

La Palabra

National Hispanic Coalition of Federal Aviation Employees



Volume 9 | July 2019



NHCFAE Annual Training Conference August 6-8, 2019



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National Hispanic Coalition of Federal Aviation Employees "Con Orgullo en Nuestra Hispanidad"

NHCFAE
PO Box 23276
Washington, DC 20026-3276
www.nhcfae.org

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, William Fernandez
President's Special Assistant,
Celsa Rodriguez
Director of Administration,
Oscar Torres
Director of Education,
Randall Resto
Director of Public Affairs,
Susie Diaz
Director of Resources,
Dolores Leyva

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Constitution and Bylaws, William Fernandez
Corporate Relations, Raquel Ysasi-Huerta and Davey Irizarry
Membership, Yami Gonzalez
Conference, Edward Cardenas and Ida Marrero
Legislative, Oralia "Lolly" Martinez
Elections, David Gonzales

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Message from the President

My message to you all is written with mixed emotions – deep gratitude for your support and enormous pride in the achievements of our Coalition, but also sadness in knowing this is my last message to you as President of the NHCFAE.

Serving as the 14th President of our extraordinary Coalition has been a huge honor. It's been almost two years since I was elected to the position, and some of you know that very soon after, I was appointed Senior Advisor to the Regional Administrator for the Western Pacific Region. Given the added responsibilities of this FAA role, it's become increasingly clear that I cannot give all the time, energy and attention that I wish to dedicate as your President of the NHCFAE.

For me, the choice is difficult, but clear. In order to put the NHCFAE first, I'm stepping aside and pledging my full support to a new President who will carry on the dedicated service that all past Presidents have aspired to deliver. We are extremely fortunate to have a tradition of leadership that is selfless and committed, and I will personally do all I can to help the next leadership team.

In almost two years of my tenure, our NHCFAE familia has faced challenges and grown stronger. Our Agency is to be commended for giving us this opportunity to organize and while there is still much more to achieve, we now have a momentum that will help ensure our valuable work for our members and for the community continues unabated.

Indeed, we have many achievements to celebrate. Among them is the progress on critical programs, including AVSED STEM and MSI. Even as I leave this position, your hard-working Board stands ready to support the next President and continue that all-important progress.

A major milestone is our introduction of a Business Plan that truly reflects my hopes of a brighter, structured future for our organization. This Plan comprehensively embraces STEM Activities and Aviation Career Education (ACE) Camps, Membership Retention and Recruitment, La Palabra and the website; and the establishment of the Charitable Scholarship Foundation 501(c)(3). I'm delighted to report we've had great success in several areas already and continue to fine tune and improve others.

On the legislative front, I would like to touch upon two developments. The first is that I have made a concerted effort during my tenure to establish closer relations with the Black Coalition. In the last 6 months we have worked Capitol Hill collaboratively in support of increasing minority internships at the FAA through the MSI program. I am happy to report that this joint effort has started to bear fruit and the House bill that funds the FAA includes \$5 million for the MSI. This level of funding will allow over 400 minority college students to have paid internships with the FAA and will create the pipeline we have been sorely lacking.

My priorities have always included a focus on succession planning and the need to give members greater opportunities to learn new skills, get actively involved, and feel encouraged to bring in fresh ideas and perspectives. In considering the terms for committee chairs, we determined the NHCFAE would be well-served if the positions are reviewed or reappointed every two years.

In addition to the standing committee chairperson positions, we solicited interest for a Coalition Historian, a So-

President's Message Continued...

cial Media Expert (SME), Outreach person and the 501(c) (3) lead. I hope and trust you've seen the difference that has made in our regular use of Twitter, Facebook and LinkedIn. We also re-established our Communications Committee. Some of these are currently special assistants, but I hope that you will vote with us to make these positions permanent.

As you all know, these past two years have also seen enormous struggles. Devastating hurricanes in Puerto Rico and Houston, the fires in California and the Northwest, a major earthquake in Mexico and the longest furlough in U.S. history. Throughout this adversity we have seen the best from our members who have supported one another in countless ways, large and small. Please accept my personal thanks, and let me say how very proud I am of all those who helped our co-workers through these difficult times. Muchas gracias!

On a happier note and with much gratitude to our familia in the San Juan Area Chapter, we return to Puerto Rico after almost 11 years - very much long overdue! This year, we celebrate 41 years as an organization and our Annual Training Conference starting August 6th, will be in San Juan.

The theme for this year's conference is "Strengthening our Resilience." Our organization was established in El Paso, Texas, in the Southwest Region back in 1978, and in every one of those forty-one years since, we've been advocating for Hispanics, women and other minorities. We have overcome so many challenges - and we could not have done it without every one of you.

We have been, and we will continue to be, resilient. Thanks to you, our organization leads the way as a highly respected and successful Employee Association in the FAA.

In closing, I'd like to thank the NHCFAE Board for making me personally resilient and in helping me grow in ways unimaginable these past two years. Thank you all for your support during my Presidency and for helping me carry out our mission.

Con gusto y servicio,

Faviola Garcia



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Editor's Message

This is Not Goodbye!

Oh boy (sigh)!!! I did not realize this message was going to be this tough to write! I do not know where to begin, but I can say it has been a long road. Being your National Director of Public Affairs for six years has been a roller coaster, but has also been one of the best experiences of my life. Besides the leadership experience I gained, I made "Lifetime Amigos" and created beautiful memories that will be in my heart forever.

All my thanks to: Yadira Lacot (former DOPA), I want to thank you for your personal training and leading me on this journey. You provided me with the knowledge and the expertise to become DOPA and I believe I have finally filled your shoes. To my always and forever "DREAM TEAM" that started this six-year journey with me and taught me a lot of lessons (the good and the bad)! Thank you to Erik Salazar, Misty Peña, David Dominguez, Mindy Moreno, Edward Cardenas, Don Espinosa, Oscar Torres, Lydia Gomez-Martinez, Justin Perez, Roberto Villa and my beloved friend, may her soul rest in peace, Cynthia Garcia. To all the RCD's, thank you for all of your hard work in keeping me going with your articles and support. Your smiles and laughter will be forever in my heart. You have all been great to me. Thank you to all the members for giving me a chance to show you what I could do for you and for enduring the many messages requesting articles and deadline dates!

My term as DOPA has come to an end, but I promise I will still be around. Sometimes in life we have to take a step back in order to fulfill another hope in our heart. I have learned to never let anyone tell you that something is impossible, because everything is possible – you just have to believe, speak out and go for it!

With that said, I truly hope I have met your expectations by giving you the best La Palabra magazines these past six years. I have enjoyed every single step of it. I am going to miss it, but like I said, I will still be around. I will always be a part of your NHCFAE/FAA Familia. Look me up on Skype and say "Hello". If you are ever in the Western Pacific Regional office, stop by so we can visit!

Let us all welcome Jonathan Eagle. He will be your next DOPA, running unopposed. I wish you lots of luck and hope this new journey will fulfill you as much as it did me.

In this Volume 9 of La Palabra, you will read about Cinco de Mayo events, Aviation Career Day events and Membership events that several regions participated in, as well as a great article where I reached out to a few members who previously served in leadership positions in our organization

to let us where they are now. Also, look for the 2019 National election bios. Remember to vote, because your vote does count! Members will be receiving an email from our Election Chairperson, David Gonzales, soon so you can cast your vote. Election results will be announced at the General Membership meeting at our Annual Training conference in Puerto Rico.

Nos vemos en Puerto Rico!

Los extrañare! Abrazos!

Susie Diaz
National Director of Public Affairs



www.linkedin.com/pub/national-hispanic-coalition



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Welcome to Puerto Rico!

By: Edward Cardenas, Southern Regional Chapter Director, and Daniel Melendez, San Juan Area Chapter Director

On behalf of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE), Southern Region, we welcome you to the NHCFAE 2019 National Training Conference in beautiful San Juan, Puerto Rico. “Strengthening our Resilience” is this year’s theme, we are here as a family to build, strengthen and promote supportive relationships, and to overcome adversity through empowerment and perseverance. This year’s conference logo is a ‘coqui’ covered in the Puerto Rican flag. A coqui is just like the Puerto Rican people, they are resilient and their voices are loud, and they will be heard: small island, small frog, BIG VOICE.

If you take a moment to look over our agenda, you will see we have several executives scheduled to be with us in Puerto Rico. Sunny Lee-Fanning, Executive Director for Office of Quality, Integration and Executive Services; Tim Ariel, Deputy Chief Operating Officer, Air Traffic Organization; Courtney Wilkerson, Assistant Administrator for Civil Rights; and Annie Andrews, Assistant Administrator for Human

Resources, to name a few. Topics discussed will be the hiring efforts taken by the different lines of business, as well as a barrier analysis discussion. A question and answer period will follow each presentation. This is an excellent platform for members to discuss items with our executives. There will also be concurrent training sessions designed for those interested in professional career development and career progression.

We encourage you to learn more about, and have a say in, matters involving the National Hispanic Coalition. The NHCFAE Membership Meeting will be held Tuesday and Wednesday afternoon. You and your local chapter can benefit from these discussions.

There will be plenty of social opportunities to network with your colleagues and corporate sponsors. On Tuesday evening after the conference, we have our Presidential and Corporate Sponsor event themed ‘Noches Caribeñas’ (Caribbean Nights). Be sure to come out in your island attire!! On Wednesday, we

will offer a shuttle making stops at La Placita de Santurce, known for its famous restaurants, live music and nightlife, and Old San Juan, known for its rich history, five-century-old forts, romantic ambiance, old world elegance, exquisite food, and festive atmosphere. On Thursday, we finish our conference with a bang, Puerto Rican-style, with a live salsa band at our Gala Banquet!!!

We hope you take advantage of all that the NHCFAE Conference has to offer. On behalf of the NHCFAE Southern Region: Welcome to San Juan, Puerto Rico!!!





Our Sincere Thank You

By: Raquel Ysasi-Huerta, Corporate Sponsor Co-Chair

As we embark on this year's National Training Conference, it is my honor to give our sincerest Thank You to our legacy Corporate Sponsors. We could not bring such amazing training to our members and other attendees if not for their generosity.

It is due to the continuous support from companies such as The Federal Long-Term Care Insurance Program, National Air Traffic Controllers Association (NATCA), Professional Aviation Safety Specialists (PASS), Livingston Financial Group, Sky One Federal Credit Union and BlueCross BlueShield.

This year we will be reaching out to companies located in the San Juan,

Puerto Rico area as we are hopeful to gain a few more sponsors. As we confirm their commitment, we will be sharing their company names during this year's training conference, so that we can support their local businesses.

The Corporate Sponsor Committee is looking for more members to join our team. It is our goal to have corporate sponsors in all regions of the country. This will not only allow us to gain more sponsors to assist with the cost of the national training conference, but also it will allow us to gain local sponsors for the regions. Having sponsors in each of the regional areas will help the chapters provide more local outreach and training events in their areas.

If you are interested in joining our team, just reach out to either Davey Irizarry or myself at corpchair@nhcfae.org. During the national training conference, we will both be available and happy to spend time to talk if you are interested in joining our team, or if you have any questions regarding our position in corporate sponsorship. Feel free to reach out to both of us!

This year we are planning a new way for our members to interact with our sponsors. We look forward to seeing you all in San Juan, Puerto Rico, and wish you all safe travels.

2019 National Executive Board Candidates



WILLIAM (BILL) FERNANDEZ **Candidate for NHCFAE President**

My name is Bill Fernandez, your National Hispanic Coalition of Federal Aviation Employees Vice President. I would like to announce that I will be running for the position of President of the NHCFAE.

Serving as your National Vice President has encouraged me to run. Over the last year, I have had the opportunity to better understand the responsibilities and expectations that come with being the president and I think that I can live up to the demands that this position requires.

Those of you that have had the opportunity to work with me over the last several years know that I will always be fair and will continue to search for new ideas to make OUR coalition better. My greatest wish as your president would be to help facilitate your ideas to make the Coalition the best that it can be. The strength of our organization is in the minds and hearts of our members and you are the key to making OUR Coalition a force in diversity and inclusion.

Being the Chairman of the Constitution and Bylaws (C&BL) has given me the unique perspective to understand the guiding rules and principles of this organization. I also serve as the Chairman of the NHCFAE legislative effort, which has given me a better understanding of the issues that both government employees and Hispanics face in the current political climate. I have been able to go to Capitol Hill several times on your behalf, and being stationed in Washington, D.C. gives me the advantage of being able to go to the FAA Headquarters or Capitol Hill on your behalf, as your president.

I have served the wonderful members of both the Capital and the Mike Monroney Aeronautical Center (MMAC) as both their Deputy Regional Chapter Director (DRCD) and the RCD. In both cases, I was the RCD before I became the Deputy (sorry, Bob Marley song came to mind!).

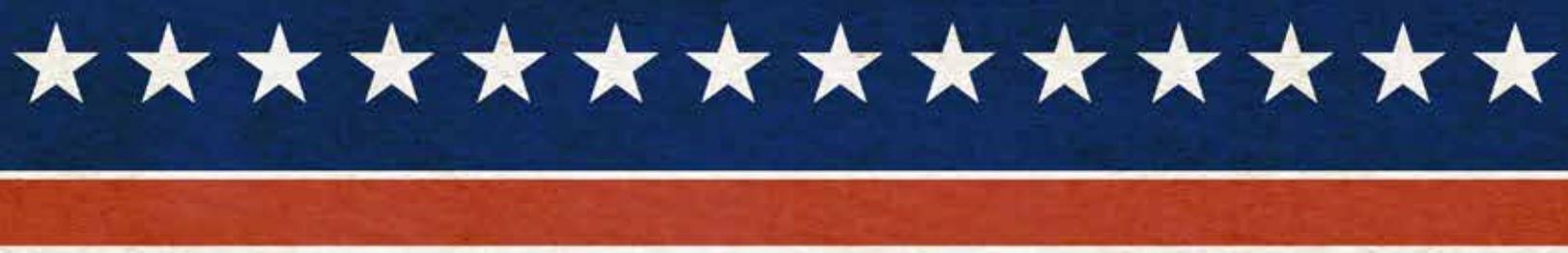
Prior to joining the FAA in 2004, I taught Spanish and coached football at Chattahoochee High School in Alpharetta, GA for six years. I thoroughly enjoyed working with those young men and women who helped me develop an even more profound appreciation of the importance of education. Teaching was a very emotional experience for me – to see freshman students graduate in four very short years always made me so proud.

Like most of you, I have served this country for most of my adult life (YES, each of us in the FAA serve this country!) including 20 years in the U.S. Air Force as an Air Traffic Controller. The Air Force provided me the opportunity to obtain a Master's Degree in Human Resources Development, not HR personnel, but learning to develop the human as a resource. I believe that developing us, humans, is one of the primary missions of the NHCFAE and I have both the education and experience to help us do that.

When I first joined the FAA, I worked for three years designing approach and departure procedures at the Mike Monroney Aeronautical Center (MMAC) in Oklahoma. These procedures become Flight Information Publications (FLIPs) that pilots and controllers use every day to navigate in the National Airspace System (NAS).

I specialized in Performance Based Navigation (PBN) procedures such as Area Navigation (RNAV) and Required Navigation Performance Authorization Required (RNP AR) procedures. My previous high school teacher experience prepared me to move into training. I was able to take very complex aviation concepts and explain them in simple terms.

After seven years instructing at MMAC, I transferred to the PBN Policy and Programs office at the FAA Headquarters in Washington, D.C. Currently, I work on the policies and programs that are moving our National Airspace System (NAS) to a PBN based National Airspace System.



There is so much we can do as individuals, but more importantly, working together we can do even more. I believe we can make small contributions that can make big changes in people's lives. We can inspire. We can help one person get a job or an internship. We can raise awareness of opportunities within aviation. We can help a co-worker get ahead. I believe that it is the little things and when we do them together, that can make our organization better.

I joined this Coalition to try and make a difference, even if that is the difference in the life of just one person. I have had the opportunity to work with the Executive Board and Executive Committee for over eight years, and I believe I see opportunities to save some of our dues and apply them to areas that will directly benefit our members.

Through the Constitution and Bylaws, we have been able to move our organization away from paper. Ballots and amendments are no longer mailed to members, saving over \$1,500 a year, as well as the time required to prepare them. With the Director of Education, we have moved our scholarship and member tuition assistance programs to automated formats, again, saving the Coalition funds. Additionally, I even developed a program that helps our members share rides to and from the National Training Conference.

If elected, one of my primary goals is to expand the NHCFAE Charitable Foundation Scholarship Program that replaced the FEEA scholarship with an expanded program that directly provides better scholarship opportunities for the families of our members. I also believe that we can expand our 501(c)(3) to better serve the needs of the NHCFAE.

We should enable our chapters to expand outreach to the local community and expand our national knowledge to make ACE camps available to more deserving children generating an interest in aviation. I would like to see our National Training Conference continue to grow and use technology to expand the reach of that training to members who might not be able to attend.

I believe that my communication skills, patience, tenacity, and my willingness to listen would make me a good leader for this organization.

I look forward to working with you all. With the synergy of so many good people coming together, we can do great things. I believe in service, and I would like to serve you as your NHCFAE President!

Sincerely,

Bill Fernandez
NHCFAE National Vice President



2019 National Executive Board Candidates



DAVEY IRIZARRY **Candidate for NHCFAE President**

It is my honor to announce my candidacy for the position of National President, within the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). I have been an active member of NHCFAE since 2009. Last year I was invited to work on the Corporate Sponsors Committee, and earlier this year I served as the co-chair for the committee with my colleague, Raquel Ysasi-Huerta.

Serving on the committee has broadened my horizons and I have acquired a new outlook towards our organization. In these last few years, I realized that our organization needs a new direction. I believe that to have the coalition rise to its full potential, the organization should be administered using a business model, where the members are provided a return on investment (ROI) on their membership fee to feel they are truly benefiting from the organization.

I am confident that my experiences make me a well-qualified candidate for the position of National President. I graduated from Lehman College, with a Bachelor's degree in Social

Work. In 2005, I began my career in the FAA with the Air Traffic Control Training Program. It was there that I discovered my real passion, and weeks before completing the ATC Training Program, I transferred to Tech Ops. I currently work at Atlanta Air Route Traffic Control Center as a National Operational Manager (NOM). I completed the Tech Ops Leadership Development Program (TOLDP) and am currently going through the Program for Emerging Leaders (PEL). Since I believe in taking advantage of every opportunity available in the agency, I have also completed a detail as a Team Manager for AJI-2310 Training and Developing at FAA headquarters in DC earlier this year. In addition to my FAA career, I have 5 successful businesses, including: 3 fitness gyms in Long Island, New York, a Computer Repair Company, and Real Estate Investment.

If elected as President, transparency will be my top priority. I will work to make sure that all our members are aware of the activities being handled at the national level. I will look for and find ways to streamline some of the processes we already use to better develop ways we can encourage our members to participate and become more active at all levels. I will carry out procedures to make the day-to-day operations of our organizations more cost-effective. I also pledge, if elected, to bring the Coalition back to its grass roots, with the original purpose to support all members at all levels and not just those who are only concerned with their own advancement.

As you know, our annual conference is the one time each year where we get to come together as a "familia". A time where training and networking experiences are available to members in the field facility who normally do not have the opportunity. By being transparent and finding a better way to run our organization, we will be able to support more members to attend our training conferences.

If elected, I will make sure the Coalition becomes profitable for all our members. This includes providing ample support to the scholarship programs that have been established for our members and their families, as well as programs to that will help our community. I will ensure that not only do we enlist Corporate Sponsors that help us to assemble the conference, but also our membership throughout the entire year.

If you are interested in transparency, and a Coalition that truly serves all members, then I would be honored to serve as the next president of our NHCFAE organization. I thank you for your support with your vote.

Con Gratiud,

Davey Irizarry



LAURIE ORTIZ

Candidate for NHCFAE Director of Administration

It is my honor to announce my candidacy for the position of National Director of Administration (DOA) for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). My name is Laurie Ortiz, and I am the current Regional Center Director (RCD) for the Central Region in Kansas City, Missouri. I also serve as the Communications Chair responsible for the strategic coordination of communications that members receive.

I have been a member of NHCFAE since 2011. I joined NHCFAE after attending my first national conference at the Gaylord in Washington, D.C. I witnessed a professional and enthusiastic group of people who inspired and engaged me. Since 2011, I served as the Central Region Director of Resources, Deputy Regional Center Director, as well as the RCD position. Through the assistance of the Member Tuition Reimbursement Program from NHCFAE, I recently graduated with an Associates of Applied Science – Business Administration in Management. I am

currently in the Program for Emerging Leaders (PEL) where I have been on developmental assignments in Aircraft Certification Unmanned Aircraft Systems (UAS) and UAS outreach, along with Human Resources – Staffing, Labor Employee Relations, and the Benefit Operations Center.

I began my federal government career as a contractor in 2001 with the Department of Health and Human Services (HHS) working alongside a national heart health campaign and the affects of heart disease risks for women. Shortly thereafter, my contract led me to the Department of Commerce as a Human Resource Assistant working for the National Weather Service preparing reports and presentations for training seminars. In 2005, I was assigned to the Federal Aviation Administration (FAA) working in the Aviation Safety organization (AVS), managing the day-to-day administrative activities. In October of 2008, I became a federal employee working for the U.S. Army Corps of Engineers, ensuring the efficient and smooth operations of the office. I missed working with the FAA, and I was determined to get back to the Agency at the next opportunity. That opportunity came in March of 2009, when I returned to the FAA as a Directorate Secretary in AVS, then Administrative Officer in Air Traffic Organization (ATO). It was here that I enhanced my time management, planning, and communications skills necessary for developing training guides and working with various employees to implement and maintain them.

I have learned so much in my involvement with NHCFAE and in my FAA career that I feel that I can offer and contribute to NHCFAE's strategic plan. Therefore, it would be an honor to have your vote and the opportunity to work and build new relationships, and continue my support and involvement as a member of this wonderful organization.

Thank you,

Laurie Ortiz

Laurie is currently involved with planning a regional Leadership Day employee program by joining a partnership with the National Black Coalition of Federal Aviation Employees (NBCFAE), Technical Women's Organization (TWO), and with the Native American/Alaskan Native Coalition (NAAN). Look for more on this event by end of year 2019.

2019 National Executive Board Candidates



OSCAR TORRES

Candidate for NHCFAE Director of Administration

Saludos a todos. My name is Oscar A. Torres and for the past year and a half I have had the distinct honor to serve as your National Director of Administration of our NHCFAE. I was humbled to be unanimously selected for this position by the Executive Committee and it has been an extraordinary experience representing the interests of our members and our organization during my tenure.

I heartily believe that our organization has gone a long way thanks to the efforts of previous and current executive committee members and most importantly by the input and feedback of you, our members. With that said, I also believe that there is still much work to be done and that is why I would like to submit this letter of candidacy to continue as your National Director of Administration. Over the years, I have had the great privilege to personally meet and develop long-standing friendships with many of our members and I can honestly say we truly have become a familia. If I have not met you yet, I hope that someday I will, but in the meantime, please allow me to tell you a little bit about myself.

I began my career in the FAA at the Chicago Enroute Center back in 2007 as an Air Traffic Controller. I consider myself very fortunate because I believe my career truly supports my hobby since I am huge fan of everything aviation, but mostly commercial airplanes. After several years in Chicago, I transferred to Atlanta where I continued to serve the flying public as an Air Traffic Controller and as an Air Traffic Control Training Instructor (OJTI). It is in the Atlanta Center where I learned about our NHCFAE and immediately joined without any hesitation. My entire life I have always been proud of my Hispanic Heritage, which instilled in me the ethics and determination to always strive to do better, not just for myself, but for others as well. That is why I felt right at home as a member of our NHCFAE. Our organization's mission motivated me to become involved and I began doing so at the local level as Director of Resources for the Atlanta Area Chapter and then for the entire Southern Region. Nationally, I had the unique opportunity to serve as Special Assistant to our former President, David Dominguez. Together with David and the Executive Committee, we spearheaded a national recruitment campaign, which ended with very positive results and increased membership numbers, as well as visibility and presence of the NHCFAE nationwide.

As Director of Administration, I have been fortunate to continue to solidify established relationships with Executives of our Agency and Corporate Sponsors by continuously maintaining a dialogue with them, all while keeping the interests of our organization and our members in mind. As a member of the executive board, I have always made it a priority to feel the pulse of our organization through our members. Without your support, our coalition would cease to exist, and that is why I take the opportunity to thank you all for continuing to entrust the board in steering our organization in the right direction. I can honestly tell you that we are heading that way. We have made great strides in ensuring that the agency not only supports our efforts in words but also in writing. Recently in October of 2018, Acting Administrator Elwell distributed a memo nationwide confirming his personal support for STEM programs and ACE Camps. This memo was great news considering that I have learned firsthand the struggle of most of our Chapter Directors and members have encountered in receiving local support from their managers in hosting their ACE Camps. Many of you have done so on your own time and used your annual leave in hosting these events. We feel confident that agency support will be there for you all from now on with the commitment of the Acting Administrator.

Like I mentioned earlier, I believe there is still a lot of work to be done and I will elaborate on more points on the next communication message that will be sent out soon. In the meantime, I do ask that no matter whom you choose to lead our organization, what is most important is that you vote. I volunteered to be involved in our NHCFAE to ensure that your voice is heard and as Director of Administration, I have always and will continue to ensure that that is the case. If with your support I am granted the opportunity to continue to serve as DOA for another term, rest assured that your voice would continue to be heard through the executive board and myself.

Sinceramente,

Oscar A. Torres



JONATHAN EAGLE

Candidate for NHCFAE Director of Public Affairs

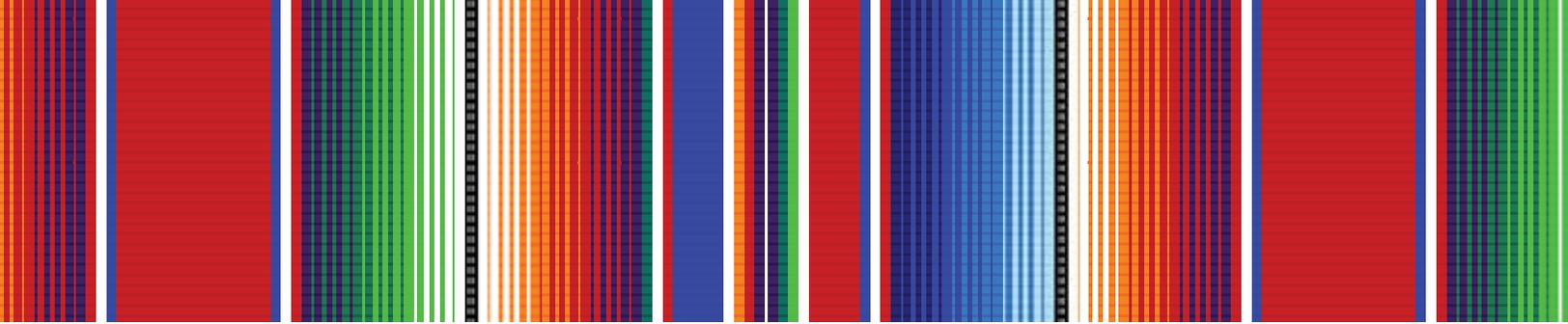
If I have not met you before my name is Jonathan Eagle and I am running to represent you as your next Director of Public Affairs (DOPA) for the National Hispanic Coalition.

You may or may not recall that I ran unsuccessfully for National Vice President last year. Well, I am back again this year with renewed passion to represent you. First, before I get into why you should you vote for me, I have to thank Susie Diaz for holding this position for six years and in doing so, has accomplished so much. Thank you, Susie, for representing us so well.

The position I currently hold is Western Pacific Regional Chapter Director (RCD) and I have been in this position for two years. Last year as director, I focused a lot on membership growth, but this year I have chosen to focus on outreach and putting our organization in a positive light, both inside and

outside the FAA. I have established healthy working relationships with many different employee associations and created an alliance with the Latino Pilots Association. I have attended eight different outreach events and have been involved in two others. If you had the chance to read my article when it was highlighted on the FAA webpage during STEM month this April, you will notice that my goal in writing the article was not recognition for myself, but to inspire people to do the same. If I were to be elected as your DOPA, I would continue to work with our board to incorporate new ideas and thoughts to help increase awareness of our great coalition. We have so many talented people in place within our organization that I feel like my passion and activism would only help us reach our goals. Please consider me when casting your vote.

Jonathan Eagle



Celebrating Cinco de Mayo in Northwest Mountain Region

By: Karla Valdez, Northwest Mountain Regional Chapter Director

The Northwest Mountain Region hosted its annual salsa contest in celebration of Cinco de Mayo. This year's event took place on Thursday, May 2, 2019 in the Lindbergh Conference Room at the Regional Office.

The annual salsa contest has become very popular over the years in the Northwest Mountain Region – employees always look forward to competing each year to be the first-place winner. We made some changes from previous years because we wanted to make it a bit more fun and interesting this year. Our contest consisted of two teams, team salsa and team guacamole. We had five contestants put in for salsa dishes, which varied from mild to hot, and four contestants that got very creative with their guacamole dishes.

Employees were welcomed to taste and vote for their favorite salsa and guacamole dish, while listening to Selena Quintanilla's music. Everything was delicious!

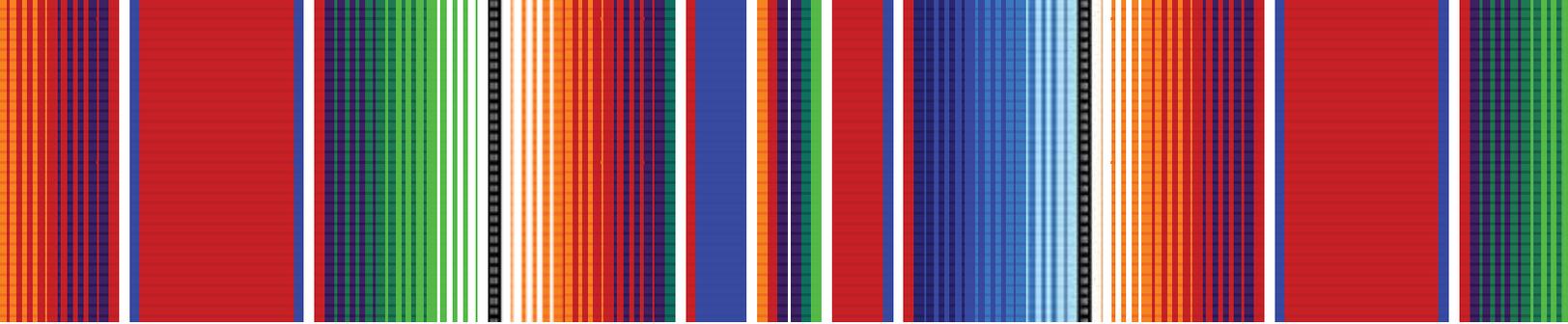
The Salsa team contestants were Christopher Ramirez, Brandi Walters, Angila Wood, Marianna Spiritakis and Shirley Hingada. The guacamole team contestants were James Sonsalla, Lora Singh, Shirley Hingada and Karla Valdez. In addition to our tasty salsa and guacamole, one of our members, Vanessa Alicia, was kind enough to bring in some delicious frijoles fritos (refried beans) to eat with chips.

First place winner for the salsa-making contest was Christopher Ramirez. First place for the guacamole-making con-

test was James Sonsalla. Each received a \$25 Amazon gift card, sponsored by SkyOne Credit Union. Thanks to them for their efforts in making this year's Cinco de Mayo event a success. The event ran smoothly thanks to our volunteers that made it happen. Our 2019 Cinco de Mayo event indeed was a success, cheers to many more to come.

Saludos!





South Florida Celebrates Cinco de Mayo

By: Tony Saavedra, South Florida Deputy Chapter Director

Cinco de Mayo is an annual celebration held on May 5th. This date is observed to commemorate the Mexican Army's victory over the French Empire at the Battle of Puebla, on May 5, 1862.

What better way to celebrate Hispanic Heritage than getting together to celebrate Cinco de Mayo with our friends!!

This year, the South Florida Chapter celebrated along with our sponsor SkyOne, in addition to the National Black Coalition of Federal Aviation Employees (NBCFAE) and the Professional Women Controllers (PWC) organizations. We met at La Carreta and enjoyed great Spanish cuisine, along with raffle drawings, prizes and even better conversations and connections. Thanks to our networking events, we recruited another member into our family. Thank you Vonetta Lawton and Freddie Green for joining forces with us to celebrate! We had a successful event.



9th Annual Northwest Mountain Employee Association Fair

By: Karla Valdez, Northwest Mountain Regional Chapter Director

The National Hispanic Coalition Federal Aviation Employees (NHCFAE) participated in the 9th Annual FAA Employee Association Fair on Wednesday, April 17, 2019 at the Northwest Mountain Regional Office, sponsored by the Office of Civil Rights.

The FAA Employee Association Fair is an event that gives the employees an opportunity to meet representatives and learn more about the coalitions and associations. In addition, it gives the organizations a great opportunity to reach out to people that are interested in becoming members. The NHCFAE had an informational booth to educate the employees on the importance of our organization at the fair. We had members Brandi Walters, Vanessa Alicia, Lora Singh and the Regional Chapter Director, Karla Valdez, to represent and share their experience with the coalition. Our members also put together small Mexican candy bags labeled with the NHCFAE website and more information for employees to take back with them.

The fair had representatives from organizations such as the National Black Coalition of Federal Aviation Employees (NBCFAE), Professional Women Controllers (PWC), National Asian & Pacific American Association (NAPA) and many more, including the bargaining unit organizations, NATCA and PASS. We had several employees visit the fair and learned a lot. This was another successful event that I always look forward to meeting more people and networking with the other organizations each year.





Afternoon Tea

By: Ida Marrero, Southern Region Member and Co-Conference Coordinator

As a departing gathering, the ATO Technical Labor Teams (AJG-L) honored me with a Washington tradition – Afternoon Tea at the Ritz.

When I was given the opportunity to apply for a one-year detail as an Executive Technical Representative (ETR), I said to myself “Why not? We should all take the opportunity to work in headquarters.” Therefore, I decided to apply and accepted this position to add more diversity to my career as a technical operations front line manager. Not only did I learn and expand my knowledge of the technical operations world, but I also worked daily to resolve Air Traffic issues.

Being part of such a diverse labor team has opened my eyes to the interactions within the ATO and between the ATO and other lines of business. It has been an AWESOME experience and I definitely recommend for any of you to apply for details to expand your horizons.

Management Services (AJG) is an organization that truly lives its vision: “Create an organization that thrives and where people want to work.” Management Services oversees a number of ATO offices, including Technical Labor; Organizational Effectiveness; Employee Development; Administrative Services; Policy Oversight; Diversity; Business Solutions; Space Management; Contract Support Management; Fiscal Prioritization and Management; Technical Requirements and Forecasting; and Business Planning.

WHERE

...are they now???

David Dominguez

Former NHCFAE President and Director of Resources

Hola familia! I hope all is well with each of you and your families. It has been almost two years since I have last written an article for La Palabra and Wow! I have missed it. As your former president of the Coalition, the work we did was rewarding and gratifying, and I'm sure our current executive board is continuing our efforts and working hard for you and our coalition.

Since my last message, I have been pretty busy, adjusting to life in Washington, DC. In December 2017, I moved from sunny California to beautiful Fairfax, VA. When my presidential term ended in September 2017, I applied and was selected for a permanent position in DC. Currently, I am the Program Manager for the Air Traffic Organization (ATO), Management Services, Succeeding In Your First Year (SYFY) Program. The ATO SYFY program provides managers the knowledge and skills to successfully achieve their core responsibilities. The program is a coordinated delivery for ATO managers immediately following the FAA Leadership and Learning Institute (FLLI) New Managers Course (NMC). SYFY emphasizes sound managerial decision-making in the day-to-day running of the air traffic control operation. In essence, this program helps new managers to experience success early in their management role.

Since my arrival into the SYFY program, we have trained almost 800 new managers in the last two years. My office is in Washington, DC but I often work at the National Conference Center in Leesburg, VA, where the course is taught. I often see Coalition members attend our course after being promoted to a new manager position and it makes me proud that the Coalition may have contributed to the success of our members' promotion to management.

I still aggressively advocate for the advancement of all FAA employees, but especially those in our Latino community. The programs and products offered by the ATO Employee Development office are fantastic tools that our members

could use to advance their careers. Please visit myatocareer.faa.gov for more information.

I challenge all fellow Latinos who are in a position to influence other FAA employees, especially those in our Latin community, to make themselves available as coaches and/or mentors. There are many opportunities for advancement available and those who can, must make a difference for those who want to grow within the agency – we should continue to support each other in our career progression.

As always, please don't hesitate to reach out. It was an honor and privilege to be your Director of Resources for 6 years and your President for 4 years. I wish all of you the best and never stop trying to make a difference.

David Dominguez



Marina Garcia O'Sullivan

Former NHCFAE Vice President, Special Assistant and Central Regional Chapter Director



Your Director of Public Affairs, Susie Diaz, asked if I would contribute a “Where Are They Now?” brief article, for which I paused to reflect and ask myself... “Where AM I now...?!” It is crazy how we seem to go on auto-pilot, compiling day upon day, which turns into weeks, then months, and suddenly, you look back and it has been years since you last assessed the direction of your life. Please allow me the opportunity to articulate some reflective thoughts as I travel along this path.

Physically, I am living happily in my hometown of Kansas City and I continue to spend my days working with the Aircraft Certification Service as International Program Manager. I am grateful to have a great group of coworkers, supportive managers, and a harmonious work environment. This helps make getting up each morning easy to do.

Mentally, I recognize that I have reached a point in my life to consider the luxury of “sun setting” my professional career after 27 years with FAA, in addition to 20 past years in the airline industry. I truly enjoy my work, but what is currently tugging at my sleeve these days is the need for MORE FREEDOM! Freedom to play and exercise more, laugh with family more, visit dear friends more, help others more, travel more, dance more, explore NEW things... so, the question of retirement is quickly moving to the forefront of my consciousness.

I smile as I reflect on the time I spent with the Hispanic Coalition beginning in 1992. Those memories are special for several reasons, which I share with you now.

1) I met the most wonderful people through the NHCFAE. People I would not otherwise have had the opportunity to get to know and love. Many of them will remain among my dearest friends.

2) I was motivated, energized, and lucky to have worked with “mi gente”. There is a natural sister/brotherhood that exists when working among those with whom you share a common culture. This does not exist anywhere else in my K.C. world, other than with my own Mexican family.

3) I am grateful for having exercised new skills and different talents to accomplish the NHC business and to have been a part of an energetic, progressive, socially and politically relevant organization. Take advantage of this! You don't run across that special kind of opportunity too often in life.

4) I am at peace knowing that I did something “good” for the benefit of many. It was my turn and I stepped up and I am so glad that I did. That sense of accomplishment has stayed with me over the many years and overpowers all the difficult times encountered when one is “changing the world”.

So, thank you, Susie, for this opportunity to say “Muchisimas gracias a todos ustedes, Querida FAA NHC Familia”. I am ready to turn my focus more on my grandchildren/nieces/nephews in order to make a difference in their precious lives while I still can, and then, start doing MORE! I realize that time is our greatest resource, and good health is our true wealth.

I hope you will experience the richness, vibrancy and beauty of this organization as I have, and jump in to play a greater role! My best to everyone who will be going to Puerto Rico. Gozen la belleza que es Puerto Rico y la riqueza de amistades dentro del NHCFAE!

Con Todo Mi Corazon,

Marina Garcia O'Sullivan





Bringing a New Generation of Skills 'to the Table'

By: Focus FAA

At first, Nia Fields didn't picture herself interning at the FAA.

That changed a few years ago when the journalism major visited the agency with other students from Bowling Green State University in Ohio during an annual tour. "The FAA was our last stop," Fields recalled. She continued networking with employees and recently returned to Washington, D.C. to start her spring internship with the UAS Integration Office.

Last week, she joined a panel of former interns who successfully transitioned from the FAA's Minority Serving Institutions (MSI) Internship Program to the agency's workforce. Members of the Office of Human Resource Management (AHR)'s Corporate Engagement Branch (AHF) organized the March 21 Headquarters event, which hosted a group of 15 Bowling Green students with an interest in federal employment. Representatives from the Professional Women Controllers (PWC) and agency offices and lines of business, including the Air Traffic Organization (ATO), NextGen (ANG), Office of the Chief Counsel (AGC), Office of Aviation Safety (AVS), Commercial Space (AST), and Office of Security and Hazardous Materials Safety (ASH) also welcomed visitors and shared career information.

Assistant Administrator for Human Resource Management Annie Andrews described the essential role that younger generations of employees play in the future of aviation. She encouraged the students to take advantage of the opportunities and explore the vast possibilities within the FAA where their academic prowess, skills, innovation and commitment to public service can be used and will be valued.

"This program is a great example of our efforts to build relations with institutions of higher learning to attract, develop and integrate the next generation of talent into the federal workforce," said Andrews.

Corporate Engagement Branch Manager Tammy Jones detailed the FAA's three internship initiatives — the Volunteer Service Program; the Pathways Program; and the MSI

Intern Program — for high school, college, and vocational students. In 2018, 70 interns participated in the agency's programs. The recently retooled MSI Internship Program, facilitated by AHR, offers 10-week paid internships to students from Historically Black Colleges and Universities (HBCUS), Hispanic Servicing Institutions (HSI), and other colleges and universities across the nation.

"You are the next generation," Jones said to students. "You are the future. We are getting to be more open to Millennials. We value what you bring to the table."



Four former MSI interns — Bria Branford of the Office of Audit and Evaluation (AAE), Ana Pena of the Office of Civil Rights (ACR), Jacqueline Pino of Information and Technology Services (AIT), and Proma Talukder of Aviation Safety (AVS) — shared their success stories of turning their internships into career opportunities.

Branford, a native of San Antonio, Texas, first learned of the FAA's program during a 2017 career fair at her alma mater, Prairie View A&M University. Her uncle, a former controller who worked for more than 40 years, encouraged her to learn more about the agency. "When I was in high school, he put it in my head," she said. She recently graduated with a business management degree and returned to the FAA last summer for her second internship. She was offered a staff assistant position in AAE at Headquarters.

Pena, then a national security and mathematics sophomore



at New Jersey City University, had internship offers lined up when a friend, Paulette Chavira, told her about her FAA internship, which turned into full-time employment. She entered the MSI program in 2016 and interned at the FAA for three semesters. She works as a data analyst and administrative staff support specialist in the Office of Civil Rights (ACR). She is pursuing her master's degree in data analysis from Pennsylvania State University.

She doesn't regret turning down other offers, including a Department of Agriculture internship. "I'm still here," Pena said. "I love it. They care about me."

Similarly, Pino, a native of Las Vegas, N.M. who studied business administration, had internship opportunities at other agencies before she chose the FAA. She entered the MSI program through the Hispanic Association of Colleges and Universities (HACU)'s national internship program and works as a management and program analyst in the Office of Finance and Management (AFN)'s Enterprise Architecture Branch. "Once I started at the FAA, I knew it was for me," she said.

The agency started the MSI program in 1994 and in 2017, internships were expanded to divide students into cohort teams to enable them to work on creative problem-solving projects in conjunction with representatives of FAA offices and lines of business. In addition to summer sessions, 15-week internships are offered during the fall and spring.

"The cohort is a great way to showcase the interns' talents," Branford said. "You get out of being at your desk all day."

Talukder, whose internship became as a correspondence specialist position, agreed. "We all were excited every week," she said. "It was the most fun part of the internship."

Fields, who is still enrolled at Bowling Green, hopes for similar career stepping stones after her graduation. Following her first FAA internship, she remained in contact with her supervisor and interviewed her for one of her journalism classes. The supervisor later asked her to intern again at the agency. "Because she asked me to come back, I felt I was in good hands," Fields said.

Bowling Green students have visited the FAA for the past

three years as part of their weeklong tour of other federal agencies and organizations in Washington, D.C., including the Smithsonian Institution, United States Agency for International Development (USAID), and the Central Intelligence Agency (CIA), said Beth Miller, Assistant Director of Bowling Green's Career Center Program. "It's very high energy," Miller said of the FAA's event.

She praised Fields' cultivation of professional relationships within the agency. "I'm just thrilled for her," Miller said. "She did all the work — She did all the follow through."

Bowling Green students Ashley Wallace, a junior education major, and Monet Brown, a junior majoring in sports management with a minor in journalism, were impressed by their introduction to the FAA.

"This is way more than I expected," Wallace said. She was surprised to learn about the agency's diversity of opportunities and she met an employee who had also majored in education in college. "It may be another tool in my toolbox."

Added Brown, it was encouraging to see "people with similar paths."

The event marked the first visit to Washington, D.C. for Clarence Reed III, a Bowling Green sophomore majoring in media production studies. The Dayton, Ohio native enjoyed networking with professionals who shared career advice.

"Every experience is a great experience," Reed said. "This is a stepping stone to where I want to be. I'm grateful for the opportunity."





Interamerican University Aviation Conference

By: Daniel Melendez, San Juan Chapter Director and Sonia Quiñones, San Juan Chapter Member

On March 8, 2019 an Aviation conference took place at Interamerican University of Puerto Rico Bayamon campus. The conference was mainly directed to the aviation department students in an effort to broaden the spectrum of information about the different opportunities and possibilities within the aviation field. Different companies were invited to participate, exhibit and talk about their operations, as well as present any future recruiting opportunities. Among the invited guests was the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). We participated by representing air traffic control – both the operations and technical aspects.

During our time at the conference, we gave a presentation that explained the operations that take place within the San Juan Tower, approach and center's airspace. We spoke with pride and passion about our mission of keeping the safest airspace in the world. A video was showed of the radar data of the busiest 24 hours of our airspace during 2018 – it rep-

resented the hard work and dedication air traffic controllers, technical personnel and support staff put into this operation.

The conference was very successful. There was a great number of attendees that included not only current students, but also future aviation students who were looking for more information that could help them shape their college education and professional future. We believe that our message was well delivered as we intensively explained the key factors behind Air Traffic and the importance, complexity and rewards of it. Students, parents and other interested visitors asked many questions that were answered during this presentation.

I hope that our experience in the aviation field as a Corporate Pilot and an Air Traffic Controller positively influence the new generations that will comprise the aviation community. It was a privilege to be able to participate in this conference and observe the growth of the future aviation generation.



Adelante Women's Conference

By: Jonathan Eagle, Western Pacific Regional Chapter Director

On May 4, 2019, Western Pacific chapter participated in our second women's conference. In attendance, representing NHCFAE was Jonathan Eagle, Micah Freeman (Micah also represents Professional Women Controllers), and National NHCFAE President, Faviola Garcia. In addition, our friends from the Latino Pilots Association were able to attend and participate in their first conference. During a breakout session, Faviola had a chance to talk to the young ladies in attendance about what her dreams and aspirations were as a young lady. She also explained how she unexpectedly made the FAA job she had at a young age into a career. Although aviation may not have been the first choice for many of the ladies in the room, she definitely made an impact when these young ladies least expected it.



Van Nuys Aviation Day

By: Jonathan Eagle, Western Pacific Regional Chapter Director

On May 2, 2019, Western Pacific chapter participated in our second aviation day event. In attendance, representing NHCFAE was Antonio Garcia, Jonathan Eagle, Jose Ramirez, and Larri Frelow representing the FAA. Antonio, who is the Western Pacific Deputy Regional Chapter Director, attended his first outreach and thought it was a great opportunity to talk to young Latinos. Antonio enjoyed sharing with many of the young students in attendance what he does as a Wide Area Augmentation System (WAAS) Operation Team Lead. In addition, he was able to share other work experiences in aviation, as well as his higher education accomplishments. He hopes that his attendance will someday inspire a student in attendance to do the same someday. Antonio is looking forward to hearing that, in some small way, he contributed to students being inspired to pursue a career in aviation.



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April 4, 2019

The Honorable David E. Price
Chairman
Subcommittee on Transportation, and
Housing and Urban Development
2358-A Rayburn House Office Building
Washington, D.C. 20515

The Honorable Mario Diaz-Balart
Ranking Member
Subcommittee on Transportation, and
Housing and Urban Development
2358-A Rayburn House Office Building
Washington, D.C. 20515

Dear Chairman Price and Ranking Member Diaz-Balart,

We write to respectfully request \$5 million in additional funding for the Federal Aviation Administration's (FAA) FY 2020 budget to support the Minority Serving Institutions Intern Program (MSI).

FY2020 Minority Serving Institutions Intern Program Congressional Funding Request Letter

By: Bill Fernandez, NHCFAE Vice President

We think this could be big! The National Hispanic Coalition of Federal Aviation Employees (NHCFAE) along with the National Black Coalition of Federal Aviation Employees (NBCFAE), with the guidance of our political consultants at McAlister and Quinn, have helped organize an effort to try and convince Congress to appropriate \$5 million to the FAA's Minority Serving Institutions (MSI) Intern Program.

Our efforts helped Congress develop the letter above from Congressman Henry "Hank" Johnson's office that was signed by 37 Members of Congress. Congressman Johnson had previously sponsored a "Minorities in Aviation" legislation and we see this internship program playing a positive role in this endeavor.

The two coalitions, with Andy Quinn's guidance, sent members to the Congressional offices of several Congressmen to discuss our concerns with the current Minority Internship Program. Several of our members came to the FAA through internship programs and they were able to tell their stories to help influence this letter's development.

We informed these Members of Congress that the current FAA Minority Internship Program has no central funding, so in order for a manager to hire an intern, they must take the funding for that intern (approximately \$12,000) from their own budget. We further explained that with government cutbacks and tight budgets, this has left very little funding for this valuable program.

If and when these funds become available, we (NHCFAE Members), will have an even more important responsibility to ensure that we can get as many candidates into this important program as we can. This could be as simple as letting your brother or sister, cousin, neighbor, friend, friend's kid know about the program and give them information to help them apply.

Once this money is appropriated we will be coming out with more guidance on how students can apply for the program. We might be on the verge of an important opportunity to help the FAA diversify its workforce.



Minority Serving Institutions Intern Program Update

By: Bill Fernandez, NHCFAE Vice President

We are on our way to getting the \$5 million dollars appropriated to the Minority Serving Institutions (MSI) Intern Program. The following language has been added to the House Appropriations Bill in Congress:

Workforce diversity—The Committee supports the efforts of the FAA to increase diversity in hiring, retention, and promotion within its workforce, including the allocation of funds to continue and expand its recruitment programs, professional development activities, and outreach efforts. To further those goals, the Committee provides \$5,000,000 for the Minority Serving Institutions internship program, which provides students from Historically Black Colleges and Universities, Hispanic Serving Institutions, students attending a college or university with a high percentage of Asian American and Pacific Islanders, Tribal Colleges and Universities, and Students with Disabilities the opportunity to participate in internship opportunities.

This is great news and puts us one-step closer to realizing a central funding stream for this important MSI Internship Program!



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CONGRATULATIONS

Congrats Moreno Family!

Congrats to Mindy Moreno and family with the new addition of their baby girl.

Welcome to the world baby Emilie Mae Moreno! Born May 29, 2019 at 9:43am. 6lbs, 11 oz. Enjoy your new bundle of joy!



I Did It!

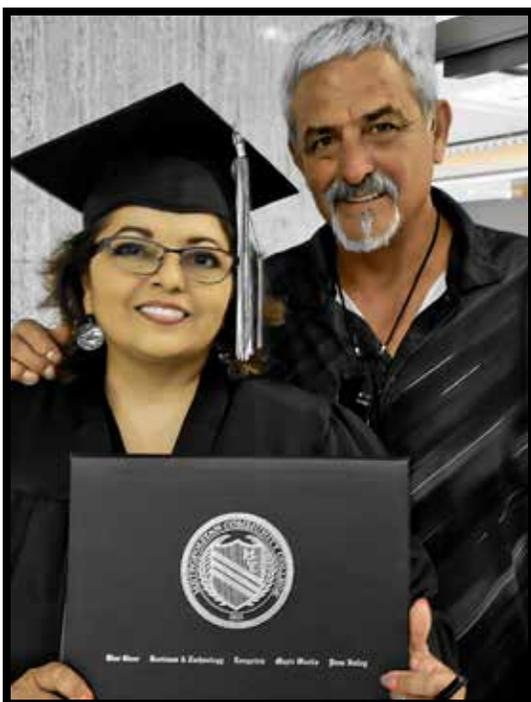
By: Laurie Ortiz, Central Regional Chapter Director

I would like to thank the Executive Board and all members for their support of the tuition reimbursement program. Because of this program, I was able to achieve one of my goals, which was to complete a degree that I had started many years ago, but kept redirecting my attention elsewhere. It was not until I became a member of NHCFAE that I decided to focus on finishing what I had started. On May 16, 2019, I walked across the stage and received my degree of Associates in Applied Science – Business Management from Metropolitan Community College, located in Kansas City, Missouri.

Thinking about my future educational goals, I may go in the direction of teaching, which is something that I could use after I retire. I enjoyed going to college and learning new skills and keeping a positive mindset. College has helped me face new challenges at work and I believe it helped me with my application into the Program for Emerging Leaders (PEL) curriculum. Therefore, I can say, “I am not finished yet”.

I am proud to be a member of the National Hispanic Coalition of Federal Aviation Employees, and grateful for their support of my educational goals. I encourage those members who are considering returning to school to take the opportunity that the Coalition provides through the Membership Tuition Reimbursement Program. As a member and recipient of the NHCFAE Membership Tuition Reimbursement, I have been able to take that step forward to achieve my goals.

Thank you NHCFAE and the Member Tuition Reimbursement Program.





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Membership Updates
By: Yami Gonzalez, Membership Chair
February 2019 – May 2019

Name	Region	Position	Recruited By
Isaac Salcido	SW	National Airspace Specialist	Hilda Banda
Carlos Aguirre	WA	Contractor	Sabrina Simmons
Michael T. Murgia	SW	Air Transportation Syst. Spec. Coord.	Brendan Villegas
Debbie Kay O'Hagan	AC		ZTL & PWC Conference
Nat Olivan Perez	WP	Air Traffic Control Specialist	Faviola Garcia
Vonetta Nicole Lawon	SO	Air Traffic Control Specialist	Edgar Del Valle
Lazaro Arteaga	WP	Air Traffic Control Specialist, Manager	Daniel Melendez
Carlos I. Perez-Aldoy	SW	Air Traffic Control Specialist, Supervisor	Self
Tamara Sabalier	SO	Air Traffic Control Specialist	Isaac Salcido

