

NATIONAL HISPANIC COALITION OF FEDERAL AVIATION EMPLOYEES

PO Box 23276 / WASHINGTON, D.C. 20026-3276

EXECUTIVE BOARD MONTHLY TELECON

Telecon Number:	(712) 775-7031
Date:	Tuesday August 14, 2018
Scheduled – Start Stop	6:30 p.m. (Eastern) 7:30 p.m. (Eastern)

TELECON INSTRUCTIONS

This TELECON is being recorded. To ensure all telecon participants can hear clearly, please identify yourself before you speak and do not forget to mute your phone (*6) while others are speaking to cut down on background noise. Be mindful of your surroundings, call from a quiet location. Also, please one speaker at a time and keep comments/discussion brief so we ensure everyone has an opportunity to speak within the hour. Let's get started with the Roll Call. If I do not call your name, please identify yourself at the end of Roll Call.

IN ATTENDANCE

President	Faviola Garcia	X	Special Assistant	Celsa Rodriguez	X
Vice-President	Bill Fernandez	X	Conference Chair	Ed Cardenas	Unavailable
Director of Administration	Oscar Torres	X	Incoming DOR	Dolores Leyva	Unavailable
Director of Resources	Erik Salazar	Unavailable	Incoming DOE	Randall Resto	X
Director of Education	Ida Marrero	Unavailable	Director of Public Affairs	Susie Diaz	Unavailable

CALLED TO ORDER

Roll call conducted by Oscar Torres 6:32pm

EXECUTIVE BOARD UPDATES

PRESIDENT'S REPORT – Faviola Garcia

- Favi has sent some emails to the board to update everyone on future telcons and who should be calling in. She would like to hold a separate telcon which include the conference chair Edward so he can give the board the final numbers of the conference and all the details about it. So Favi will be sending additional emails on that.
- **Calendar**
 - There are many things going but one of the focuses that Favi would like to address is coming up with a week for the upcoming FY 19 1st Qt meeting.
 - Favi would like the board to look at the first three weeks of October and we will come to see what can work for everyone.
 - Hispanic Heritage Month is coming and many chapters around the country will be holding events. Maritza in the Eastern asked if any board members would be around to maybe participate in her event. Favi did look into it but she wont be



able to make it. Favi asked the board if anyone could be available to please contact Maritza if they can be available. There are no dates set as of yet.

- In September Favi is scheduled to be in Washington DC to attend the National Employee Forum. Sept 19 and 20th 2018. Bill Fernandez has been tasked to plan a Hispanic Heritage Month around those dates. Favi is making an effort to maybe having it on that Tuesday so it can possibly save the organization some money. Bill and Karen will coordinate and invitation will be extended to the Acting Administrator.

-Bill mentioned that the FAA leadership is having a big meeting that week and Monday would be their travel day so Karen is getting more information on that.

- Last Week Favi was at the ATO LCD class and Favi has volunteered to help in their Performance Management directive which is something where they have not made any progress. Favi has joined the workgroup with SUPCOM and PWC and the goal is for all the LOB's to increase their numbers in diversity to come up with strategies to do that.

- **Members**

- Favi has sent out some emails to the membership announcing the new National Officers, the Puerto Rico conference dates and the strategy behind Succession Planning. The emails have also asked all members to step up and volunteer and she has received several responses on different areas. Favi has discussed this with Bill and has been advised that Favi should send another email with deadlines for responses. Specifically an email to the Corporate chairs is need since Favi was contacted by Raquel seeking clarification about her current role as corporate chair in the organization. Favi clarified that she does not want to replace the chair but to have the current chairs expose other members if they are interested in the position.
- Favi as an example mentioned Bernice Merly in Atlanta and her interest in membership chair and she was placed in contact with Mindy and they have been exchanging emails about the position.
- Favi will share with the Eboard the list of the candidates interested in the positions and the Eboard will review the lists along with Favi.
- Favi also noted that she has recruited four new members in her area and their information has been submitted to membership.

- **Employee Associations**

- Favi would like to reiterate that she would like to support the other employee associations. Whether its attending their conferences, partnering with them in the Employee forum and the ATO LCD. Favi is aware that funding is always a challenge but she would like to support whenever possible a board members or chapter director to attend those conferences. It could be limited but she would like to extend some kind of support. The Black Coalition Conference is coming up at the end of the month and we need one day covered. Raquel was making an attempt to attend at her own expense and she was not able to do it. Favi has not heard from Brendan yet but If anyone is aware of anyone wanting to attend please let Favi know.

- **Conference**



- Favi asked if anyone was able to open the attachment that was sent by Jody regarding the Conference Hotels. Bill was not able to open it but no one else on the board has seen it. Favi will try to resend it.
- Jody is looking for feedback regarding that email.
- Once the board figures out the week to travel to Puerto Rico the plan would be to maybe stay in one of the hotels that is being considered and maybe tour the other hotels in the list while the board is on the island. Once it is decided the conference chair will be advised of what the plan is during the visit in Puerto Rico. This of course will be planned with the input of the conference chair.
- It's a long list of Hotels but there are some limitations so the list will be narrowed down.
- **Puerto Rico Visit**
 - Favi would like the eboard to decide on which week would be best to visit Puerto Rico. She Presented Susies' possible dates but not Dolores. The goal is to visit the island within the first three weeks of October.
 - ***Randall mentioned that is quite booked with work projects those three weeks mentioned but the only week that could probably work for him is the second week of October. Which is the Week of October 7th because it includes a holiday.***
 - Favi agrees that that week is the week she was looking at because the 8th of October. Traveling in on Monday was discussed but Bill mentioned that Traditionally we fly in over the weekend due to the limited Admin time we receive to attend the meetings.
 - ***Oscar mentioned that traveling in on Monday would be tough due to his schedule being set. He prefers flying in and Starting the Meeting on Sunday that way Oscar can attend during his days off Mon and Tuesday and this was maximize Favi's exposure as well to all the managers in Puerto Rico. CERAP, SJU tower and the FSDO.***
 - Favi agrees and knows that we need all the support we can get from all of management in the island so visiting with all the managers is definitely in the plans.
 - ***Oscar mentioned and the board agrees that Puerto Rico has been neglected for a long time. There was a conference there in 2009 and the organization never returned. It maybe a cold reception that we may receive but we need start doing things right over there. Oscar also mentioned that Randall will play a huge roll since he knows the island and he knows his fellow Puerto Ricans.***
 - ***Bill mentioned that we do have a new board and that we are committed with Puerto Rico.***
 - Favi would like to maybe have a separate telcon and strategize on Puerto Rico.
 - Susie's dates were evaluated for the 1st Qt meeting and everyone is agreeing to Fly in Saturday October 6th and to meet Sunday the 7th, 8th and 9th. Oscar will fly in after his midnight shift Saturday night and join the board mid day on Sunday once he arrives.
 - ***Advertising the visit of the board was discussed and it was agreed that we have to market our visit in advance and let everyone know that we are coming. We will coordinate with Daniel Melendez who is the area Chapter Director and provide hime with a flyer to advertise our visit and our social event.***



- **Future Ecomm Telcons**
 - Favi is taking recruiting very seriously and she in future telcons she would like to hear from the RCD's about their recruiting efforts and their membership numbers at their region. Are they gaining or losing members. She would like to know that information.
- **Communication**
 - Favi has asked if the board has any issues if she decides to communicate more via phone. Favi has had some issues with Gmail so sometimes she would prefer to pick up the phone and reach if she has a question. The eboard as agreed that they can be reached at anytime by Favi.
 - Favi would like us to consider maybe having three separate telcons. One just the Eboard, 2nd Eboard with the Chairs and the 3rd would be the Ecomm. Its something that is being considered.
 - Membership numbers is something that is being stressed by Favi and she would like the membership chair to be reporting on a regular basis to keep track on any losses and gains in membership so we can take appropriate actions to correct or support any trends.

Acting VICE-PRESIDENT'S REPORT – Bill Fernandez

- Not much to report but Bill but he is working on maybe utilizing the Google Calendar and have the ecomm list any events there so we then can create a report out of the calendar. Bill would like to have something done in the coming month.
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DIRECTOR OF ADMINISTRATION REPORT – Oscar Torres

- **Alaska Chapter**
 - After several emails Sylvia Villa has stepped up again in the Alaska chapter to run things again for now.
 - Oscar did have a discussion with Sylvia regarding consolidating Alaska with Northwest Mountain since no one in Alaska was stepping up or being responsive to several emails. Sylvia did make it known that she was not supportive of consolidation and she has sent out an email to her Alaska members and asked if anyone was interested in getting involved in the chapter.
 - Sylvia will be calling in the Telcon in the next week and she was advised that as a board we will not make a decision until we hear from all the members.
- **NATCA CFS**
 - Oscar advised the board that he will attend NATCA CFS and has Spoken to Jonathan Eagle in Western and Oscar will travel paying his own way. No need for the organization to spend funds on that.
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DIRECTOR OF RESOURCES REPORT – Erik Salazar

- Unavailable

DIRECTOR OF PUBLIC AFFAIRS REPORT – Susie Diaz

- Unavailable
- *****

DIRECTOR OF EDUCATION REPORT – Ida Marrero

- Unavailable

INCOMING DOE – Randall Resto

- Randall is starting to work with Ida in order to get the transition going in the DOE position. He will continue to work with her in the coming weeks.
- Randall will get in touch with Oscar in order to set up a telcon about Puerto Rico and we will include Daniel Melendez and report it to Favi and Board
 - *Favi mentioned that she will be reaching out to Daniel herself to start with an introduction. Randall will send Favi his information.*

Special Assistant – Celsa Rodriguez

- Nothing to report at this time.

- *Favi closed out the telcon and is very enthusiastic about the energy regarding Puerto Rico. She highlighted that she would like to continue the focus on membership and increasing the interest of our members in the organization.*
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TELECON ADJOURNED

Telecon adjourned at: 7:34p.m.

Minutes prepared by:



Oscar Torres National Director of Administration

Minutes approved by:



Faviola Garcia President NHCFAE

