

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 September 4, 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	Director of Public Affairs	Susie Diaz	Unavailable
Director of Administration	Oscar Torres	X	Incoming DOR	Dolores Leyva	X
Director of Resources	Erik Salazar	Unavailable	Incoming DOE	Randall Resto	X
Director of Education	Ida Marrero	X			

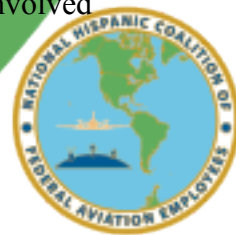
CALLED TO ORDER

Roll call conducted by Oscar Torres 6:32pm

EXECUTIVE BOARD UPDATES

PRESIDENT'S REPORT – Faviola Garcia

- Favi welcomes and thanks everyone for calling in.
- **Survey (Dissertation)**
 - FAVi was contacted by an agency employee named Thomas Harris from OKC and was inquiring about having access to our membership to gather some information or something similar to survey to gather the thoughts of our membership and ask the question how our members feel about Diversity and Inclusion and how the Diversity and inclusion programs affect their job satisfaction and job performance.
 - Mr. Harris has sent some emails to Favi and has described how the information will be gathered. There are still some details that need to be worked out. Bill Fernandez did have a chance to look at the information that Mr. Harris has submitted. FAVi feels like they we can support Mr. Harris request.
 - If we decide to move forward with this research Favi would get the DOE involved in the request and see how we can disseminate this information to the



membership. This would mean DOE would have access to the entire membership list. Favi would not like to give Mr. Harris direct access to our membership list to conduct the research.

- ***Bill chimed in and he mentioned that in the information he read that all participants in the research would have to get in touch with Mr. Harris Directly and Bill has expressed his reservations about giving this person our members' information. Bill mentioned that maybe we can give our members the ability to participate at their discretion but its something that would have to be discussed with Mr. Harris.***
 - Favi agrees with Bill and maybe a message can be crafted with the DOE to the members that if they would like to participate in the research they are able to do so. The message would instruct any of our members interested in the research to contact Mr. Harris directly and this would avoid the DOE from being inundated with responses.
 - Favi is asking the Eboard if this is something you would like to support.
- ***Randall asked if Mr. Harris is looking for a Sample of our membership and or even sharing with the office of Sadie Perez. Not for approval by the office of Sadie Perez but Randall has expressed that we should be careful on what the responses may be. We just want to ensure we are not violating any protocols or rules.***
- ***Ida mentioned that there is no violation of anything since would be sent to member's personal email and they are giving their personal opinion.***
- ***Bill said that Mr. Harris would not like to go through FAA channels and he works for the office of Civil Rights. Bill says that it seems that Mr. Harris does not even want the FAA to know about his Dissertation so it can be an unbiased research. Bill reiterated that he does feel comfortable giving Mr. Harris the emails of our members so its best that if any of our members would like to participate in the research then the members can contact Mr. Harris directly and provide him with their email.***

IT WAS ASKED BY FAVI IF ANYONE ON THE BOARD WAS OPPOSED TO PARTICIPATING IN THIS RESEARCH AND THERE WAS NO OPPOSITION TO IT.

- **LULAC TRAINING CONFERENCE**

- Pamela Selbe who is the Deputy RCD at the Aeronautical Center and PEL graduate reached out to Favi as a NHCFAE member and was looking for funding and support from NHCFAE in order to attend this training so it can be some kind of a "Train the Trainer" scenario which can benefit all the region. Favi told her that she would run it by the board but due to the short notice and limited funding its something that we could probably not support but it could be something that could be explored in the future. Favi has asked for feedback from the Eboard.

-Ida said that this type of training is something that could probably be better if the individual adds it to their IDP and that they request funding directly to their manager.



- Favi suggested that maybe we can consider the DOE take this training to become the trainer for the rest of the RCD's of the country.
- ***Ida evaluated the topics that this LULAC training was offering there were only two that she believes would be relevant for the majority of our membership. (Speed Mentoring and Leadership Roundtable training). Ida suggested that maybe we can find out who are the trainers of this training and maybe have them come out and provide the training in our Training Conference.***
 - Favi agrees with Ida and she will follow up with Pamela and let her know that we will exploring those training opportunities for our training conferences in the future.
- ***Bill noted the POC on the flyer who is ANA Pena who works for Sadie Perez and maybe we can follow up with her and see if this type of training is being offered in any other parts of the country.***

ACTION ITEM: Ida will follow up with Ana Pena and inquire further about the training and inquire even further with things like costs because the trainers are not FAA trainers.

- **NATIONAL EMPLOYEE FORUM (NEF)**

- Favi will be traveling to DC the week of September 17th to attend the NEF and to also celebrate Hispanic Heritage Month in DC.
- That Tuesday Favi will try to set up some meetings with FAA leadership.

ACTION ITEM: Oscar will reach out to FAA leadership and try to schedule appointments for Favi.

- Favi will be in contact with Bill and Karen in Capitol in order to get more details about the event planned on HHM and for Favi being the MC of the event and she will make some opening remarks.
- ***Bill mentioned one of the appointments that Favi should definitely have when she visits DC is to sit down and talk to Teri Bristol regarding ATO's support of our National Training Conference. And to be more specific, the support to cover the expenses of the National ATO Officers to attend the conference like it use to be a few years back.***
- ***Ida has raised concern about the marketing of the HHM event since she has not seen any flyers about it but since she is not on the email list maybe that is why. Bill said he would follow up with Karen about that. Ida has offered to help in anything capitol may need about this event.***

- **1ST QT MEETING IN PUERTO RICO**

- Favi has spoken to Erik and the plan still remains that board will not be reimbursed for their flight until November. The board will still be able to charge the Hotel to the coalition credit card.
- Dates have been set to travel in Saturday October 6th. Meetings will take place the 7th, 8th and 9th and most of the board will travel back on the Wednesday October 10th. Favi will stay an extra day to meet with local manager in the island.
- Oscar and Randall will work with Daniel in Puerto Rico to set up the logistics of the visit which will include a membership meeting with the local members. The details are still being worked out.



- Favi is expecting the board to work long hours which will include maybe driving to look at the proposed hotels for the conference that were on the list proposed by Jody. After they are considered and the list is narrowed down then the conference chair will be notified about the board's recommendations. Favi would like to narrow down the list to about 3 hotels.
 - ***Bill mentioned that some of the hotels on the list are outside the San Juan area and maybe they should be taken off the list completed due to their location. Ida did agree with that assessment.***
 - ***Randall will send Favi an email and his recommendations on the distance of the hotels from the airport. Favi wants Randall to send that email to the board as well.***
 - ***Dolores asked if there are any plans to do any actual site visits while the board is in Puerto Rico or if the conference chair will have to travel to Puerto Rico to do the actual site visits. Favi answered that that is not clear yet but the focus is members and recruitment considering the feedback she has received from members and non members.***
 - ***Bill asked if a hotel for the 1st qt meeting was selected yet and the answer is no. But that is something being looked at now. Favi agreed that selecting a hotel centrally located could help in maybe visiting some of the hotels.***
 - Favi continued and said that she wanted to review all the solicitations of the chair positions at the 1st Qt meeting in Puerto Rico and make the final decisions there and she would like Eboard to evaluate those solicitations. There are some positions like conference Chair where there is more than one interested person so Favi is not ready to send someone for site visits.
 - ***Dolores mentioned that site visits have been handled differently from year to year and for the conference in Torrance Dolores recalls that after the hotel was selected it was mainly the president of the organization and the local chapter RCD dealing with the hotel onsite. There were also local members that were invited to provide feedback on those site visits.***
 - Favi is open to further discussion on site visits and whatever is needed. Once we select a hotel for the meeting we can take it from there. Bill has been tasked to let the board know of the hotel that will be selected for us to host the 1st Qt Meeting.
 - ***Randall and Oscar chimed in and along with Bill there will be a separate telcon to set up the logistics about the visit of the board in Puerto Rico. We will plan a lunch at the CERAP and the SJU tower a few days before the board arrives in Puerto Rico in order to announce our visit and spread the word.***
 - **ATO LCD and EXECUTIVE ADVISORY COMMITTEE.**
 - Favi is working with the team on Performance management and working with PWC and SUPCOM to make the managers more accountable.
 - Favi is also working with the Executive Advisory Committee and this is a team that focuses on the three least represented groups which are Females, Hispanic Females and Persons with Disabilities.
 - With this initiative is where ACE Camps and outreach events are tied in and where Outreach is Expanded.



Acting VICE-PRESIDENT’S REPORT – Bill Fernandez

- Bill has nothing to report at this time but is working on several items.
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DIRECTOR OF ADMINISTRATION REPORT – Oscar Torres

- **Puerto Rico**
 - Since the dates for Puerto Rico have been decided Oscar will be sending the request for Duty time to Ronisha Dickerson in ATO and everyone will be copied.
 - She will also received the new names of the National Officers of our organization to adhere by the HRPM.
 - Email has been sent to Gia Regan who is Teri Bristol’s executive assistant to try to schedule Teri have a meeting with Favi while she visits DC in the coming week.
 - Ecomm telcon will be pushed back to September 25th due to Favi’s trip to DC.
 - Minutes from the Training Conference Ecomm minutes and all telcons up to September will be finalized and sent to Favi for her Approval.
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DIRECTOR OF RESOURCES REPORT – Erik Salazar

- Unavailable

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INCOMING DIRECTOR OF RESOURCES – Dolores Leyva

- Dolores had nothing to report
 - ***Favi did ask Dolores if she had a date to meet with Erik for the transition of the DOR position.***
 - Dolores said that they are scheduled to meet September 24th and 25th.

DIRECTOR OF PUBLIC AFFAIRS REPORT – Susie Diaz

- Unavailable
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DIRECTOR OF EDUCATION REPORT – Ida Marrero

- **Transition**
 - Ida continues to transfer information to Randall to continue on with the transition of the DOE position.
 - Ida has met with Randall over the weekend and transferred all the files over.
- **Scholarships**
 - Ida has sent out all the letters to the scholarship winners and has been receiving articles for La Palabra from the Tuition Reimbursement winners.



- Ida will send out follow up emails to the Rene Matos and Danny Gutierrez scholarship winners about their articles. Ida is hoping to get a good amount of articles.
- Ida did suggest to Favi to schedule a meeting with the Acting Administrator because it will be great to have him in Puerto Rico.
 - *Favi did say she had dinner with the Acting Administrator during her last visit in DC and thanked him for his video in our last conference but he said that if he was still the acting Administrator come conference time he told Favi that he would attend our training conference on Puerto Rico.*

INCOMING DIRECTOR OF EDUCATION – Randall Resto

- **Transition**
 - Randall is completing the transition with Ida
- **Training Conference**
 - Randall is already working on a couple of items for the training conference agenda and he will have a draft to present to the Executive Board in the 1st Qt meeting in Puerto Rico.
 - Randall is asking the board traveling to Puerto Rico to provide him the arrival times since he will be renting a mini van to lower the costs of transportation while the eboard is on the island.
 - *Favi mentioned that costs are being evaluated very closely for the upcoming 1st Qt meeting in Puerto Rico and that is why she has decided not to invite Celsa the special assistant to make the trip to Puerto Rico. Randall has offered to stay at his parent's house while we are in Puerto Rico to save even more money.*

SPECIAL ASSISTANT – Celsa Rodriguez

- Nothing to Report.

CLOSE OUT BY FAVI

- Favi wanted to touch base regarding our NHCFAE website where she is still getting the forbidden message in the FAA network.
- IT was suppose to call Abdul regarding this situation but that did not happen.
- FAVi would like to maybe start thinking about a Plan B regarding the website but it's a problem that needs to be remedied as soon as possible because specially during conference time where people seek our website for information.
- Marcos Orozco the motivational speaker we had a our conference has sent Favi the Link and a PDF of the book that he had promised to provide all the conference attendees. The link is only good for two days. Since the link is limited then maybe just distributing the PDF would be better for our members.
 - *Randall suggested to maybe have the book available in our website for the members and have the members download it from our website.*
 - *This will be followed up with Susie.*



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TELECON ADJOURNED

Telecon adjourned at: 7:40p.m.

Minutes prepared by:

Minutes approved by:



Oscar Torres National Director of Administration



Faviola Garcia, President NHCFAE

