



National Hispanic Coalition of Federal Aviation Employees

National Constitution

As of August 6, 2019

**NATIONAL HISPANIC COALITION OF
FEDERAL AVIATION EMPLOYEES**

NATIONAL CONSTITUTION

PREAMBLE

This organization has been formed for the purpose of promoting Equal Employment Opportunity for all minorities and women, unity of action in all matters affecting the mutual interest of all Federal Aviation Administration (FAA) employees in general, and for the improvement of all working relationships. In the furtherance thereof, we, the members of the National Hispanic Coalition of Federal Aviation Employees, do hereby adopt this Constitution and its Bylaws.

ARTICLE I

NAME

SECTION 1: This organization shall be known as the National Hispanic Coalition of Federal Aviation Employees (NHCFAE).

ARTICLE II

OBJECTIVES

SECTION 1: NHCFAE will function on behalf of all Hispanics and other minorities and women who are in the employ of the FAA. NHCFAE will operate as an integral link of the nationwide network to help further the federal employment education process, to promote professionalism in the performance of duties and interaction with local community job applicants concerning their rights, personnel actions, and promotional opportunities and qualifications, to monitor the progress of minorities and women trainees, to assist the agency in the recruitment and retention of minorities and women, and to promote Equal Employment Opportunity (EEO) for members and local communities through lawful means.

SECTION 2: NHCFAE will be organized and operates as a non-profit organization, and no part of any net revenue shall be disbursed to the benefit of any member or private party during this organization's existence or after its dissolution.

ARTICLE III

MEMBERSHIP

SECTION 1: Any person who agrees to the objectives herein and wishes to actively support them may become a member of this coalition with full voting and other privileges, provided their membership is in full compliance with this organization's Bylaws.

SECTION 2: This coalition shall have four (4) classes of members, as follows:

- A. Active: Any FAA employee or retired FAA employee may be an active member as long as they are in good standing. Active members have voting privileges and may hold any elected or appointed office or committee membership in the NHCFAE.
- B. Inactive: Any member whose dues are delinquent for a period of 60 consecutive days.
- C. Associate: Any person, not employed by the FAA, who participates in the affairs of this organization without having voting privileges.
- D. Honorary: Any person who the Executive Committee wishes to recognize for their significant contributions in assisting the coalition fulfill its objectives.

ARTICLE IV

OFFICES

SECTION 1: The main office of this organization shall be located wherein the current National President shall designate. Regional Chapter offices shall be located wherein the current Regional Director shall designate. Area offices shall be located wherein the current Area Representatives shall designate.

ARTICLE V

POWERS

SECTION 1: In furtherance of its objectives, but not in limitation thereof, this organization shall have the power to collect, maintain, and disseminate statistics and information; to conduct investigations, research, and litigation, as deemed necessary; to engage in promotional and fundraising activities through any suitable advertising and publicity medium; to hold such property, and employ or retain such professionals and personnel as necessary.

ARTICLE VI

DUES

SECTION 1: The dues required for this organization shall be determined by a 2/3 vote of the active membership at a meeting called for that purpose in accordance with this organization's Bylaws. Said votes may approve, modify, or reject the Budget Committee's recommendations.

SECTION 2: Dues may be increased or decreased from year to year; however, all dues will be applied in conformance with this organization's Bylaws.

ARTICLE VII

MEETINGS

SECTION 1: There shall be an annual conference of this organization each year, resources permitting.

SECTION 2: All other regular and special meetings shall be convened in accordance with this organization's Bylaws.

ARTICLE VIII

OFFICERS & OTHER OFFICIALS

SECTION 1: The National Officers of this Organization shall comprise the Executive Committee and shall consist of:

- National President
- National Vice President
- National Director of Resources
- National Director of Administration
- National Director of Education
- National Director of Public Affairs
- Regional/Center Directors

SECTION 2: The appointed Officers of this Organization shall consist of:

- Area Representatives
- Special Assistants

SECTION 3: Other Officers may be appointed in accordance with this organization's Bylaws.

SECTION 4: The Executive Board of this organization shall consist of the Executive Committee except the Regional/Center Directors.

ARTICLE IX

COMMITTEES

SECTION 1: Committees may be established by a majority of the executive committee of this organization, subject to approval of the membership.

SECTION 2: The National President has the authority to appoint or remove a chairperson for each standing committee and/or ad hoc committee subject to the concurrence of the Executive Board.

ARTICLE X

AMENDMENTS

SECTION 1: This Constitution may be amended, replaced, or repealed, in whole or in part, by a 2/3 vote at a regular or special meeting wherein at least forty-five (45) days written notice is mailed to all members of this organization.

SECTION 2: Such modifications shall be in accordance with this organization's Bylaws.

SECTION 3: When entertaining proposed amendments to this Constitution, a 2/3 vote of the members present and voting shall carry any such proposal.

SECTION 4: Proper quorum must be physically present before any amendment of this Constitution may be entertained.

SECTION 5: The Constitution of this organization shall be binding on all its members.

ARTICLE XI

BYLAWS

SECTION 1: The Bylaws of this organization shall be in conformance with this National Constitution. The Bylaws may be amended, replaced, or repealed, in whole or in part, by a 2/3 vote at a regular or special meeting wherein at least forty-five (45) days written notice is mailed to all members of this Organization.

SECTION 2: When entertaining proposed amendments to the Bylaws, a 2/3 vote of the members present and voting shall carry any such proposal.

SECTION 3: Proper quorum must be physically present before any amendment to this organization's Bylaws can be entertained.

SECTION 4: The Bylaws of this organization shall be binding on all persons to whom particular articles apply.

ARTICLE XII

DISSOLUTION

SECTION 1: Should it become necessary to dissolve this organization, any and all of its property and revenue shall be distributed to such tax-exempt/non-profit organization as directed by the Executive Committee. In no event shall the holdings of this organization be distributed to the personal benefit of any member or private party.

ARTICLE XIII

CONFORMITY

SECTION 1: All regional/center and area chapter Constitutions and/or Bylaws shall be in conformance with this National Constitution and its Bylaws.

ARTICLE XIV

NON-DISCRIMINATION

SECTION 1: It shall be the policy and practice of this organization not to discriminate against any person in a protected class.



Faviola Garcia
NHCFAE President



Oscar A. Torres
NHCFAE Director of Administration

