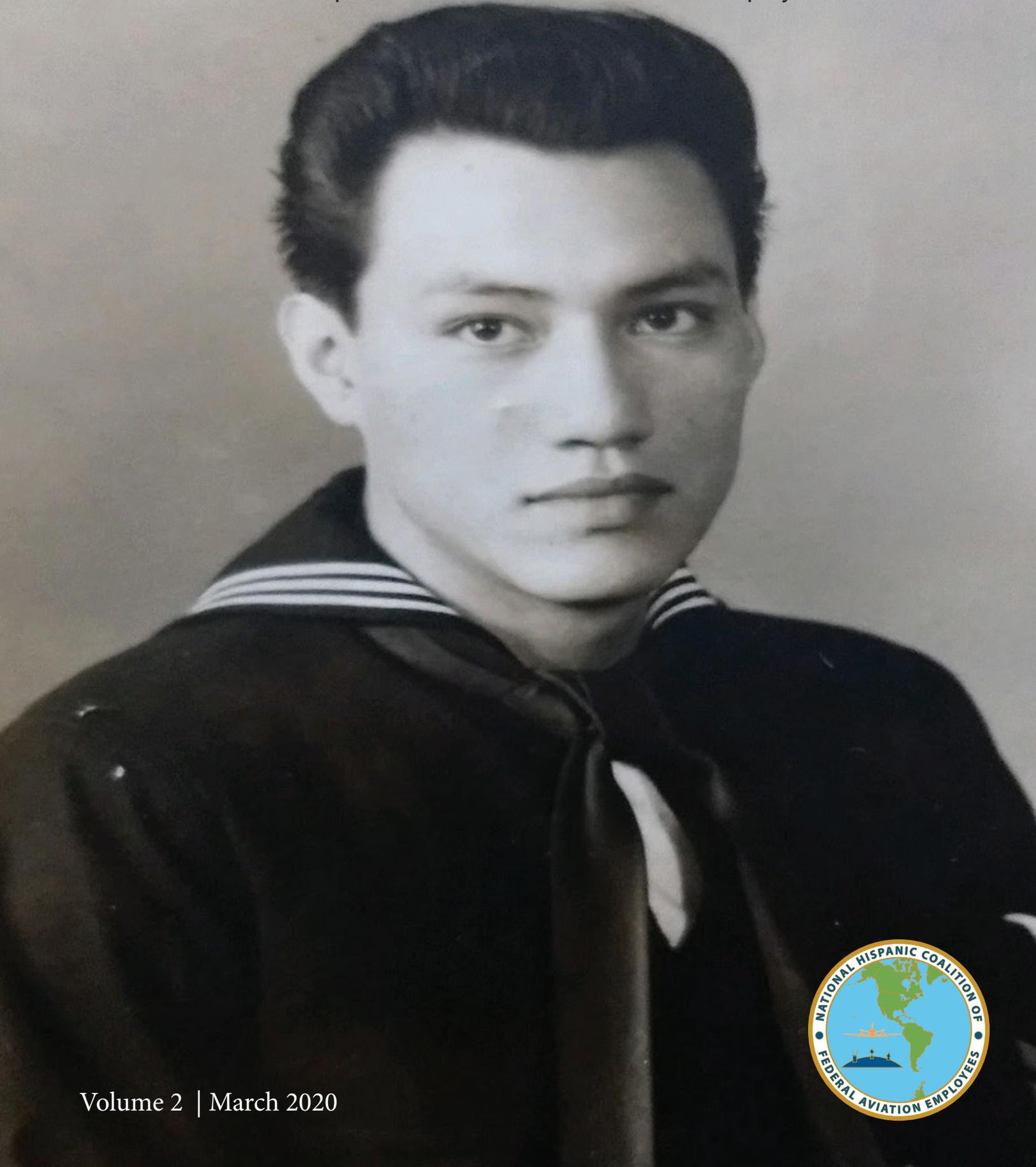


FAA familia

National Hispanic Coalition of Federal Aviation Employees



Volume 2 | March 2020



NHCFAE Annual Training Conference Indianapolis: August 4-6, 2020



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

NHCFAE
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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 sponsorships and private donations.

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Director of Public Affairs, Jonathan Eagle
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COVID-19 Update

This page was initially meant to promote our upcoming outreach events, but due to the Coronavirus, many of these events are being rescheduled and/or postponed. Your NHCFAE Executive Board has been closely monitoring the situation and have refrained from inundating you with additional information. We have posted the guidance below on hoping to control the spread of the virus. Know that we are all still working diligently to ensure that our conference in August will continue as planned, and hope for a quick conclusion for all of you and your loved ones during this pandemic.

COVID 19
CORONAVIRUS DISEASE

STOP THE SPREAD OF GERMS

Help prevent the spread of respiratory diseases like COVID-19.

- Avoid close contact with people who are sick.** Illustration shows two people shaking hands, with a person coughing nearby and virus particles floating in the air.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.** Illustration shows a person sneezing into a tissue.
- Avoid touching your eyes, nose, and mouth.** Illustration shows a person's face with a red 'no' symbol over their hand touching their face.
- Clean and disinfect frequently touched objects and surfaces.** Illustration shows hands being washed with soap and water.
- Stay home when you are sick, except to get medical care.** Illustration shows a house with a person in bed inside.
- Wash your hands often with soap and water for at least 20 seconds.** Illustration shows hands being washed with soap and water, with virus particles being removed.

For more information: www.cdc.gov/COVID19

Message from the NHCFAE President



800
Independence
Avenue, SW

U.S. Department of
Transportation



This article is pretty simple for me to write since most of it is kind of plagiarized from two official FAA sources. I say “kind of plagiarized” because to plagiarize is to take others ideas as your own and I will fully credit HRPM 12-6 and FAA Order 1250.2A as the source of most of this material.

Recently we had two distinct situations where managerial ignorance of these two directives almost forced two members of the NHCFAE to have to forgo helping the agency. Employee Associations partner with the agency to promote diversity and inclusion as well as provide valuable outreach opportunities.

Human Resource Policy Manual (HRPM) Volume 12: Work Life and Benefits WLB-12.6 Employee Associations states:

The FAA acknowledges that employee associations assist in fostering a climate of diversity and inclusion that contributes to employee welfare and morale. Employee associations also serve as a vehicle for employee input regarding FAA’s Equal Employment Opportunity Program and human resource management

issues in support of FAA’s mission.

As FAA Chief Operating Officer Terri Bristol wrote on 25 Feb 2019:

“The ATO continues to partner with FAA Employee Associations to cultivate a workforce that is more diverse, inclusive, and engaged. Employees who participate in these groups have access to valuable professional development, networking, leadership, scholarship, and service opportunities that can enhance their job satisfaction and improve our organizational performance.”

Yet our members, and even our officers, still have difficulty obtaining the duty time that both HRPM 12-6 and FAA Order 1250.2A clearly identify.

The HRPM 12-6 states:

1) Duty Time: National officers and/or acting national officers of the governing bodies of the associated FAA recognized employee associations may be approved to use duty time to attend the:

- Annual Employee Association Conference
- Executive Board meetings and

committee meetings. Note: Attendance is limited to no more than 16 hours of duty time within a business week for each attendee.

The NHCFAE has historically scheduled our Executive Board meetings over three day weekends, using Sunday for travel, and the holiday for the first day of the meeting so that our National Officers miss as little duty time at their work as possible.

HRPM 12-6 also states that:

a. Employee Association National Officers or Acting National Officers: No more than 16 national officers and/or acting national officers may participate for each of the governing bodies of the associated FAA recognized employee associations.

Currently the NHCFAE has 15 National Officers according to our Constitution. They are the 6 members of the Executive Board (National President, Vice President, Directors of Education, Resources, Administration, and Public Affairs) along with the ten Regional/Center Directors (RCDs) (Northwest

Cont...

President's Message Continued...

Mountain, Alaska, Western-Pacific, Central, Southwest, Aeronautical Center, Great Lakes, Southern, Capital, and Eastern/New England).

Our National Officer in this case was told they could take leave to attend the Executive Committee meeting, but they could not be granted duty time. Thankfully, we were able to clarify this situation with the manager so our National Officer could attend.

I would like to see all of our members get familiar with FAA Order 1250.2A. This order is the “Aviation and Space Education Outreach Program.”

1. PURPOSE. This national order revises the Federal Aviation Administration's (FAA) Aviation Education (AVED) Outreach Program by changing the title to Aviation and Space Education (AVSED) Outreach Program. All program references are restated to include both aviation and space education initiatives.

Did you know AVSED came about by law?

Public Law 94-353, a 1976 amendment to the Airport and Airway Development Act of 1970, required each Federal Aviation Administration region to establish a Civil Aviation Information Distribution Program with available resources. Congress intended to “place greater emphasis on increasing the general public's knowledge of the dynamics of aviation and on the key role air transportation plays in improving the economic and social life of all Americans...and... to acquaint the young people with the full potential of finding careers in air transportation systems and general aviation.... “FAA responded by establishing an aviation and space education program to serve as a vital learning link to all segments of society. The agency continues to meet the requirements of this Law by distributing aviation information via the Internet- www.faa.gov/education/- and through this outreach program.

Other authorizations supporting activities covered under the AVSED program include Public Law 101-610, National and Community Service Act of 1990. Section 182, Partnerships with Schools, called upon agencies to involve employees in a broad range of partnership programs with elementary and secondary schools.

Under Section 10 of this FAA Order 1250.2A, it states that:

10. AUTHORIZATION FOR EMPLOYEES ENGAGED IN AVSED OUTREACH ACTIVITIES.

a. In the role of AVSED Counselors and Outreach Volunteers, FAA employees act as official representatives of the agency whenever engaged in activities that support sections of Public Laws 94-353 and 101-610, or other agency or Departmental sanctioned educational outreach initiatives.

b. In accordance with Departmental policy and ARC guidance, subject to citizen's needs, operational requirements, and supervisory approval, outreach activities shall be accomplished during work hours (40-hour workweek or alternative work schedule as defined in Order 3600.6, Workweek and Hours of Duty and the OPM Handbook on Alternative Work Schedules).

c. Compensatory time or credit hours may be authorized for outreach activities that occur outside of working hours. Employees are responsible for coordinating planned activities with the program manager or point of contact and the appropriate supervisor before confirming arrangements.

In this second case our member organized an AVSED outreach event for a predominantly minority high school to provide information on potential careers in aviation. This member arranged coverage at work with fellow employees to ensure the mission would not suffer. Yet the manager would not allow “duty time” to attend the event. The member was again told they “could take leave”, but not duty time, comp time, or other remedy.

Our members are trying to support the agency to both promote the agency and aviation. We need our managers to support them in this pursuit.

Editor's Message

Happy almost Spring to all of you. First, thank you to everyone that made the premier edition of FAAmilia magazine a huge success. I have never been part of anything like making a magazine before and could not have done it without the help of a lot of different people.

Next, we are gearing up for our conference. By the time this edition is released, it will be less than 5 months until Indianapolis. It may seem like a long time away, but I assure you it will be here sooner than you know it, so don't delay in booking your room and registering. The website should be up and running, and if it's not, we should only be a few short days until it is.

Lastly, I want to remind you, the readers, that this is your magazine, not mine. Everything we run in FAAmilia is about you. From the sports teams you support, to the interesting adventures you have enjoyed, we want to hear from you. I know in the age of social media it's much easier to make a post and be done with it, but we want this to be a more intimate environment for you to express yourselves. Please keep us in mind when our next edition is released prior to conference. We look forward to hearing from more of you soon.



Follow us on:



Saludos,

Jonathan

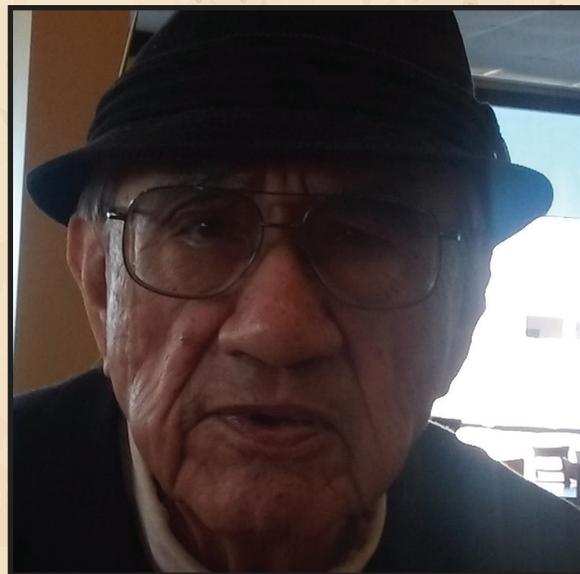
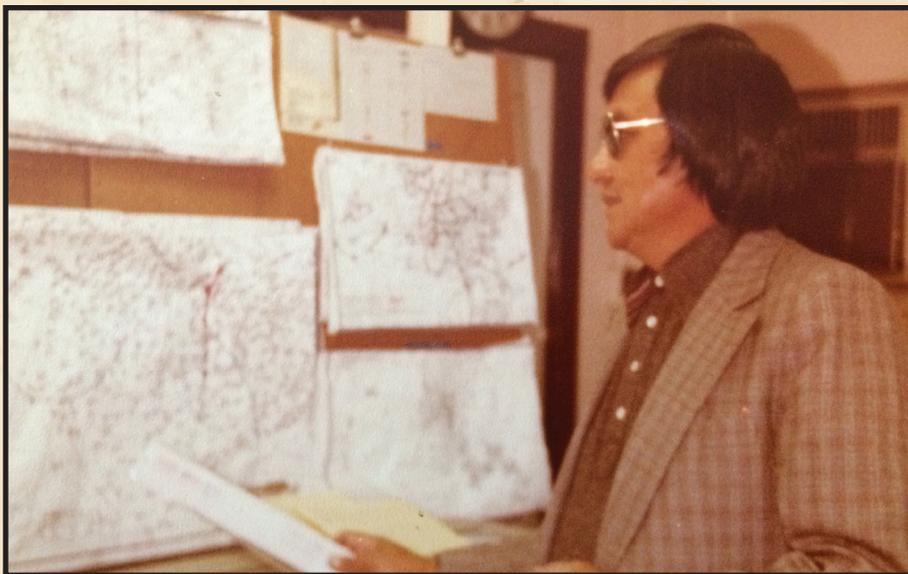


Happy 90th Birthday, Carlos Gonzalez!

By: Jonathan Eagle, NHCFAE Director of Public Affairs

Carlos O. Gonzalez turned ninety this year, and we as an organization are proud to recognize some of the work he has done, including being one of the founding fathers of NHCFAE, and the first president of our coalition. Carlos was born February 16, 1930, and currently resides in El Paso, Texas. Pictured here, and on our magazine cover, is a photo of Carlos as a young man serving our nation's Navy.

Carlos also enjoyed a long career at the FAA, starting as a Flight Service Station specialist in 1960. Later he became the chief for the Las Vegas FSS in 1977. He would hold that post again in El Paso, as well as in Deming. In 1979, once our organization was formally recognized, Carlos as president of the NHCFAE expressed the need to assist minorities in employment opportunities and to help career development. In 1989, Carlos was part of a FAA pilot program to increase diversity among minorities and women in the agency. It's a battle we continue today and proudly recognize Carlos' efforts, not only on behalf of minorities, but his efforts to make our organization stand out by being one of its initial flag bearers. Thank you, Carlos, and Happy 90th Birthday!



Gonzalez named FAA coordinator

Carlos O. Gonzalez, chief of the Las Vegas Flight Service Station.



has been named Federal Aviation Administration Local Coordinator for Las Vegas, Henry L. Newman, FAA Southwest Region Director, has announced. He replaces Albert E. Gladu, formerly the Sector Field Office chief, who has transferred to Lafayette, La.

In announcing Gonzalez' appointment as local coordinator, Newman said, "This is part of the FAA's continuing program to bring effective management closer to the scene of actual operations. As my representative in Las Vegas, he will serve as the single point of contact and make required arrangements for visitors on FAA business who are not concerned with a single program area."

Gonzalez will also coordinate the many FAA non-program activities in Las Vegas, arranging for and supervising participation of the FAA offices in community projects such as fund raising drives, blood banks, health campaigns, orientation tours and general public relations matters. However, the head of each local facility or office will continue to be responsible for his particular function, with Gonzalez serving as coordinator and administration spokesman.

To maintain a combined FAA team activity, Gonzalez and the Sector Field Office chief, the position which was vacated by Gladu's reassignment, meet each month in Albuquerque for discussions of FAA business. They join in the discussions with FAA chiefs in the Albuquerque area, Belem and Santa Fe.

Gonzalez has served in Las Vegas since late 1975, reporting from the El Paso FSS where he had been since 1963. Prior to his FAA employment, he worked with the U.S. Border Patrol for 10 years.

An El Paso native, Gonzalez served four years in the U.S. Navy as a radioman in Alaska and Korea. He and his wife are the parents of four daughters.

Carlos Gonzalez

The NHCFAE Executive Committee Meets in DC

By: Jonathan Eagle, NHCFAE Director of Public Affairs



This past Dr. Martin Luther King weekend your Executive Committee took time out of their busy schedules to meet up in Washington D.C. to discuss business for the good of the organization. On Sunday, the Executive Board met first to discuss their own challenges and set the tone for the days going forward. It was on Sunday that our current Director of Education, Randall Resto, informed us that due to duties he had to commit to for his job, he would be unable to fulfill the final months of his term. A successor he nominated, and later confirmed by the Executive Committee, was John Espinosa, who will be filling in the final months of his term. John is a long-time member of this organization and his father, Don, has also been integral in the success of our organization. We would like to thank Randall for his efforts in Puerto Rico and wish John the same success as we prepare for Indianapolis.

On Monday, Bill Fernandez outlined the goals for his term and for the foreseeable future of the organization. It included outreach, the MSI program, and planning in advance for our conferences. Seattle was discussed for our 2021 location and additional locations such as Houston and Boston as possible future locations. We were then briefed by our Regional Chapter Directors on the goals and aspirations they hoped to complete for 2020. The conference chairs then briefed out to the Executive Committee the logo and conference theme for Indianapolis. Oscar Torres, our Vice President, briefed that he looked to increase communication through the Slack application. He hoped that through its increased usage, a steady flow of information would be maintained throughout our organization. We also received briefings from our Director of Administration, Director of Education, Director of Resources, Director of Public Affairs, and the chairs of the Charitable, Sponsorship, and Membership committees. Additionally, on Tuesday we received briefings from Andy Quinn, our lobbyist, Janette Ramos, Sadie Perez, Beth Hill from STEM/AVSED, and a webinar on Behavioral Interviewing from Celeste Flemming. On our last day we visited Capitol Hill with those who were able



to secure their own personal leave to talk with members of Congress as discussed in more detail in a separate article by our president, Bill Fernandez.

It is supremely important to each of your Executive Committee members that you all know what we do as a team to ensure the growth of the organization. We welcome you to contact your RCDs to bring your comments and suggestions to each one of our meetings. For our organization to grow and strengthen, it is going to always take the voice of our general membership to lead us forward.

Pictured: Bill Fernandez and Oscar Torres present NHCFAE past-president, David Dominguez, with a retirement gift on behalf of the EComm.



FAA Manager's Association Conference

By: Oscar Torres, NHCFAE Vice President

The week of November 3rd, our National Vice President, Oscar Torres, represented the NHCFAE at the 39th Annual FAA Manager's Association National Convention and Training Conference in Las Vegas.

The President of FAAMA, McKay Gerber, is a proud member of our NHCFAE and we are extremely honored to have been invited to his first convention.

We used this opportunity to talk to FAA leadership and managers from all around the country, and discussed various topics important to our members and our organization. One topic of emphasis was the MSI internship program. We highlighted the details of the program and the current legislative efforts to add additional funding from Congress to support it. More details to come soon.

MMAC Chapter Gives Back During Christmas

By: Pam Selbe, MMAC Chapter Deputy RCD

This year the MMAC chapter adopted the Padilla family and Sophia Garcia. The Padilla family attends Holy Spirit Catholic Church in Oklahoma City. Maria Padilla is unable to work, and her husband, José, is in the intensive care unit (ICU) at SSM Health St. Anthony. They have no income at this time. The family includes an 18-year-old daughter and a 22-year-old son.

Sophia Garcia is the daughter of our beloved FAamilia member, the late Cynthia Garcia. Sophia has a passion for art, plays on the Lake Park Elementary basketball team, and is part of the student council at her school. She will be 11 years old on May 26th and will go to Western Oaks Middle School next year.

Both families were very appreciative of the gifts they received. Thanks go out to Mary Nelson and John Espinosa for making the deliveries, and all those who helped brighten the holidays for these families.



Giving Back to the Medina Family

By: Susie Diaz, Western-Pacific Chapter RCD

Western-Pacific Chapter adopted the Medina family during the holidays and continues to stay in touch with them. The Medina family is a part of our Chapter. Elizabeth Medina-Torres is an active member that I saw needed our support, and it was our turn to give back.

The Medina family has gone through a lot this past year. Elizabeth's younger brother, Angel R. Nunez, has stage 3 Alveolar Rhabdomyosarcoma, which is a soft tissue cancer. He is going through a very aggressive chemo treatment and has already lost his lovely locks. His family stocked him up with beanies to keep his head warm. Because of his compromised immune system, he had to be pulled from school and is now being home schooled. A teacher comes to the house to help with his assignments and make sure he stays on track to graduate. He turned 17 on November 27, 2019.



Elizabeth's mom, Iba Medina, just had spine surgery. Elizabeth took her to the hospital and stayed with her because dad had to take her brother to get chemo that day. She will be released from the hospital soon. She still will require a lot of care before she's able to move around on her own. Dad, Ricardo Nunez, is a full-time caretaker for both. Elizabeth assists when she can by taking her mother to her appointments or staying with one of them while the other gets treatment.

Elizabeth's grandmother has Alzheimer's. As you may know, this is a serious health condition that requires a family effort to care for the individual.

Other brother, Jesse Medina, and his wife, Daisy Medina, help take care of grandmother. They take turns taking her to her medical appointments. Because of the strong winds, she fell earlier in the week. However, she probably will not remember because of the Alzheimer's. She turned 88 on November 17, 2019. The Medina family stays busy pitching in where they can to take care of each other. They are each other's Uber driver, babysitter, appointment maker, cheerleader, translator, etc.



Outreach in Indianapolis

By: Oscar Torres, NHCFAE Vice President

On January 14, 2020 NHCFAE members participated in a STEM event in Eastern Indianapolis. We had the unique opportunity to talk to lots of 11th grade students from Warren High School about career opportunities available in the field of aviation.

We spoke with dozens of students about the different career fields available in the FAA, and many showed interest in visiting one of the FAA facilities in the area or attending an ACE camp in the summer. Among the NHCFAE members in attendance were Oscar Torres, NHCFAE Vice President, Brendan Villegas, Great Lakes Chapter RCD, Kristan Villegas, Corporate Sponsor/Conference Chair, and member Melissa Cummings. Also in attendance representing the NBCFAE were Jessica Davenport and Mike Brown. It was a very rewarding experience for all who attended, and it also demonstrated our long-standing support to participate in outreach events across all of our regions and their communities. Our goal is always to educate our local communities about job opportunities available in the aviation field and inspire the future generation of aerospace specialists.

We hope that all of you can participate in an outreach event locally in your communities so that you can also experience the fulfillment of doing so. The goal is to have several events in each of our regions to help spread the word on our careers. Expect more information from your RCDs about local opportunities that become available this spring and summer. In closing, we would like to thank everyone that participated in the event and all those who were gracious enough to provide giveaways. Without you, we would not have been as successful. Thank you.



Harvesting the Leaders of Tomorrow

By: Nat Perez, Western-Pacific Member

Harvesting the Leaders of Tomorrow was an adequately named career fair which I was fortunate to participate in on January 30, 2020 at California State University Fresno. Career fairs such as these allow college-aged students to walk about the auditorium and browse potential employers. This is a tremendous opportunity for a potential candidate to walk right up to a hiring source and inquire about organizational culture and get a real in-person experience with the company that they would otherwise not get from visiting a website or reading a job announcement. This event was all about real people asking honest questions and receiving informative answers.



I have always viewed a career fair as an opportunity to put myself out there as a candidate and try to make that connection to land that job I'm going after. However, I was on the other side of the booth this time, so the experience was going to be different. Or at least that's what I imagined. The moment I set my booth up and students, faculty and alumni started walking in, I understood my objective. It was almost identical to being a candidate on the other side of the booth. I wanted to put myself out there as an outreach representative and try to make that connection that would land that potential candidate that I'm going after.

Similar to being a candidate and competing with other candidates at the event to fill that job, I was an agency representative competing with other employers to find a candidate to fill that job. And I wanted them ALL. Every single person I could talk to I wanted them to apply, no matter what background or degree they were pursuing, we could use them in the FAA. I talked to management, mathematics, biology, agriculture, industrial, finance majors, etc. I had to find a way to help them understand and believe that they could have a great future in the FAA, an aviation-based industry that they might not have even considered. Nevertheless, that is what the coalition is about, opening doors, helping others, welcoming candidates into our FAAmilia.



It is because of ALL of YOU (that form the NHCFAE) and the interactions, and the enthusiasm to help, that I was able to promote all of the potential lines of business, and job opportunities on that day to those young leaders in Fresno, California. Thank you all for your continued support and participation for this great cause promoting growth and diversity. Also, a special thanks to the Western Pacific Chapter leadership for helping with supplies, as well as the STEM AVSED team for providing informative and promotional items!

Family Time

By: Bill Fernandez, NHCFAE President

Jonathan mentioned that he would like to add more personal and fun things to FAAmilia, so here is my attempt. On January 29th, 2020, my mom celebrated her 80th birthday. So, Sylvia and I flew out from DC to California, my son, Vince, and his wife, Katya, flew in from Charlotte, and my son, Alex, flew in from Miami. There we met up with my three brothers, Bruce and Bryant (the twins), and my younger brother, Dan.

Bryant and Dan both live in the Southern California area, and so do their children, my nieces, Nina, Mia, and my nephew, Dyllan. My brother, Bruce, flew in from Denver, but his wife and son couldn't join us.

We rented a beautiful Airbnb right on the marina in beautiful Morro Bay California. Morro Bay is a beautiful fishing community 12 miles west of San Luis Obispo, California. If you do not know where San Luis Obispo is, it is about halfway between San Francisco and Los Angeles on El Camino Real.

One of the highlights of Morro Bay is the Rock, which can be seen for miles. Across the street in the marina were about 20 sea otters and their young. At night we could hear the sea lions baying loudly. The views next to the Rock were spectacular.



Vince and Katya at sunset



About 30 miles north of Morro Bay is the town of San Simeon. Here in San Simeon, William Randolph Hearst had purchased a European Castle and had it moved “brick by brick” to be perched atop the hills overlooking the ocean.

A couple of miles north of San Simeon is a sight that blew me away. On this beach called Piedras Blancas are hundreds of elephant seals laying on the beach. It is a spectacular sight, at first glance it looks like a beach with hundreds of boulders, but the boulders start moving and throwing sand on their backs. These things are huge, they kind of look like walrus without the tusks. It is an amazing site.

To me, the Central Coast of California is one of the most beautiful areas in the world. Beautiful rolling hills and mountains that run right to the sea. Beautiful beaches and more amazing cliffs. Just north of this area you start getting into Big Sur, which is equally breathtaking.

After a wonderful, long weekend with our family, and since we were already in California, Sylvia and I decided to slip away to the Big Island of Hawaii. Previously, Sylvia and I had been to Oahu and Waikiki. We had also taken a second trip to Maui and the island of Kauai. So, Hawaii was the one island we hadn't visited.

All of the islands of Hawaii are beautiful, and Hawaii was no exception. I completed a bucket list item for me by seeing the humpback whales. We took three-hour cruise out to see them and saw several. Mostly we saw their waterspouts, backs and tails, but the only one I saw actually jump out of the water, I saw from shore the day we arrived when we were driving around and had stopped at



Sylvia in Cambria CA

a park on the beach. I had spotted its spout from the road and pulled into this park. It was in this bay, and as soon as Sylvia went to see how the water was, it jumped out of the water and Sylvia never saw it. We learned it is hard to take a picture of a whale (sorry!).

What I enjoyed most was the drive through Hawaii Volcanoes National Park. There are two active volcanoes there and dozens of craters and huge lava flows. It is pretty impressive!

As we were driving down the road you go from 3700 feet down to the cliffs above the sea, something caught my eye and I pulled over. What is interesting is I found the old road that had been covered by a lava flow back in 1972. I thought it was pretty cool. What is even cooler is the plants that grow out of the



This might be my first "selfie"

rocks. Nature will not be denied!

The final drive takes you down to the lava cliffs at the sea. It is a spectacular view. If you look closely at the picture you can see a huge lava tunnel.

We love to travel, and we would love to see your pictures and hear your stories. Enjoy your life!



Member Spotlight

Latina Leaders: Elideth Hernandez

By: Focus FAA



The following story featuring NHCFAE member, Elideth Hernandez, was originally published by Focus FAA during Hispanic Heritage Month.

My name is Elideth Hernandez and I am from Cali, Colombia. I am a mission specialist on the Flight Program Operations, ACY Flight Ops Team. When I was a child, I wanted to be a pilot because I loved the aviation industry. I lived very close to the airport in my country and always saw flight crew and knew one day I was going to wear an aviation hat. Most of the time I pictured myself as a flight attendant because they look very put together and the thought of traveling all over the world definitely made my mind wonder.

When my family came to the United States we were a typical immigrant family searching for the American dream. I got the opportunity to attend aviation high school in Queens, NY in which I obtained my Airframe & Power plant (A&P) license. I tried to look for aircraft maintenance jobs but had no luck at the time. I saw an ad for an airline start-up, applied, and was hired as a flight attendant. I was very blessed to have a job at 19 years old that required no experience and traveled to Europe. While working at this airline, I was going to Vaughn College part-time to obtain my Bachelor of Science in Avionics and Technology. Two and a half years later the airline declared bankruptcy and hundreds of people, including myself, lost their jobs.

Thanks to my mom, she encouraged me to finish school. She has been my biggest influence on a professional level and personal level. She has always been my number one cheerleader. I quickly learned being a woman in this field brings many challenges. Despite all the challenges I encountered during my career path, she encouraged me to never give up.

While I was still in college, I found out about FAA internships to work as an FAA NAVAIDS technician. Unfortunately, I was not yet a U.S. Citizen, so I was not eligible for the opportunity. I truly believe God works in mysterious ways because the year I lost my job as a flight attendant, I became a citizen and was able to apply again to the FAA internship.

In 2008, I graduated college and while waiting for the internship I got a call to interview for a full time position instead. I went through three interviews and was hired to work at La Guardia (LGA) Airport as a NAVAIDS Technician. I worked at LGA airport from 2008 to 2012, and then relocated to San Diego SSC; I was there for one year and decided to ERR (Employee Requested Reassignment) back to New York City because my parents got very ill.

A few months after being back at LGA SSC, I was hired as the NAVCOMM Coordinator at JFK SSC. I would have never thought my one year in San Diego would help me so much in my career growth. I was able to gain experience in airports such as San Diego, Gillespie, Carlsbad, Montgomery Field and Brown field towers.

Ever since I began my FAA career and learned about flight check, I knew this was the position I wanted to have. Even as a flight attendant, during my first few flight checks, I told one of my coworkers that one day that would be me. I am a very determined person and always try to achieve every goal I set to accomplish.

I began to apply to the Flight Check Mission Specialist position, and kept applying in hopes that one day I would be hired. In 2013, one of my coworkers invited me to a meet and greet for the National Hispanic Coalition of Federal

Member Spotlight

Aviation Employees (NHCFAE). There, I met a wonderful woman name Barbara Lindsey and she approached me to discuss my career goals. I expressed to her that I wanted to be in flight check and informed her my difficulties. Soon after we met, she got in touch with the Flight Inspection Director of Operations to try to help me see what courses or training I could complete to have a chance at the position. I attended the NHCFAE conference in Long Island City, New York and met Janette Ramos. We began to talk she informed me that her brother, Jorge Malcun, was a pilot for Flight Program Operations, based in Atlantic City (ACY). She put me in touch with Jorge and that month I was able to arrange a trip to visit ACY Flight Operations firsthand.



In April of 2014, I was hired as a Mission Specialist for the Oklahoma City (OKC) office. I was extremely happy that after all the hard work I put in, it finally paid off. Once I arrived in OKC, the biggest challenge I faced was starting all over; I had 9 years of experience in Tech Ops, moved to Oklahoma away from family, and took a salary downgrade for the position. I met great people in flight check and put in a lot of hard work and effort. A year later, I was able to move back East. Now I am in charge of inspection of NAVAIDS, GPS, VOR and other surveillance inspections in the North.

This job has allowed me to fulfill my goal and open many opportunities to see the world. I couldn't be happier and I thank God every day for all the blessing he gives me. So far, I had the opportunity to see most of the Midwest, southeast and northeast of the country. I was able to maneuver the U.S. Coast Guard helicopter to New York City's airspace and have full view of the New York City skyline.

In my opinion, this is the best job in the FAA and I am looking forward to the years to come to continue my adventure.

Latina Leaders: Ida Marrero

By: Focus FAA

The following story featuring NHCFAE member, Ida Marrero, was originally published by Focus FAA during Hispanic Heritage Month.

When you were a child, what did you want to be when you grew up? How did your upbringing, your education, and your community influence your career path?

While I was in high school my father retired from the military and joined the FAA. It was so amazing how quickly he moved up the ranks and became a front line manager with the Airways Facility at Puerto Rico CER-AP. He eventually retired after 30 years of service at the



Latina Leaders cont....

FAA. Many times he took me to his job and exposed us to the work the FAA did.

So it's funny I grew up wanting to follow in my father's footsteps and join the military. I was always so proud of my Dad and his accomplishments. In 2017, I retired from the U.S. Air Force Reserves after 22 years of service.

Where did your career journey begin? Did you face any challenges along the way?

I was hired in 1993 as a secretary for the Airways Facilities in Miami ARTCC. In 1994, I was selected for the Airways Facilities Upward Mobility program to become a technician and attend Miami Dade College for two years. In December of 1996 I graduated with an Associate in Electronics Engineering Technology and was promoted to the position of Electronics Technician. Once I completed all of my technical training with the FAA I then was promoted to the journeyman level, which at the time, was a GS-12. I still continue to receive training and seek mentorship. In December of 2008 I was promoted to the position of NAS Area Specialist, I-band. I continued to work hard and prove that I could be successful at this job. Finally, in February of 2012 I was promoted to the Front Line Manager at the Miami Tower for Technical Operations.

Being a Hispanic female was a challenge, especially in the technical operations field. I was discouraged many times from applying for technical positions. I was even told, "You're too pretty to work as a technician." Additionally, I was told, "It's too dangerous for you to do technical work." I was determined to prove that I could not only do the job but also prevail be successful. I worked hard and didn't take no for an answer.

Who are your professional or personal influences?

Personally, my number one influencer was my Dad. He really demonstrated to me that hard work and sacrifice will get you to your goal.

Professionally, I'll never forget my first interview with Ernie Fontaine, the Miami ARTCC facility manager for Airways Facilities, at the time. He said to me, "Ida, I have a great opportunity for you. The FAA is trying to hire more women into the technical field, are you interested?" I responded, "Sure I would love that opportunity." So initially he hired me as a Secretary for Airways

Facility with the possibility to move into an upward mobility position as a technician. When the Electronics Technician upward mobility program opened, I was soon accepted into the program and placed into a position. Ernie Fontaine mentored me through the whole process and wrote a plan to get me all the way to management. He actually helped me complete for my first Individual Development Plan.

What words of advice do you have for rising Latino leaders at the FAA?

I always tell people to not limit themselves to their current Line of Business (LOB). Look into other LOBs and seek opportunities and if you're mobile, the sky is the limit. Continue to educate yourself and most importantly, seek mentorship opportunities. Also, set up goals and consistently update those goals. Find a mentor and hold yourself accountable for your future.

Currently, I am a Front Line Manager with Technical Operations. I am hoping to move up into a middle management position. I continue to train and seek developmental opportunities. One of my most favorite things in the FAA is to mentor new employees. I like to get them to see beyond their position and see that the FAA has so much to offer. The question I always ask is, "How mobile are you"?



Latina Leaders: Leonixa Salcedo

By: Focus FAA



The following story featuring NHCFAE member, Leonixa Salcedo, was originally published by Focus FAA during Hispanic Heritage Month.

When you were a child, what did you want to be when you grew up? How did your upbringing, your education, and your community influence your career path?

I wanted to be a marine biologist. I liked seeing the dolphin/whale trainers having so much fun in places like SeaWorld. As I grew up, I realized that I enjoyed and was good at math and science, so by the time I was in 12th grade, I decided to study Engineering.

Where did your career journey begin?

My first full-time job was with the Federal Aviation Administration (FAA). I came to the FAA as a Minority Serving Institutions (MSI) intern and have been working for the FAA ever since. Moving from Puerto Rico was very hard for the first two years. I did not have family in the DC area so it was difficult until I started making new close friendships. Also, I was not used to speaking English. I could read and write in English however, I pushed myself to have conversations with people in and out of work so that I could improve my communications skills. I learned my work ethic from my parents. Working hard and doing things the right way were taught to me from a very young age.

What drew to the FAA and why do you stay?

I was in my last semester of my Electronics Engineering Technology Bachelor's degree at the University of Puerto Rico and heard about the internship. I was offered a summer position assisting an Engineer in what is now the Navigation Programs office. I accepted the internship and liked the DC area. Although I have changed positions, I am still part of this great team.

With regard to your specific area, where do you see the aviation industry headed? Where do you see you have the potential to make an impact?



Aviation is headed to satellite navigation and away from ground-based systems. My job is to repurpose a concept that was installed into the National Airspace System over 70 years ago - Very high frequency Omnidirectional Range (VOR) –, reduce its foot print and implement satellite based instrument flight procedures where needed.

What words of advice do you have for rising Latino leaders at the FAA?

Take risks, educate yourself, ask others about their experiences and get advice. Do not be afraid to ask questions. Inform yourself the best you can and then do not be afraid of making decisions. You are not in this alone. Rely on your team. Be proud of every step you take in the right direction. When, not a matter of if, you make a mistake, accept it with humility, correct your course and keep moving forward. It happens to all of us. We are all human. Do not give up. It is a joy to know you are serving well in whatever position you have.

A Mechanic's Heart Finds Love Fixing Planes

By: Focus FAA

The following story featuring NHCFAE member, Gerardo Martinez, was originally published by Focus FAA during Hispanic Heritage Month.

Noted innovator, designer and Apple co-founder Steve Jobs once said that “the only way to do great work is to love what you do,” and Gerardo Martinez, manager of the Chicago Certificate Management Office (CMO), truly loves what he does. He boasts a storied background as a decorated military serviceman and as an air carrier airworthiness aviation safety inspector (ASI).

“I still find this job to be still spectacular after all these years,” he said with a chuckle. “It’s still really rewarding.” Martinez says he finds his reward in the evolution of aviation.

“It’s a never-ending learning process, and you have to evolve with it,” he said. “The theory of flight really hasn’t changed, and way back when I first started working you had to use deductive reasoning to find out what caused a plane to fail, but now planes are



Mechanic cont...

automated and can tell you what's happened to them.”

When he was around 12 or 13 Martinez admittedly wanted to be an auto or motorcycle mechanic before discovering his love of aviation. The field of aviation looked a lot different then.

During the Golden Age of Flying, as that time period is often referred to, commercial flying for pleasure was considered a luxury and the realm of the wealthy and businessmen. Everyday citizens didn't warm to flight as a means of travel until much later. Martinez was among the latter.

“One day I saw an airplane fly overhead and I thought, ‘Well, that's nothing but a mechanical beast with an engine that needs fixing,’” he said. “I then decided that I was going to be an airplane mechanic.”

His love for the field deepened during his time at the Naval Aviation Technical Training Center (NATTC) in Memphis, which he went to right after high school.

“I joined the Navy while I was still a senior in high school and then went to aviation school there and graduated at the top of my class,” Martinez said. Martinez was an Honor Man, and was meritoriously promoted to an E-3, which made him eligible to become a petty officer a little quicker than normal.

From there he was sent to General Electric School for J-79s and F4 Phantoms and then was sent to Key West, Florida, where he became a plane captain. He spent three months aboard the USS Nimitz CV-64 in this role to secure his carrier qualifications. He also spent a year on the USS Ranger- CV 61 in Coronado, California before returning to Key West and getting a part-time job with Interisland Air.

“I did all the annual and 100-hour inspections of the planes in this role,” he said. That prepared him for the time he spent as an ASI and in his current role as the manager of the Chicago O'Hare CMO, which provides service to the northern half of Illinois and is located two miles from what is still one of the world's busiest airports.



The Chicago native saw the trajectory of life bring him back home after his time in the military. He got hired in 1983 in the same Chicago office he currently works in; shortly after, graduating from Chicago Vocational School (CVS) an FAA Part 147 school with his Airframe and Powerplant (A & P) certification.

After learning he was going to become a father, Martinez decided to go back to school. He earned an associate degree in applied science in aviation maintenance technology. He got his bachelor's and master's degrees in political science/public administration from Northeastern Illinois University.

“It took me 12 years of night school, and I took summers off to coach my kids in soccer and baseball, but I did it,” he said. Martinez said he wanted his kids to learn the importance of finishing what you start.

He has shared that message of tenacity with several inner city elementary and high schools, where he impresses upon those young minds the importance of getting their education and to consider STEM-centered

Mechanic cont...

career fields like aviation. His encouragement of others also extends to FAA hopefuls.

“I’ve helped a lot of people get into the agency, and it’s rewarding for me to know that they are still here and are still contributing,” Martinez said. Martinez was recently honored by the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) with the Manager of the Year award for his management skills and has been asked to serve on several diversity and inclusion focus groups to improve diversity within the agency.

“I’ve been fortunate to have hired some really qualified people, and to me if I can help to increase the ranks of underrepresented groups, then it’s a win-win. You know what?” he asked rhetorically, “I just really like my job.”

And it shows.

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On the Hill Again!

By: Bill Fernandez, NHCFAE President

On Tuesday, February 18, 2020, I again went to the Sam Rayburn Building with Kendrick Burns of McAllister & Quinn to talk to the Legislative Assistant, Chelsea Grey, for Congressman Henry C. “Hank” Johnson Jr of Georgia about the Minority Serving Institution (MSI) Intern program.

Last year, we met with Congressman Johnson’s office about the MSI and their office wrote a letter to congress on behalf of the MSI requesting 5 million dollars for the program. 36 other Congressional Representatives signed the letter and in June of last year the \$5 million was put into the House Appropriations bill.



The \$5 million made it into the final funding bill for the FAA, but a stipulation that up to \$1.5 million could be used towards a joint FAA - U.S. Air Force aviation awareness program was somehow added. This news was disappointing, but still we, along with the NBCFAE, were able get “not less than \$3.5 million” for the MSI.

Our goal for this funding has always been to provide the FAA a centrally funded pot of money for funding the interns so that managers would not be required to pull those funds from their office’s budgets.

When the NHCFAE and NBCFAE met with Assistant Administrator for Human Resources, Annie Andrews, we found out that HR has up to two years to spend the funding, which again was frustrating. But HR is working on the funding for the interns for this year.

In our meeting with Congressman Johnson’s office, we explained what had happened to the funding that Congressman Johnson had sponsored. We asked for a new letter this year and we are requesting \$7.5 million for FY2021. This way if the funding gets spread over 2 years, this would be \$3.75 million each year towards the MSI program.

Ms. Grey also advised us that Congressman Johnson will be sponsoring another bill called the Minorities in Aviation Education Act. In 2018, their office had submitted the Minorities in Aviation Education Act. This bill directs the Federal Aviation Administration to establish the Bessie Coleman Aviation Education Program to improve the preparation and representation of students, particularly women and minorities, in aviation-related fields.

HAPPY
Easter

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