and automation. There weren't many students enrolled in the program so quite a bit of my tuition was subsidized. My master's studies dealt with computer simulation in transportation. I completed my master's degree in one year.

One semester I applied for and was accepted into a research program in metrology (not meteorology) in the University of Oklahoma School of Industrial Engineering. When I learned that my assignment was working with chemical engineers on carbon nanotubes (of which I knew nothing about), I was worried I wasn't going to do a good job because it seemed very far out of my comfort zone. However, I stuck with it and ended up learning quite a bit about something very new to me. It also helped teach me how to communicate with different types of engineers. I then returned to Miami and was working on the last semester of my master's degree when I received a phone call from my professor at the University of Oklahoma. I was offered tuition and a research assistant position so I basically would have my PhD paid for. That's not something that happens all the time so I immediately said "yes"! I worked on research in metrology and decision support systems while assisting my professor in organizing the summer program I had attended earlier. Every summer I worked with a new group of visiting students and helped them organize their research, learning more along the way.

I worked on my classes, research, and research program for two years then signed up for an internship to switch things up. I applied for the Hispanic Association of Colleges and Universities (HACU) National Internship Program (HNIP). Through this program, I was accepted into the FBI and was very excited but my professor was not. He felt my research and the summer research program would suffer if I was not in Oklahoma. So I called the FBI and regretfully declined. That was a very difficult phone call to make.

I later received a phone call from the FAA about an opportunity in Oklahoma City. The Logistics Center needed an industrial engineer to help them optimize the floor plan in their repair facility. The project sounded neat, so I said yes to the offer. I worked out my schedule to help in the Logistics Center and at the University of Oklahoma. I really liked what I did in the Logistics Center, even though when I took the Facilities Management class years earlier I thought I'd never put that to use.

Later, I accepted an offer to work full-time for the FAA. I turned down the subsequent research assistant funding from the University of Oklahoma so that they could provide that to another student. I completed all of my coursework and had to complete and defend my dissertation to graduate (this would take an additional 3 years). Periodically I'd work on my dissertation after work but did most of my work on the weekends. Sometimes I'd wake up in the middle of the night to write things down in my notepad and evaluate them when I was fully



competent. I jogged long distances while I was thinking of what to do next with my dissertation. I made very good use of having an RDO. To reduce distractions, I got rid of cable so that I wouldn't watch television and I sent my Nintendo to my little cousins. So what if I was a little socially awkward not knowing about "Lost" or "American Idol" or "Dancing with the Stars". So what if I lost my high-scoring video gaming skills. I'd find ways to do as much as I could during the week so that I could leave most of my weekend available for school work.

I defended my dissertation in April 2008 with some of my coworkers in attendance; it was nice to have their support to the very end. I graduated in May 2008. I was a doctor; that took months to sink in. I technically never have to go to school again. However, I wasn't done learning and never will be. I obtained my Project Management Professional (PMP) certification the summer of 2008. I also graduated from the Executive Leadership Program (ELP) earlier this year and am very thankful for that unique opportunity. I am also very thankful for all of the support I received from family, friends, and coworkers.

As the theme of this issue is education, I encourage you to think about the choices you make. Completing higher level education isn't easy but the sacrifice is worth it. I think about my coworkers that completed an MBA program for working adults; they worked hard, attending classes at night and working on schoolwork during the weekends. I can also think of another coworker that took many years to complete her bachelor's degree but she kept persisting and chipping away at it as she switched jobs and raised her children. There is also the technician I shadowed last year who took a major pay cut to learn how to be a technician and now loves her job. And I go back to when I attended the University of Miami, how one of my classmates would bring her daughter and hand her off to one of her friends during class because she wouldn't be able to pick her up from daycare in time after class. If you or someone you know wants to continue with their education, try your best to make it happen. There are so many opportunities to take advantage of that can help make the process of attending school easier. There are many schools that offer online coursework. There are opportunities to turn life experiences into college credit. There are scholarships and grants offered for many types of degrees. There are degrees geared towards working adults. There are co-op programs available all over the country. Many choices and opportunities out there. I hope you choose to go to the training conference this summer, and my husband and I (shown in the picture above) hope to see you there!

VOICE OVER INTERNET PROTOCOL

The New Spark in the Sky

by Eduardo Colón-Madera,

William J. Hughes Technical Center, Test and Evaluation Services Group, Communications Team (AJP-7A3)

A technological revolution has transformed the telecommunications industry in recent years: digital networks are replacing the traditional dedicated point-to-point analog telephone lines. With the explosive growth of high-speed Internet and the introduction of Voice over Internet Protocol (VoIP) technology to the communications world there is a potential to completely rework the world's phone systems.

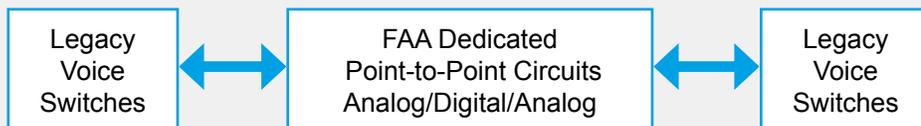
The Federal Aviation Administration (FAA) maintains the National Airspace System (NAS) communications infrastructure. The NAS is a series of networks which provide voice, data, and video communications services for Air Traffic Management (ATM) operations. Current ATM voice switching systems (diagram shown below) provide air traffic controllers with the capability to establish Air-Ground (A-G) and Ground-Ground (G-G) voice communications. These services will be improved as the Next Generation Air Transportation Systems (NextGen) enabling programs evolve.

The FAA is undertaking a modernization of the voice infrastructure by planning and implementing mature, scalable, and cost effective Transmission Control Protocol/Internet Protocol (TCP/IP) technology. This effort supports NextGen and the harmonization of international standards for ATM voice communications.

(AJP-7A3) recently participated in a review of European (EUROCAE) ATM communications standards documents. EUROCAE tasked Working Group 67 (WG-67) with developing standards for successful implementation of VoIP in ATM systems. A common VoIP standard is essential to achieve harmonized international ATM voice communications.

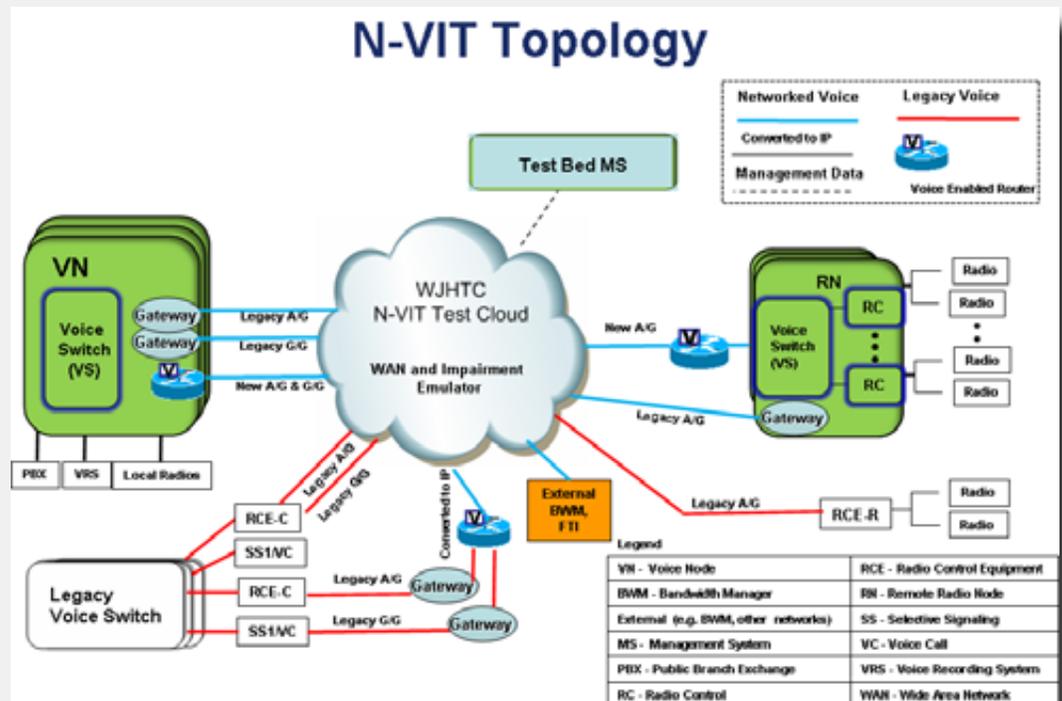
The FAA has identified NAS Voice System (NVS) as one of five transformational NextGen programs. VoIP technology will most likely play a key role in NVS implementation.

In support of developing global standards for successful implementation of VoIP and the early definition of NVS requirements, capabilities, and implementation, the FAA William J. Hughes Technical Center, Communications Team (AJP-7A3) was recently directed to develop a VoIP integration test bed (known as NAS Voice over IP Integration Test Bed, or N-VIT, see illustration below) to evaluate VoIP technology integrated with current and future voice communications systems.



The replacement of conventional point-to-point analog telephone lines with networked digital transmission for voice communications offers substantial advantages in terms of flexibility, expandability, and cost. This opened the door to a new concept: VoIP. In a nutshell, VoIP is the routing of voice conversations over the Internet or through any other IP-based network. This concept can modernize the ground-to-ground voice infrastructure using scalable and cost effective technologies. Enhanced routing capabilities will provide flexibility for growing ATM demand while promoting seamless operations around the globe in cooperation with aviation partners. These advantages have motivated the telecommunications industry and commercial network providers to initiate a massive migration resulting in the global implementation of VoIP capabilities.

FAA communications experts including personnel from the William J. Hughes Technical Center's Communications Team





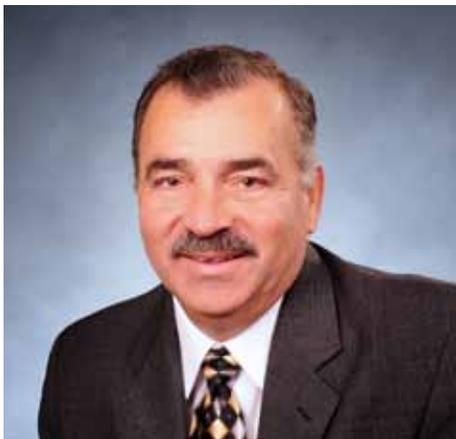
Working on the day-to-day networking configurations and design implementations, from left to right: Eduardo Colón-Madera, Electronics Engineer and the NVIT team lead, Radamé Martínez, Electronics Engineer and Communications Team manager, and José A. Lugo, Computer Scientist

The Communications Team is working with other groups and organizations to achieve the NextGen's potential communications capabilities. AJP-7A3 provides engineering support as well as test and evaluation services for ground-to-ground NAS communications systems. The Team will support the following activities:

- Evaluation of VoIPv4 and v6 technologies using commercial off-the-shelf (COTS) products
- Requirements development and future formal evaluations
- EUROCAE WG-67 and VoIP Transition Expert Group (VOTE) Team evaluations of the VoIP standard development
- Integration of NAS Voice Switches and NAS Voice System (NVS) Components Radios (UHF/VHF), Management System (MS), Radio Control Equipment (RCE)

Cooperation between the FAA and EUROCONTROL is paving the way for the global standardization of VoIP protocols for ATM systems which is a key step in the evolution toward an integrated, modern, and highly capable worldwide air traffic control system.

AJP-7A3 goal is to keep providing high quality test services to our customers and continue improving our standards and processes to maintain safe systems for the flying public.



Congratulations to the winners of the NHCFAE William J. Hughes Technical Center Chapter elections!

**Regional/Center Director
Luis Camacho**

**Director of Resources
Bernice Merly**



WELCOME OUR

Membership has its Privileges

The other day I was recollecting the time I joined the Air Force back in 1988 and my initial orders sent me to Woodbridge, England. It seemed overwhelming to uproot my life and not just travel to a new job, a new community, but to a new country as well. What made this daunting task so much more bearable was that my new squadron had a sponsor program. My sponsor helped me adjust to my new surroundings by showing me around and by introducing me to many people that later became my friends.

All of us at NHCFAE are in our own way ambassadors and sponsors as well. We share a common thread in our desire to improve our individual job site and the FAA as a whole. If you are considering changing career fields, or moving to a new work site in town or across the country, you might consider tapping into the resource that is our coalition. Every member that I have met in NHCFAE wants to reach out to others and help in any way they can.

To ease your transition, seek the assistance of someone who is already at the job that you are pursuing. If you do not know anyone there then please contact me at membership@nhcfae.org and I will check the database to find someone who can help you. As a member of NHCFAE you are now part of a large and extended family that wishes to help you. Being a member has its privileges.

- **Bobbie Kahklen**
- Shirley Hingada
- **Kim Nolan**
- Norma Campos
- **Joe Mahoney**
- Victoria Rogers
- **Troy Daniels**
- Joe Lopez
- **Paul Higgins**
- David Dominguez
- **Lazaro Arteaga**
- Faviola Garcia
- **Byron Huffman**
- Celsa Rodriguez
- **Jesus Rodriguez**
- Raquel Ysasi-Huerta
- **Marla Brown-Bennett**
- Rafael Escobedo
- **Mike Meza**
- Iliia Quinones
- **Alfonso Ybarra**
- Celsa Rodriguez



Not a member yet? Visit www.nhcfae.org/membership/join-us to sign up and start enjoying the benefits of membership today!

NEW MEMBERS!

New members shown in yellow and their Recruiters in blue, Sept 10, 2010- DEC 13, 2010
By Pete Escobar- Membership chair

Ricky Munos

Jose Arreola
• Ricky Munos

Jose Alvarez
• Michael Valdes

Hector Gaud
• Omar Merced

Bonnie Gray
• Sadie Alvarado

Rosemary Katchmar
• Capital Chapter

Julio Gandara
• Miriam Vega

John Combs
• Celsa Rodriguez

Joe Lopez
• Celsa Rodriguez

Rosemary Katchmar

John Combs

THE 2010-2011 RECRUITMENT DRIVE

is in full swing! You receive \$25 for every new member you recruit and recognition in La Palabra.

The new member receives his or her choice of the NHCFAE navy and white auto-opening umbrella with lifetime warranty, or the 4GB flash drive/pen/pocket knife, combo in blue with the NHCFAE logo.

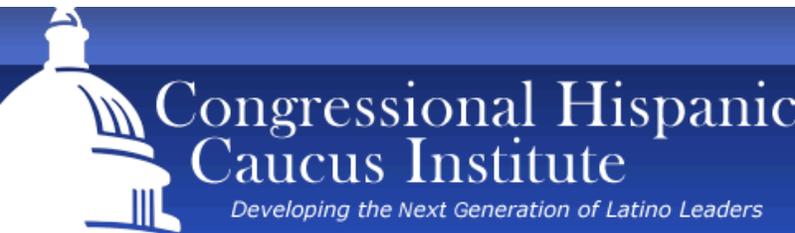


Star Recruiter Prize- If you recruit the most new members from June 1, 2010 through May 31, 2011, you will win a cash award of \$250! Congratulations to Raquel Ysasi-Huerta, the Star Recruiter for 2009-2010!



Chapter Grand Prize- The Chapter whose membership percentage increases the most during the recruitment drive will be awarded one paid registration fee for the Annual National Training Conference in Washington D.C. 2011 plus \$250 cash award. Congratulations to Great Lakes Chapter, who won the 2009-2010 Chapter Grand Prize, with a 22% increase! Visit www.NHCFAE.org/membership for more information.

WIN ADMISSION
2011 NHCFAE CONFERENCE
IN WASHINGTON D.C.



THE CONGRESSIONAL HISPANIC CAUCUS INSTITUTE SCHOLARSHIP PROGRAM

Mission: to provide critical financial assistance that will increase graduation rates among Latino students in post-secondary education.

CHCI's scholarship opportunities are afforded to Latino students in the United States who have a history of performing public service-oriented activities in their communities and who demonstrate a desire to continue their civic engagement in the future. There is no GPA or academic major requirement. Students with excellent leadership potential are encouraged to apply.

CHCI scholarship recipients receive one time scholarships of:

- * \$1,000 community college or AA/AS granting institution
- * \$2,500 4-year academic institution
- * \$5,000 graduate-level institution

Scholarship awards are intended to provide assistance with tuition, room and board, textbooks, and other educational expenses associated with college enrollment.

In an effort to ensure the progress of scholarship recipients and encourage completion of the postsecondary program, each scholarship award is divided over the number of years required for graduation. (i.e. a \$2,500 scholarship for a college freshman will be distributed in four equal installments of \$625 a year).

Students continue to receive annual disbursements as long as they maintain good academic standing. CHCI manages the disbursement of the scholarships; an annual check is sent directly to recipients.

Eligibility Criteria:

- * Full-time enrollment in a United States Department of Education accredited community college, four-year university, or graduate/professional program during the period for which scholarship is requested
- * Demonstrated financial need
- * Consistent, active participation in public and/or community service activities
- * Strong writing skills
- * U.S. citizenship or legal permanent residency

Application Deadline for 2011 Scholarship Awards: April 16



NASA MUST Project

The National Aeronautics and Space Administration (NASA) MUST Project aims to attract and retain underserved and underrepresented students in STEM through a progression of educational opportunities. MUST is managed by the Hispanic College Fund through a consortium that includes the United Negro College Fund Special Programs Corporation and the Society of Hispanic Professional Engineers.

MUST selects undergraduates who aspire to become tomorrow's researchers, scientists, and innovators. Participation is highly competitive and only rising sophomores (current freshmen), rising juniors (current sophomores), and rising seniors (current juniors) may apply.

Each year, the MUST Project supports 100 undergraduate students with:

1. A one year competitive scholarship of up to half of tuition and fees, not to exceed \$10,000.
2. The opportunity to participate in a paid 10-week NASA summer internship at one of ten NASA field centers.
3. The MUST Professional and Academic Support System (PASS), which provides scholars with tutoring, mentoring, and access to various professional development activities.

The 2010 - 2011 application will be open from November 1, 2010 to February 1, 2011. To access the application, visit <http://intern.nasa.gov/>

MENTOR PROGRAM?

NHCFAE Educational Benefits Expand

By Raquel Ysasi-Huerta, NHCFAE Director of Education



Hello! I am very excited to be your new National Director of Education. My job includes managing the Rene Matos and Danny Gutierrez Scholarship Programs, the Member Tuition Reimbursement Program, our portion of the FEEA/NHCFAE Scholarship Program, and National Conference training. I will also be focusing on expanding our outreach and developing a formal mentorship program in the upcoming year. The Coalition offers educational benefits for every stage of learning.

The Rene Matos Memorial Scholarship Program and the Danny Gutierrez Memorial Engineering Scholarship Program award thousands of dollars every year. These programs help dependants of NHCFAE members, students of Hispanic descent, minorities, and women complete their higher education efforts by recognizing and rewarding academically superior performance, achievements, leadership, and community involvement. The NHCFAE scholarships are available on a competitive basis to any undergraduate, graduate, or technical/vocational student. Financial need IS considered. The Danny Gutierrez Scholarship is for Engineering/Technical majors only. Visit www.NHCFAE.org/education to learn more and to apply. Application filing periods for both are February 15 through May 01, 2011.

The NHCFAE Member Tuition Reimbursement Program is available to all NHCFAE members who are pursuing higher education through training or enrollment in an education program. This is a great way for our members to go back to school and finish their degrees. This year the filing period for this program runs from February 15 through May 01, 2011.

The NHCFAE-FEEA Scholarship program is another wonderful program available to our members and their families. The amazing thing about this program is that it is the only merit based scholarship competition program open exclusively to federal employees, their spouses and their children. This year I plan to become very familiar with program, as I have two daughters in high school. As many people are aware, civil federal employees generally make too much money to qualify for financial aid, and yet cannot afford to pay for four years of college tuition. This program helps us afford college for our children. Applications are available from January to March every year.

Mentoring and outreach programs provide wonderful benefits to all employees involved in these programs; however, these programs are currently underutilized. The NHCFAE Executive Board is determined to expand our efforts in the upcoming year by establishing a worthwhile and effective mentoring and outreach program. As the Director of Education, my goal is to work

closely with the entire board as we create guidelines or an SOP, ensuring everyone has an understanding of where we are going and the steps we plan to take. The outreach portion of the program would focus on prospective new FAA employees. I have previously assisted both the Office of Civil Rights and the ATO Diversity office with their nationwide outreach efforts. Based on my experience, I have established a few preliminary guidelines and training techniques for those members interested in participating in our outreach committee. The committee should be comprised of employees in various fields of the agency who are able to attend career fairs and other functions. These members should also be able to explain, in depth, what their job entails, as well as the process and qualifications required to obtain the job with the FAA. We expect NHCFAE membership to grow as a result of our outreach efforts as well. As we make a positive impact in the community, increase Hispanic representation in the FAA, and give our members more opportunities to make an impact, the Coalition's effectiveness will strengthen our reputation and marketability.

Mentoring is another area that you, the member, have expressed interest. The Executive Board and Committee will start developing the framework of a mentor program this year. As we set up the program, we will answer the following questions: What is mentoring and what are the benefits? Simply, mentoring is developing a relationship between an experienced person, the mentor, who shares their expertise and perspective to help foster the professional growth of another individual, the mentee. As a mentor, you experience the satisfaction that comes from supporting another in their professional development. You may also expand and demonstrate your skills by developing the talents of those within your organization. You can share your experience and expertise with others to make a better and stronger FAA and NHCFAE. As a mentee, you can gain from another person's experiences and skills, enabling you to grow personally and professionally.

We will be sharing more information on both the outreach and mentoring programs in the future. If you are interested in becoming involved in either program, contact me at DOE@NHCFAE.org. We look forward to hearing from you.

Feliz Navidad y Prospero Año Nuevo



ALBUQUERQUE IS FIRED UP

By Raquel Ysasi Huerta, National Director of Education



The Albuquerque (ABQ) NHCFAE chapter members along with other ABQ ATCT and ZAB ARTCC, employees, have attended 18 Career Fairs/Expos this past year. We have been able to provide many individuals in the New Mexico and West Texas communities' information on the various careers that the FAA has to offer along with locating potential future employees for the agency. With the large Native American and Hispanic population in the Southwest, we are able to partner with the agency to locate future employees to help the agency reach its goal of creating a workforce that resembles the Corporate America. We thank the National Civil Rights Office EEO Outreach Team, who generously paid for many of the vendor fees associated with the events.

We give special thanks to Fanny Rivera, ACR-1 and Miriam Vega, Director of the EEO Outreach Team. We also appreciate Michelle Benitez and Erin Ballard, who have worked with me over the last year, and have sent information about career events in areas that they needed someone to attend. They also provide funding for us to participate in events that we bring to their attention.

There have been so many memorable events, two that particularly stand out. The first was when Marc Abeyta, ABQ NHCFAE local Chapter Director, spent time with high school students who had never heard of the FAA, and who, for some, had never been on an airplane. As Marc sat with the students and explained how air traffic control works, he had them engaged so much that you could see their awe. "Thank You" to Marc Abeyta for going above and beyond by spending extra time with these students.



In the second event, Melinda Quinones was able to give back to the community by attending an outreach event at the very same college where she was recruited. Melinda was attending New Mexico Highland University when the FAA was looking for students to participate in their COOP program. Although she was a math major at the time, the head of career services felt

that Melinda would prosper in the field of Air Traffic, and gave her name to the recruiter. Melinda was interviewed by Ben Abeyta, a Training Specialist from ZAB ARTCC who was very involved in outreach efforts in New Mexico area. That was 1999, and Melinda has been an Air Traffic Controller at ZAB ARTCC ever since. Having an individual from the local community, successful in her career, and reaching out to the community, has a huge impact on those attending event. One of the best practices employers can use for recruiting is having alumni attend these events. Students are more likely to identify and relate with alums, able to learn that working for an agency like the FAA is not just some far-fetched idea.

Thanks to Melinda for taking time to share her experience with others from her small home town community in Northern New Mexico..

The American Indian Science and Engineering Society (AISES) National Conference was held in Albuquerque (ABQ), New Mexico, on November 12, 2010. Thanks to the FAA ATO Diversity Office, and the ATO Aviation and Education Outreach Team, especially Alvonya Barnes, who provided the group the opportunity to participate.

What is so unique is the opportunity for those who have been successful in their careers to give back to the community, by sharing their experiences, and the paths that they took to achieve the success they have today.

Raquel Ysasi-Huerta assists both the ATO Office of Diversity and the Civil Rights Office with outreach in the Southwest portion of the country. At this event, Raquel was inspired by two individuals employed by the ATO who became successful after taking advantage of opportunities offered by AISES. Raquel was honored to represent the FAA, along with Laurita Curley and Dale Sombrero.



Laurita Curley is an Airway Transportation Systems Specialist –FV-2101, Radar Communication Specialist at the ABQ Terminal Unit. She was a member of the AISES local Albuquerque chapter while attending high school at Southwest Indian Polytechnic Institute (SIPI), and knows first hand that AISES is a good avenue for Native Americans. It brightens collegiate and career prospects: it outlines paths and gives individuals that may not otherwise have the chance, to see those open doors of opportunities.

Dale Sombrero attended the Collegiate Training Incentive program for the FAA at SIPI and was hired as an Airways Transportation System Specialist in the Environmental Unit. He later transferred into Air Traffic Control, and is currently working as a certified professional controller at Albuquerque Air Route Control Center. Dale concurs with Laurita, that AISES presents excellent opportunities for personal and professional growth. The AISES annual conference provides members training sessions where they learn to improve resume building skills, attend presentations, network, get feedback from field professionals, and even have on-site interviews by various companies and agencies.

LATINA STYLE MAGAZINE FEATURES FAA

*The FAA is recognized in the February 3rd 2011 Edition of Latina Style Magazine.
Featuring NHCFAE member Kimberly Castillo, National Hispanic Employment Program Manager
Reprinted with permission from author Gloria Romano.*



LATINA *Style*

NATIONAL MAGAZINE FOR THE
CONTEMPORARY HISPANIC WOMAN



The Federal Aviation Administration Building

A subcomponent of the U.S. Department of Transportation, the Federal Aviation Administration (FAA) was established by the Federal Aviation Act of 1958. Its primary responsibility was the safety of civil aviation. Today, the FAA operates the world's largest aviation system and is responsible for the safety and certification of aircraft and pilots, for the around-the-clock operation of our nation's air traffic control system, and for the regulation of U.S. commercial space transportation.

Ranked number 187 out of 224 subcomponent agencies on the 2009 Best Places to Work in the Federal Government Rankings, the FAA seek for employees to help maintain its place, as the world leaders in aviation. "If you have ambitious goals, FAA is the place to realize them," states Kimberly Castillo, National Hispanic Employment Program Manager at FAA. "Our vision is to strive to reach the next level of safety, efficiency, environmental responsibility and global leadership to include the American public and our stakeholders." According to workforce distribution statistics, in FY 2009, the FAA had a

total of 48,486 permanent and temporary employees; 2,245 (4.6 percent) employees were Hispanic males and 774 (1.6 percent) were Hispanic females. The FAA largest occupation, Air Traffic Control Specialist, is comprised of 20,401 employees; 978 are Hispanic males and 206 are Hispanic females. In addition, in FY 2009, the FAA had 3,889 executive and senior level managers onboard; 175 (4.50 percent) were Hispanic males; 47 (1.21 percent) were Hispanic females.

As part of the agency's overall goal to diversify, the FAA Office of Civil Rights plays a vital role in assuring that actions are taken to address the lower than expected participation rate of Hispanics and other minority groups in the FAA workforce.

According to Castillo, in 2001, the Office of Civil Rights established a full-time National Hispanic Employment Program Manager (HEPM) position. The HEPM advises and assists agency officials on matters that affect Hispanics, including employees and prospective applicants. In addition, ACR established a National Equal Employment Opportunity (EEO) Outreach Team in 2007. The team is comprised of national and regional Special Emphasis Program Managers. It develops strategies to increase the participation rate of women, minorities, and people with disabilities in the FAA.

In FY 2010, the FAA attended over 35 career fairs targeting Hispanics via Hispanic Serving Institutions (HSI), local and national conferences, and aviation career informational workshop sessions. The Office of Civil Rights also developed a mass e-mail list database of prospective applicants by area career interests.

Twice a month, the EEO Outreach Team sends mass e-mails to prospective applicants. "This is an effective communication mechanism between the FAA and the Hispanic community," states Castillo. "It is particularly helpful for individuals who may not know how to search for job vacancies online and would like to speak to a Federal employee directly on general employment questions."

The FAA also provides year-round employment and summer student programs as a pipeline to possible full-time Federal employment opportunities. Programs include, but not limited to, FAA Student Intern Program (FASIP), Volunteer Service Program, Outstanding Scholar Program, DOT Workforce Recruitment Program (WRP) For Students with Disabilities, Minority Serving Institutions (MSI) Intern Program, Outstanding Scholar Program, Summer Transportation Internship Program (STIPDG) Summer Employment Initiative, Summer AT-CTI Internship.

FAA's mission critical occupations include Air Traffic Control Specialist, Aviation Safety and Security Inspectors, Airway Transportation System Specialist, Information Technologists, Contract Specialist and Engineers. The FAA is hiring Air Traffic Controllers, Aviation Safety Inspectors, Engineers, Administrative Assistants, Management and Program Analysts, Program Assistants, Computer Specialists and more. For more information about career opportunities, visit www.faa.gov/jobs.

For a comprehensive listing of federal agencies hiring, visit USAjobs.gov. To see the full rankings of each agency profiled visit <http://data.placestowork.org>.

By Gloria Romano

ARE WE DOING ENOUGH?

By Omar Merced, RCD for the William J. Hughes Technical Center



I ask myself the same question over and over again, “Are we doing enough?” Are we, as Hispanic employees, doing enough to bring Hispanics into the agency? Are we as federal government employees reaching out to our local schools and universities? Are we doing our best to motivate, educate and help young students learn about the agency and the different opportunities it has to offer? When I ask these questions I am not talking about us as the NHCFAE organization, I am talking about us the individual employees working for FAA.

The FAA offers a lot of different opportunities which can help us to bring people into the agency. Some of these opportunities may apply to your individual facility and some of them may not, but the bottom line is that we all have the power to reach out to the local community, educate and provide enough information for people to get interested in what we do as an agency and the opportunities available to start pursuing a career with the FAA. The reality is that this concept applies to all line of businesses within the agency, whether you are an air traffic controller, computer scientist, engineer, safety inspector, etc. you have the power to spend a few hours in a school, college or university and talk to students about the different opportunities the agency has to offer.

During the last few months I have been lucky enough to work with the ATO Office of Diversity and the local Office of Civil Rights in different FAA Outreach events. This experience taught me a lot about the reality that college students are facing out there and the struggle that some of them are going through to find a job after they finish their bachelor’s degree. We all may know a little bit about this, especially during these tough economic times, but hearing first hand some of the frustrations that some students go through to get a job are just stunning.

For that reason I am providing information on the different internship and COOP opportunities the agency has to offer, and the success story of Josue Espinosa, who came to us as the result of an outreach event conducted in Puerto Rico and the COOP program at the Technical Center.

FAA INTERNSHIP AND COOP PROGRAMS INFORMATION

- **Summer Employment Initiative:** Designed to attract talented students to the workforce for summer employment opportunities into entry-level positions and provide positive work and developmental experience. Position(s): Clerical; Administrative; Professional; and Engineering positions.
 - **DOT Summer Transportation Internship for Diverse Groups (STIPDG):** Provides an opportunity for interns to participate in an exciting ten week program. This includes transportation research, work-related experience, and field trips to introduce them to the many aspects of the complex field of transportation.
 - **Outstanding Scholar Program:** Hires exemplary college graduates
 - **DOT Workforce Recruitment Program (WRP) for Students with Disabilities:** Offers a unique opportunity to hire highly-qualified postsecondary students and recent graduates with disabilities for either summer internship position or for full-time permanent positions with FAA.
 - **Minorities Serving Institution**
Open to all college students who are U.S. citizens
Duration: Summer Full-Time/Part-Time
Requirements: Must complete freshman year of college; Minimum GPA of 3.0
Timeframe: Spring (January to May) 15 weeks; Summer (June to August) 10 weeks; Fall (August to December) 15 weeks
Points of Contact: Lawrence President 202-493-5185 or Mai Nguyen 202-267-7666
- How To Apply: go to <http://www.hnip.net/applications/applicants/>
- **FAA Technical Center COOP Program** – Atlantic City NJ: Send Resumes and Unofficial Transcript to 9-ACT-INTERNSHIPS@faa.gov
Requirements
 - Be a US citizen
 - Enrolled in a school’s cooperative education program
 - Enrolled as a degree, diploma, or certificate seeking individual at an accredited institution
 - At least ½ time student
 - Minimum 3.25 in the major
 - Minimum 3.0 cumulative (GPA)
 - Successfully complete a background/security investigation

A COOP PROGRAM SUCCESS STORY

Hello, my name is Josue Espinosa and I am from Hatillo, Puerto Rico. During my senior year at the University of Puerto Rico, Mayaguez Campus, I started looking for an internship program to gain experience in my area of study, Mathematics. After doing extensive research, I discovered that the federal agencies offered what I was searching for. I applied to different agencies and received an answer from the FAA. I realized that my dream since I was a child could really be happening- I have always been fascinated by airplanes and everything related with them, and working in the FAA could make that a reality.

I communicated for several months with Human Resources, and after an interview with Mr. Jefferson, I accepted the job offer for a Co-op program to work as a Mathematician in the Virtual Reality Laboratory. After several extraordinary months working in the Virtual Reality lab, creating tridimensional models of different structures using different 3D modeling and simulation software, I received a tentative job offer from my manager Hilda Dimeo. A couple of months before my Co-op ended I received the expected call, the firm offer. I got the job: I could start as soon as I completed my degree. For me this was a dream come true- you cannot find an opportunity like this every day. I wanted a career at the Tech Center, and during my conversation with Ms. Dimeo, all that flashed through my mind was having no stress about my future.

My first day as a federal employee was an amazing day for me, a new experience and a new life. I want to express my gratitude to Hilda Dimeo for giving me her trust, and for the opportunity to work in her team.



EXECUTIVE BOARD MEETS IN FT. WORTH

By Don A. Espinosa, Vice President

Our FY-11 First Quarter Executive Board Meeting was held in Fort Worth, Texas on November 2-4, 2010. The newly elected Executive Board, along with the Committee Chairpersons, attended the three-day meeting. On our travel day to the Dallas Fort Worth area, the evening was celebrated with a home-cooked Mexican dinner at Sadie's new home. Sadie and Celsa Rodriguez, our President's Special Assistant, provided the meal. It was delicious!

The meeting was called to order on Tuesday morning with the President's Report that emphasized the NHCFAE Strategic Plan and the primary goals and expectations for this coming year. The first day also included a review of the newly developed FY-2010 Strategic Plan accomplishments and then updated the Plan to prioritize the FY-2011 strategic initiatives. This was accomplished with the professional assistance of Martha G. Kampen, Kampen Consultants, L.L.C.

On the second day, the morning consisted of a team-building workshop. Prior to arriving in Fort Worth, we completed an Insights Discovery Assessment via the Internet. The Insights Discovery was part of a team-building exercise that provided a framework for self-understanding and development. During the half-day workshop, team members completed various exercises to understand their Insights Discovery Personal Profiles and Insights color energies. We were provided a 20+ page profile, which helped us gain a detailed understanding of our personal style, how it impacts our relationships in both personal and professional environments, and to devise effective strategies for interactions with others. The session provided us with a better understanding of the uniqueness of each other; the profile illustrates how recognizing and valuing differences can empower individuals, teams and entire organizations.



The remaining days consisted of NHCFAE Officer and Committee Reports. Your new Executive Board is committed and obligated to keep you informed as members of this great and professional organization. Please contact an Officer, your Regional Chapter Directors or visit our website for more information. As your newly elected Vice-President I wish Your Family a Happy Holiday Season and a New Year filled with Blessings.

Don A. Espinosa
Vice President, NHCFAE

BISCOCHITOS, as they are called in Northern New Mexico or Biscochos, as called in Southern New Mexico, have a long tradition in New Mexico, and is the Official State Cookie. Originally introduced to Mexico by Spanish explorers in the 16th Century, they are known by different names in other countries or other cities in the United States. This anise and cinnamon flavored shortbread cookie has been enjoyed by residents as well as many visitors to New Mexico. As a festive cookie it is enjoyed during special celebrations, such as Christmas, weddings, baptisms and religious holidays. Member Wil Medina submitted his Grandma's Biscochitos recipe.

6 cups flour
3 teaspoons baking powder
3 tablespoons Anise seed
2 cups lard
2 eggs
1 1/2 cups sugar
1/2 cup can evaporated milk



Mix milk, sugar and lard. Add eggs and anise. Blend together adding dry ingredients. Add warm water to the dough a little at a time until it is a good consistency for rolling out to cut out cookies.

Coat with a cinnamon and sugar mix before baking, or decorate with sugar frosting after baking.

Bake in preheated 350 degree oven for 7 to 10 minutes. Enjoy!

COMMON THREADS

By Kristina Harris, Editor
and former NHCFAE Director of Public Affairs



Not many have a storied career like that of Manuel Vega's, known to everyone at FAA Headquarters as Manny. Sure, we may have seen him at events, been mentored by him or given sound advice by him. Many know his wife and best friend, Miriam. But how many of us can really tell the whole story about the strong quiet leader who graduated high school in 3 years, discovered a common thread at the agency and still has time to raise up and encourage new leaders in the Coalition? Even after my interview, I have a feeling that this is just the tip of the iceberg of getting to know Manny Vega.



Born and raised in Rio Piedras, Puerto Rico to well educated parents, Manny excelled in his small Catholic school and chose to finish school early. Manny "got ahead of the game"

as he says, and was encouraged by his father to go for dreams and forge his own destiny.

Always supportive of their son's choices, his mother, an elementary school teacher, and his father, a Korean War Veteran and a lawyer later on in his career, let him know they were there for him for whatever he needed, and would be there to encourage the path he chose. Even when he decided to join the Air Force as an ROTC cadet, his father did not try to sway him to follow in his footsteps to join the Army. Manny was truly creating his own future. He chose to become a pilot, thus establishing his first career.



"I went into the military and it took me all over the world," Vega said. He spent time in [Okinawa] Japan, Vietnam, Travis AFB (California), Air Force Academy in Colorado Springs, Venezuela, Wright-Patterson AFB (Ohio) and lastly ended up at the Pentagon. By that time in his career,

he had a choice of anywhere he wanted to go. He said he was in Washington and liked the environment, so he started applying for permanent positions as a civilian federal employee; His first position with the FAA was in the early 90s in the Office of Rulemaking.

"Starting where I did actually gave me the best perspective of the FAA in terms of an overview, and opportunity to see all of the aspects of the FAA and its regulatory functions," Vega stated. He dealt with everything from Airspace Procedures and Redesign, all the way down to Pilot Certifications. It gave a broad view of the FAA and became a launching pad (pun intended) to another opportunity at the FAA, in the Office of Commercial Space Transportation. Three years into the agency and Manny was an advisor on regulatory affairs. Commercial Space Transportation was newly transferred to the FAA from the Department of Transportation. Not only was he working on regulations, but he was concurrently integrating this office into the FAA. Manny made his first connection. His time in the Office of Rulemaking helped with some unique projects.

He shared a particular story: "At the time they were working on the regulation of licensing reusable launch vehicles and also manned flight into space. It was like regulating the Wright Brothers before their first flight. There were unknowns, but I picked up on my background in aviation and deduced that the Experimental Flight Rules could be applied. I then started talking to people in Aircraft certification about airframes and space vehicles. Initially, I got a lot of resistance. Eventually, it was accepted and now a lot of the stuff in commercial space is in keeping with the tradition in aviation, applying some of those same approaches I proposed."

After 4 years in Commercial Space, Manny went on to Research and Acquisitions as a product lead for Navigation and Landing Systems. He spent 9 years there, no doubt gathering much knowledge on

the acquisition of various landing systems and other services for his program. He joined and completed the Senior Leadership Development Program (SLDP) which gave him the opportunity to explore new things within the agency. He attended courses at the Federal Executive Institute, learned valuable lessons about how the federal government functions, and developed a deeper understanding of executive roles. Upon completion of the program, Manny's Executive Advisor, Jim Washington, Vice President of Acquisition and Business Services, tapped him to be his Senior Advisor.

It's worth noting that, while in the SLDP, one of Manny's assignments was as Acting Director for Western Hemisphere in the Office of International. He gained a lot of visibility in an area he hadn't been exposed to. No stranger to traveling the world while in the military, Manny was now looking at how the FAA was part of a global aviation community, and was an international leader. "We influence countries and also assist countries whose aviation infrastructures aren't up to par," he stated proudly. "It was an eye-opener and a great experience," he added.

It's fascinating how everything's connected in the FAA, and Manny's career brings it all together. He managed to make connections and use his prior experiences to enhance his job performance and leave an impact wherever he would go. With each new position, he found the "common thread" and used that to build on the knowledge he gained from his previous office.

When asked what his advice is for newer employees and even long-timers, he simply states that, "Developing a career is connecting what you have done in the past to what you are doing now and try to find the common threads that tie all the pieces together. As an agency, we don't do anything independent of each other. The buzz words today are about collaboration and partnering."

TOP 10 REASONS NOT TO PLAN FOR RETIREMENT

A different kind of Top Ten List.

Provided by Glenn Livingston and Michael Livingston

You probably read or hear about some “Top Ten” list nearly every day. But take a moment to read this one. This list is different, and probably not what you’d expect from a Financial Advisor. We’ll feature #10 to #6 here, and #5 to #1 in the next issue.

#10: “I’m too busy”

I can’t tell you how often I hear this excuse. So many people want to plan for a better retirement, but they don’t have time. They think they’ll take care of it tomorrow, or the day after that ... and before they know it, several years have gone by. The best advice I can give you is to stop procrastinating and start planning today.

#9: “It’s too soon”

I don’t know how this happened, but many people have adopted the notion that you don’t have to start planning for your retirement until you’re almost there. This is totally incorrect. The truth is, the sooner you start planning, the better chance you stand of having the kind of retirement you want. It’s never too soon. Many people start planning in their early twenties!

#8: “It’s too late”

If you’re already near or past your retirement eligibility date, you may think that whatever you’ve got is what you’re stuck with and it’s too late to do anything about it. Think again. If you’re unsure of what your options are, speak to a professional. Even if you’ve already retired, it’s important to consider how you’re receiving income and how long it will last. It’s never too late to revise your income distribution strategy.

#7: “I don’t need to”

I’ve heard this excuse many times and it always baffles me. Many people think that because they’ve been diligent about contributing to a savings account, they’re all set. While saving for retirement is good, you also need a plan for income distribution once you enter retirement. Are you certain that what you’re saving will be enough? Have you considered your distribution plan? What about taxes? What about inflation? And are you sure your money will be properly invested? There may be other, better options for you and it may prove worthwhile to look into them.

#6: “I don’t have enough money to get started”

This excuse seems marginal at first glance, but there is some truth behind it. You need to have money to save or invest money. However, unless your bills are exactly equal to or greater than your net income, you DO have enough to get started. Starting small is better than not starting at all, and if you plan well, you’ll eventually have more to work with.

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Manny is a real asset and a “value-added” for any organization he joins. He truly exemplifies making the most impact, and leaving a positive lasting impact at that! Speaking of impact, Manny is one of the pillar members of the Coalition’s Capital Chapter. He’s been a member since 1991, when he began at the FAA. Manny has held practically every position on the chapter board, and now wants to assist current members of the chapter, build up new leaders, and usher in the new generation. His advice to the newer coalition members and to those who are unsure about their abilities to serve in the chapter- “It’s all about stepping up and actively building leadership skills while in the coalition. Once you gain experience in the Coalition, it’s bound to be those skills that carry over into your formal position in the FAA. Develop and build [those skills] early on. Communication skills are learned at every level, and leadership roles are carried out at various capacities,” he advises. “You can make mistakes, but you’re in a group where those mistakes are lessons learned for your strengthening and development.”

He also gives advice to the more veteran members saying they should “Stay involved and at the same time encourage the newer members and engage with each other.” The NHCFAE 2011 National Training Conference in Washington DC is giving us the opportunity to do just this. Manny excitedly explains, “This is offering opportunities to long-time members to shape the event, and to use the young talent to work together to make it happen and lead it. It brings the two working together. We’ll have a lot of engaged members all working together for the good of the FAA, not just the Coalition alone. We will get VPs and Executives to say that our conference meets the needs of the FAA, and that the conference itself meets the training needs of our membership. It’s a win-win.”

When I asked about how he felt about working at the same agency as his wife, he smiled and gave me a run down of the advantages: carpooling together, quality time together and eating lunch with her anytime. In all honesty, going deeper than that, he said they are able to bounce work-related ideas off each other, share and serve together in the goals of the Coalition, share in the goals of seeing Hispanics succeed at the FAA and in the federal government. She is his encouragement and support.

I left that interview knowing so much more about Manny Vega and respecting him that much more.



AN EARLY GOODBYE

By Manny Carrizo, RCD Southern Region

On October 12, 2010 in Tampa, Florida we lost one of our distinguished members, Mildred Cruz from the San Juan Chapter. Mildred had undergone a bone marrow transplant to treat the aplastic anemia attacking her platelets and red blood cells. She was recovering slowly when she suffered a pulmonary infection that claimed her life.

My sympathy goes to the Cruz family who is suffering a terrible loss. Mildred Cruz, 43, was Chapter Director in San Juan, Puerto Rico and leaves behind her parents Domingo and Carmen, her sisters Milibet and Betsy and her two young children Haresh and Naisha. When I heard the news my thoughts went to these children and what must be a devastating loss for them.



The National Hispanic Coalition of Federal Aviation Employees has always strived to help the Hispanic community and as such we are a family and a foundation to many, including the Cruz Family.

Mildred started her career in the FAA in 1993 working as an administrative assistant with the San Juan International Automated Flight Service. Prior to closure of all the FSS Stations, she transferred to the San Juan CERAP as a Program Analyst. In the last year, she was promoted to Administrative Officer. She was a valuable asset to the facility and is greatly missed.

Mildred was a single mother who found time to give back to the community as the Chapter Director of San Juan. She served NHCFAE with great pride and dedication. The Southern Region is honoring Mildred's work for NHCFAE by providing an education fund to her children who very much depended on their wonderful mother. If you are interested in learning more about helping the Cruz children, contact me at so.rcd@nhcfae.org.



YOUNG JOURNALISTS TARGET AVIATION

By Faviola Garcia and Marie Sanchez

On Saturday, October 30, 2010, the Western-Pacific Region Chapter organized a visit to the Torrance Airport Air Traffic Control Tower for students from Felton Elementary School in Lennox, CA. The children toured the Tower and visited the Western Museum of Flight, located at the airfield. The students are in *Journalist Club* and are learning English as a second language. The purpose of the field trip was two-fold. First, it was an opportunity for the students to learn about different occupations within the aviation industry; and second, for them to practice their English and writing skills by interviewing the air traffic controllers and publishing their experience in the school newspaper, the *Felton Falcon*.

"It was truly an honor to host these students and see the delight on their faces as they experienced several aspects of aviation and air traffic control up close and personal," exclaimed Ms. Robin Rush.

Barbara Keller, Aviation Space and Education Program Manager at Western Pacific Regional Office, helped coordinate the event with Faviola Garcia. Faviola is a Management & Program Analyst in ARC (Regions and Center Operations) Special Programs, and Corporate Chair of NHCFAE.

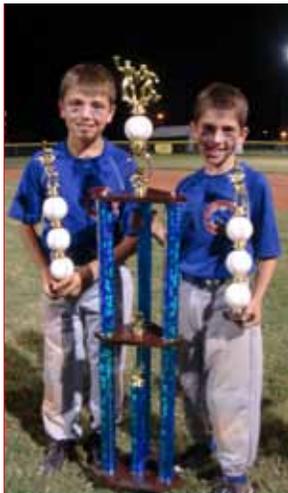
The NHCFAE thanks the wonderful team at Torrance: Robin Rush, Manager, currently on detail to the ATO Diversity Office, Lazaro Arteaga, Acting Air Traffic Manager, Victor Morales, Front Line Manager, and Juan Duran, Air Traffic Control Specialist. We also thank Mr. Hy Joseph, Senior Docent, for providing the guided tour of the Museum and hosting this successful event.

The Western Pacific Chapter presented the school with a check for \$150 to enhance their afterschool program and cover transportation and other costs.

Special thanks also go to Mr. Alberto Paredes and everyone involved, who proactively and selflessly give of their time to ensure that our children have these opportunities.

The Western-Pacific Chapter would like to welcome our newest member, Mr. Lazaro Arteaga, pictured above, at right. Bienvenido!!!





LESSONS FROM LITTLE LEAGUE

By Teresa Metcalf
MMAC member

My twin boys, Matthew and Andrew, have been playing baseball since they were 5 years old. They are pitchers, shortstop, and 3rd basemen playing for the Oklahoma Cubs, 9U kid pitch. We have been through t-ball, machine pitch and now regular kid pitch. Little league baseball is quite demanding with practice twice a week,

a league game once a week, and tournaments on weekends. It has been amazing to see them develop into excellent ball players. They have collected 18 trophies already and 6 medals. This past August, they played in their first 9U kid pitch tournament and won first place! Matthew and Andrew both pitched solid games striking out players at a 48% ratio. I am so proud of my boys and I love to watch their expressions when they win games.

Little League gives us lessons to apply in our careers:

1. Work as a team to achieve success
2. Continuously improve your skills
3. Encourage your team members to be successful
4. Positive attitude leads to positive results

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What's on your mind?
Contact your officer and let them know.

Submit articles for La Palabra by March 1, June 1,
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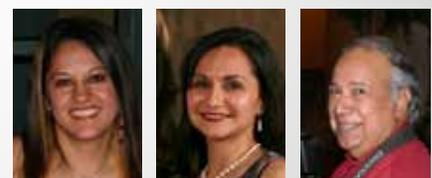


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